



BENDING THE CLIMATE CURVE™



A MESSAGE FROM OUR CEO:



When I first joined Mazzetti (32 years ago), we were about eight electrical engineers, designers, drafters, and admin staff. We designed small projects. But, we had big aspirations.

As CEO for about 20 years now, I have made many mistakes. But, I think I did one thing right; I found great people, who wanted to do great things and make a difference. And, I tried to build an organization that would empower them to do exactly that.

Over time, Mazzetti has tried to build a culture of empowerment. We have built a company that has distributed ownership, so that, any person here can be an owner of the company. We have tried to give voice to all of our people.

Most importantly, we have tried to be an organization that makes our values – Team First, Earn Trust, and Inspire – foundational to who we are. And, we have coalesced around our identity as a Benefit Corporation, so that we are able to consistently create the built environment that serves a greater good.

Today, we are in the process of creating annual goals for all of our people. As a Benefit Corporation, we exist to provide a Benefit – Bending the Climate Curve™ – in addition to our fiscal responsibility to our employee-owners. We continuously strive to identify how all of us can contribute to the larger mission. It is not always so obvious, when people are immersed in the details of a BIM model, to understand how that work connects to a larger vision. However, we are working to make everything we do part of achieving that dual focus. We are trying to make everything we do part of making the world a better place.

Some people say they want to be on the “Leading Edge.” Some people say they want to be on the “Bleeding Edge.” At Mazzetti, our people are the scalpel. We are not waiting on others; we are always looking for ways to catalyze a difference.

In the pages that follow, you will read some stories of the Mazzetti people who are doing just that.

Thank you for being part of our community.

Walt Vernon
CEO, Mazzetti

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VISION:

Create healthier, enduring environments.

Why do we exist?

VALUES:

What is most important to us?

- Team First
- Earn Trust
- Inspire

MISSION/BENEFIT:

Bending the climate curve™

What do we do?



B IMPACT ASSESSMENT OVERVIEW

Lane Community College Florence Center, Eugene, OR



IMPACT ASSESSMENT OVERVIEW

Mazzetti is an employee-owned Benefit Corporation. In accordance with California Benefit Corporation Law and the Mazzetti Articles of Incorporation, we are accountable to driving a public benefit to better society and our physical environment. As a Benefit Corporation, our public benefit is equivalent to company mission.

BENDING THE CLIMATE CURVE™

In 2023, our Benefit Corporation acted in accordance with its public benefit purpose, and our directors complied with their duty to consider the impact of decisions on stakeholders. We continued to invest in our people, our communities (both locally and abroad), and our impact on our physical environment – inside Mazzetti and through our projects.

IMPACT REPORT

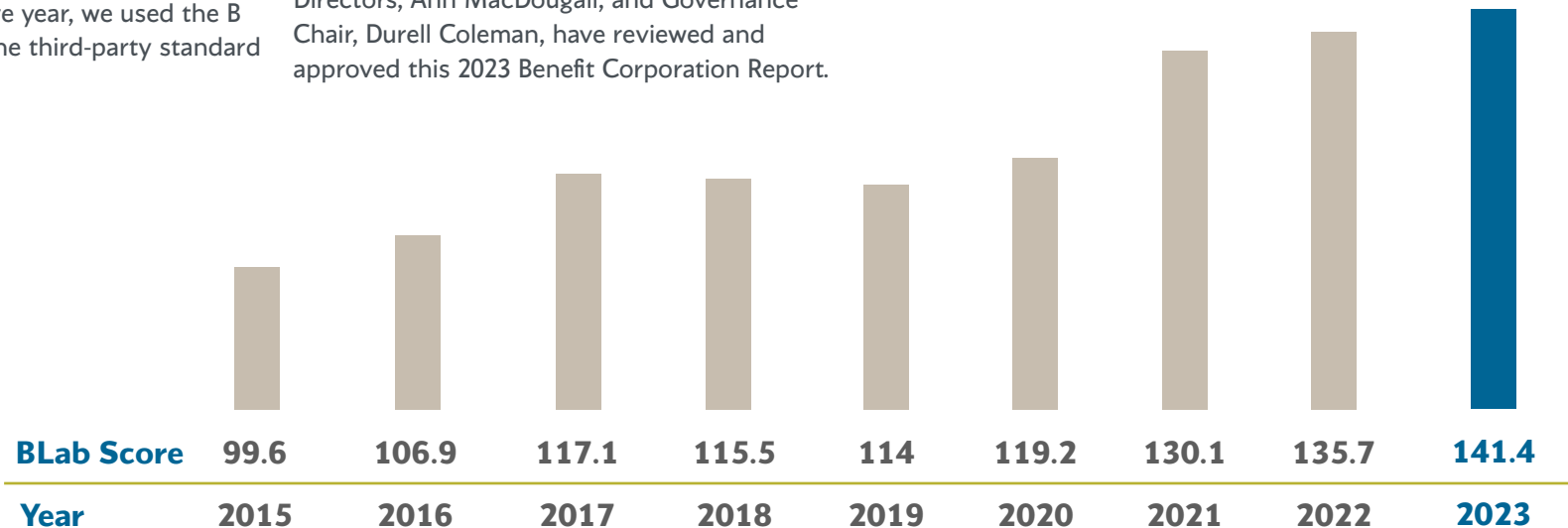
For the ninth consecutive year, we used the B Impact Assessment as the third-party standard

for our benefit corporation report. It's a tool used by over 50,000 businesses around the world, and like us, it aims to continuously improve. We are using Version 6 of the B Impact Assessment.

Note: There is no material connection between Mazzetti and the B Impact Assessment or the organization that established it. Although Mazzetti uses the B Impact Assessment to measure our progress each year, we have not undergone third-party validation of our reporting due to the cost of B Corp certification. We are a benefit corporation by law in the state of California, a designation that awards us additional points in the B Impact Assessment.

TOTAL SCORE

For 2023, we scored 141.4 (an increase of 5.7 from 2022). The Chair of the Mazzetti Board of Directors, Ann MacDougall, and Governance Chair, Durell Coleman, have reviewed and approved this 2023 Benefit Corporation Report.





IMPACT ASSESSMENT SCORECARD

OVERALL RATING	MAZZETTI	2022 COMPARISON	^ OR v	MAX SCORE
TOTAL SCORE (2023)	141.4	135.7	^	200.0
Governance	22.8	20.2	^	25
Mission & Engagement	5.5	4.3	^	6.0
Ethics & Transparency	7.2	5.9	^	9.0
+Mission Locked	10	10	-	10
Workers	70.6	69.6	^	80
Financial Security	18.1	18.3	v	20
Health, Wellness, & Safety	8.3	7.9	^	12
Career Development	6.5	6.1	^	8
Engagement & Satisfaction	7.5	7.1	^	10
++Worker Owned	30	30	-	30
Community	20.7	22.5	v	50
Diversity, Equity, & Inclusion	7.8	7.8	-	15
Economic Impact	5.0	4.3	^	15
Civic Engagement & Giving	4.4	4.8	v	12
Supply Chain Management	1.9	1.9	-	8
Environment	24.7	20.8	^	110
Environmental Management	6.3	6.1	^	7
Air & Climate	4.6	5.1	v	7
Water	0.3	0.3	-	2
Land & Life	3.0	3.0	-	4
Renewable or Cleaner Energy	3.3	2.3	^	30
Resource Conservative	3.8	2.4	^	30
Environmental Education	3.1	1.3	^	30
Customers	2.5	2.5	-	5
Customer Stewardship	1.6	1.6	-	5

+ Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership.

++ Recognizes distributive ownership models that empower employees, including cooperatives and ESOPs.

NOTE: The sub-category scores do not equate to the overall category score; questions are weighted differently.

M IMPACT ASSESSMENT OVERVIEW

Similar to the ESG Sustainability Framework, the B Impact Assessment uses similar criteria related to Environment, Social, Governance.

GOVERNANCE

The Governance Impact Area evaluates your company's overall mission, ethics, accountability, and transparency through topics such as integration of social and environmental goals in employees' performance evaluation, impact reporting and transparency, stakeholder engagement, and more.

In 2023, the material change that increased our score by 2.6 pts was due to connecting compensation to our Benefit goal performance. 2023 marked our inaugural year for Benefit goals as one of the metrics directly impacting end-of-year bonuses.

Engagement Manager (Lisa Huges) and a Professional Development and Knowledge Manager (Joel New). 2023 marked the first complete year with both employees on board and respectively contributed to the organization. Most notably, Mazzetti's Onboarding process for new hires has transformed from a sore to a bright spot, regularly receiving accolades from new hires (and supervisors) across the organization. 2023 engagement and retention Mazzetti, under Joel's leadership successfully launched and continues to implement the use of a robust knowledge management system, Guru – a positive step toward supporting further career development.

WORKERS

The Workers Impact Area evaluates your company's contribution to its employees' financial, physical, professional, and social well-being through topics such as payment of a living wage, benefits, employee health and safety, professional development opportunities, and more.

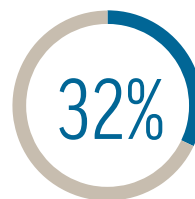
'Financial Security' (decreased) - In 2023, the percentage above the legal minimum wage of our lowest-paid hourly employee slightly reduced, resulting in a slight decrease of our 'Financial Security' score from that of 2022.

'Health, Wellness, & Safety' (increased) – In an intentional commitment to support our working parents, we increased our paid parental leave benefits. Regular fulltime and regular part-time benefit eligible employees who have been employed for at least 90 days are eligible for four weeks of paid parental leave following the birth or adoption of a child.

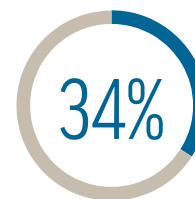
'Career Development' and 'Engagement & Satisfaction' (increased) – No surprise to Mazzetti employees to see both categories increase after investing in an Employee

"BY THE NUMBERS"

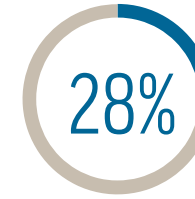
As of Dec. 1, 2023:



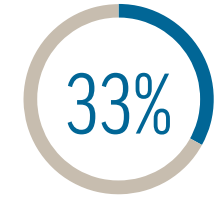
Total staff are non-white



Billable staff are non-white



Billable leaders are non-white



Board of Directors are minorities

M IMPACT ASSESSMENT OVERVIEW

COMMUNITY

The Community Impact Area evaluates your company's contribution to the economic and social well-being of the communities in which it operates, through topics such as diversity and inclusion, job creation, civic engagement and philanthropy, supply chain management, and more.

In 2023, our overall change in diversity among roles in the firm experienced minor fluctuations:

The material change resulting in a decreased overall score was due to a lack of formally tracking employee use of PTO for volunteer service. However, despite not formally tracking, the result of some of our volunteer time, specifically with Mazzetti's Non-profit Sextant, is illustrated in the subsequent pages of the report.

ENVIRONMENT

The Environment Impact Area evaluates your company's overall environmental stewardship, including how the company manages general environmental impacts as well as specific topics like climate, water use and sustainability, and impacts on land and life.

The increase in the overall score resulted from several activities, including:

- Setting a specific energy/carbon reduction target by becoming a signatory of the White House Health and Human Service (HHS) Climate Pledge – reduce emissions 50% by 203 and 100% by 2050.
- Enhanced programming to manage energy and carbon for both Mazzetti and clients via our software, M+Carbon.
- Launching the [Decarb Guidebook](#).
- Launching [BLUE – Suite of Decarbonization Services](#) at CleanMed in Pittsburgh, PA.

- Launching Bending the Climate Curve Lecture Series – educational and inspirational content to drive positive environmental impact.
- Delivering an increased volume of GHG Inventories and Decarbonization Master Plans, evidenced to lead directly to environmental outcomes for the Owner.



M IMPACT ASSESSMENT OVERVIEW

Mazzetti has been tracking, reporting, and offsetting its scope 1 and 2 emissions since 2009. We follow the Greenhouse Gas (GHG) Protocol, the global standard for measuring and managing GHG emissions, and we report our offsets via the Climate Registry. In effect, we've been carbon neutral for over a decade.

As a White House Health and Human Services (HHS) Climate Pledge Signatory, aligned with many of our healthcare clients, we are committed to:

50% emissions reduction by 2030

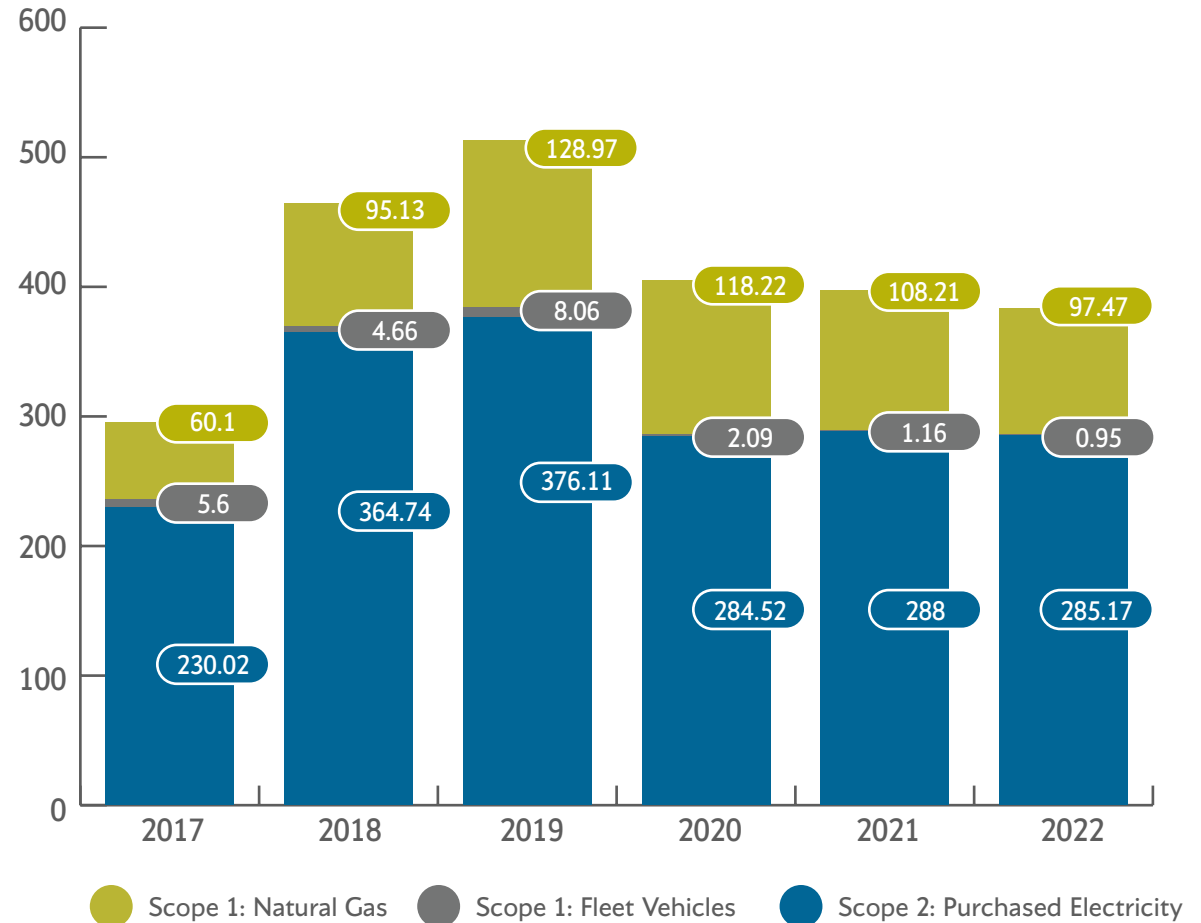
100% emissions reduction by 2050

Our Scope 1 and 2 emissions through 2022 are shown in the graph to the right.

Carbon credit purchases have been made to offset 1,200 MT of carbon, representing 2016 (as a catch-up), 2022, and 2023. See the certificate below.



MAZZETTI TOTAL EMISSIONS (MT CO₂e)



NOTE: The 2023 GHG Inventory will be completed by June of 2024. For purposes of purchasing offsets, the 2022 numbers were used as an approximation for 2023.

M IMPACT ASSESSMENT UNWRAPPED

Prior to purchasing offsets, we solicited feedback from Mazzetti employees, as owners of the company, to help prioritize among the 17 Sustainable Development Goals (SDGs). We narrowed to five specific SDGs:



Why are these specific offsets important to Mazzetti?

We are designers and consultants of highly energy and carbon-intensive spaces that have a keen focus on creating healthier communities – through the delivery of care or the research to identify the next care treatment.

However, these same spaces whose primary objective is to cultivate HEALTH are actively producing environmental harm. Additionally, despite the best design, the best decarb plan, the best medical equipment, etc., the operators and other stakeholders in these spaces, generally lack adequate knowledge to operate per design (not their fault).

THEREFORE, in addition to our highly efficient design deliverables, we know we must serve as teachers and guides for our clients. We know we need to be more mindful of prioritizing educating our ourselves, our clients, partners, the broader community on feasible paths towards bending the climate curve. This is our mission as a Benefit Corporation.

CUSTOMERS

The Customers Impact Area evaluates the value that your company creates for your direct customers and the consumers of your products or services through topics such as ethical and positive marketing, warranty and quality assurance of products and services, data privacy, data security, and more.

No changes.

DISCLOSURE

No changes.



RESEARCH AND IMPACT

University of Washington Center for Behavioral Health, Seattle, WA

CONTINUING HEALTHCARE ELECTRICAL SYSTEMS FOR PLUG LOADS RESEARCH

Especially as hospitals continue to electrify to meet climate commitments, the sizing of hospital electrical loads is increasingly important. A population of healthcare electrical engineers believed that, prior to 2023, National Electrical Code requirements resulted in oversized electrical equipment. Included among the updates in the 2023 NEC, changes to sizing calculations for general purpose receptacles (plug loads) in the most patient sensitive parts of the hospital but not for others hospital areas and not for receptacles dedicated to particular pieces of equipment (e.g., an electrical outlet designed for a fridge plug-in).

Mazzetti sought to gather information helpful for the NEC to make further changes in the next cycle. Therefore, Mazzetti performed circuit level plug load monitoring throughout 2023, monitoring more than 2000 circuits each for at least 2 weeks. Having gathered this data from hospitals in California and Washington, Mazzetti then engaged a statistician to analyze the robust dataset to confirm the data's significance and to determine suggested, statistically relevant, and appropriate changes to the demand factors used in sizing general receptacles and those dedicated to a piece of equipment. Information was provided to the code-making panels who are considering these changes. This effort by Mazzetti will improve the practice of electrical engineering in healthcare and ultimately, further bend the climate curve.



MEDICAL EQUIPMENT ENERGY CONSUMPTION BENCHMARKING

In 2019, Mazzetti was awarded two research projects for monitoring the energy consumption of major medical imaging equipment.

1. Funded by the Office of the President at University of California San Francisco, this project was specific to MRIs.
2. Funded by ASHRAE, this project included nine medical imaging modalities, measuring energy use and heat gain with the intent to better inform HVAC engineers re heating loads per clinical spaces (i.e., more accurate designs).

During the height of the pandemic, the onsite testing in hospitals was put on hold; however, the relationships with our hospital partners and other entities involved were maintained.

In 2022, research reinitiated with on-site hospital metering and continued through 2023.

Above and beyond the scope of work for both projects, Mazzetti has been engaged with an ENERGY STAR team, comprised of members from EPA, DOE, and NREL. ENERGY STAR is interested in this work, as they are collecting similar data for the purposes of creating an ENERGY STAR rating, specific to medical imaging equipment. Through this collaboration, our intent is to not only expedite all projects, but ultimately, expedite carbon emissions reduction in hospitals.

Mazzetti's specific projects are continuing into 2024.

EDUCATION

In November 2023, Austin Barolin, PE was invited to be a guest lecturer at the UC Berkeley School of Public Health. He spoke to over 300 undergraduate students in an introductory course called Public Health 101, designed to educate and inspire students from diverse concentrations in sustainability and climate change. Austin's lecture was on the topic of decarbonization in the built environment. He also provided a brief background on the Decarb Healthcare Guidebook, why decarbonization is important, and how they can be part of the solution. The session was part presentation and part discussion as Austin heard from many intriguing minds interested and excited to learn more about climate change, sustainability, and opportunities to make a difference. The course was so successful that Austin was invited to speak in April 2024 to the next semester's class!

In April 2023, Troy Savage, a Cornell Institute for Healthy Futures Industry Scholar, was invited to be a guest lecturer at the Cornell Human Ecology school, Human Centered Design department. Troy lectured at the Health, Hospitality, and Design Industry Seminar on the topic Reimagining Behavioral Emergency Environments and Innovating design. The



interactive lecture allowed students to interact through polling, explore ideas with their neighbors, and ultimately conceive of concepts to improve healthcare environments. After the lecture, Troy met with 20 students to answer questions and provide career advice and perspectives. Troy also met with a smaller, project-based class, discussing and providing feedback on their building concepts for community engaged living.

IFHE/WHO INITIATE2

In the wake of the unprecedented COVID-19 pandemic, the world witnessed the power of collaboration and innovation to address urgent healthcare challenges. One remarkable example of this unity was the International Federation of Healthcare Engineering (IFHE), which played a pivotal role in supporting the World Health Organization (WHO) by mobilizing teams of skilled architects and engineers to design essential COVID-19 treatment facilities. This initiative marked the genesis of the Techne network—a testament to the potential of collaborative efforts in times of crisis.

As an esteemed member of the IFHE, Mazzetti took the lead in coordinating teams of volunteers to respond swiftly to WHO's calls for assistance. This collaborative endeavor encompassed more than just teams, it represented a coming together of minds from various disciplines and geographies. The efforts of these volunteers went beyond 24 teams, spanning over 25 countries. This statistic underscores the global scale and influence of such collaborative initiatives.

In June 2021, a groundbreaking initiative was launched as a response to the pressing need for standardized and innovative solutions in healthcare emergencies. The World Food Programme (WFP) and WHO introduced INITIATE²—a transformative five-year project aimed at uniting emergency response stakeholders, research institutions, and academic bodies. The primary goal was to develop cutting-edge solutions and comprehensive training programs that could bolster readiness and response capacities during health emergencies. INITIATE² was conceptualized following the G20 meeting in Italy in 2021, signaling the world's commitment to proactive and coordinated responses to health crises. This initiative

resonated deeply with Techne, which sought assistance in the form of design expertise. Mazzetti, on behalf of IFHE, tapped into its network to assemble a Canadian design team that willingly volunteered their skills for the cause.

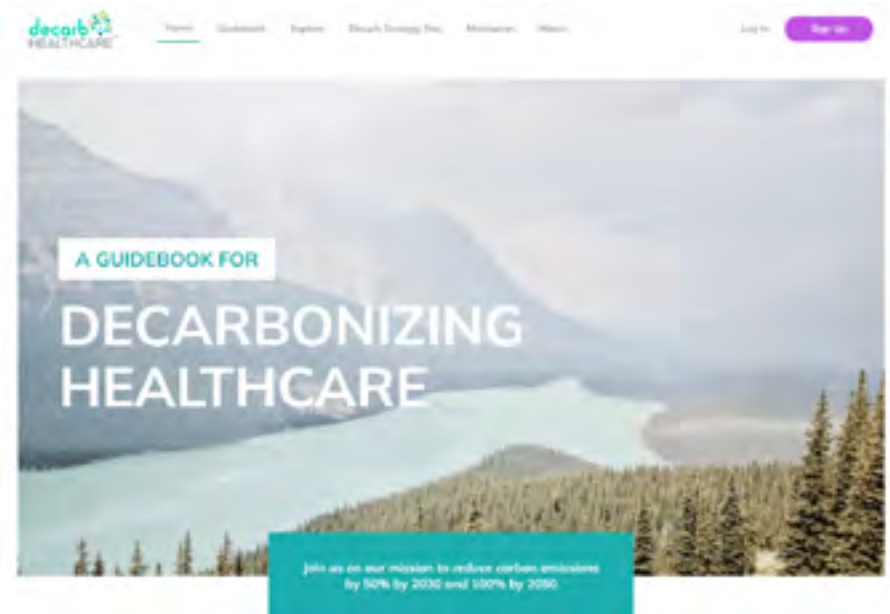
From June 13th to June 18th, 2023, the WFP and WHO orchestrated an event of immense significance which crystallized the essence of collaboration and innovation. Partners and stakeholders congregated to test a prototype of an infectious disease treatment module. Among the attendees were Mazzetti's Troy Savage, the coordinator of IFHE volunteers, and Willy Schein, architect with LS3P, and a mentor who had played a pivotal role in nurturing IFHE's design teams.

The event marked a significant step forward, aligning with the WFP Innovation Accelerator process. The teams involved erected the Infectious Disease Treatment Module and simulated various scenarios to assess its efficacy. This experiential learning opportunity provided the design team with invaluable insights, which they are now harnessing to refine the module's design. Importantly, the feedback loop included inputs from outbreak emergency medical professionals and other stakeholders, ensuring that the design was attuned to the real-world requirements of healthcare emergencies. Mazzetti continues to collaborate with WHO Techne including working on the Initiate2 project.

DECARB HEALTHCARE GUIDEBOOK LAUNCH

Healthcare contributes significantly to the US economy but also to its carbon emissions, making it a key player in the quest for decarbonization. To address this, a comprehensive guidebook for decarbonizing hospitals and large commercial buildings has been developed (commissioned by the California Energy Commission). This resource is aimed at a wide range of stakeholders, including building owners, operators, designers, architects, engineers, and regulators. It advocates for the use of advanced technologies and designs to minimize natural gas usage, reduce greenhouse gas emissions, and decrease operating costs, benefiting investor-owned utility ratepayers. The guidebook is dynamic with continuous updates and additions to keep the content relevant.

The guidebook was officially launched on July 11, 2023, with a virtual celebration featuring keynote speakers Dr. Victor Dzau, President of the National Academy of Medicine, and Dr. Richard Jackson, Professor Emeritus at UCLA Fielding School of Public Health. The launch included introductory remarks from several speakers, short keynote addresses, and a demo of the [Guidebook website](#).





RESEARCH & IMPACT

ASHRAE DECARBONIZING HOSPITAL BUILDINGS GUIDE

North American hospital buildings have one of the largest carbon use intensities (CUI) of all building types and the challenges for decarbonizing these buildings are much more complex because of their unique needs due to numerous systems and technologies, infection prevention, regulatory environment, and resilience.

Mazzetti's Walt Vernon, together with Heather Burpee, Research Associate Professor at the University of Washington, and Mara Baum, Architect and Partner at Dialog, authored this guide to describe what it means to decarbonize a new hospital building — to show that it is practical to accomplish today and to describe a set of strategies to get it done. The guide particularly highlights those elements of decarbonization that are most problematic: certain process loads, thermal energy, especially in cold climates, “emergency power,” and potential offsets available to achieve net zero.

This guide is intended for stakeholders in the design, construction, and operation of hospital buildings, including Hospital Facility Managers, Capital Planners, Hospital Architects, Engineering Teams, Sustainability Leaders, Builders, Authorities Having Jurisdiction, and other related stakeholders.

INTERNATIONAL FEDERATION OF HEALTHCARE ENGINEERING (IFHE) GLOBAL CARBON CHALLENGE AND AWARDS

What started as a global energy challenge and awards (in 2022) has not shifted to a focus on carbon. Mazzetti, once again, is facilitating this global challenge and awards program on behalf of IFHE. Mazzetti is not only providing the web application for participants to enter and track their energy and carbon emissions but is also providing the overall marketing and training support for country heads.

The goal is to reduce GHG emissions across healthcare facilities, globally. Awards for “best in country” and “best in world” reductions will be awarded on stage at the IFHE's Annual Congress in Capetown, South Africa in 2024.





BENDING the Climate Curve

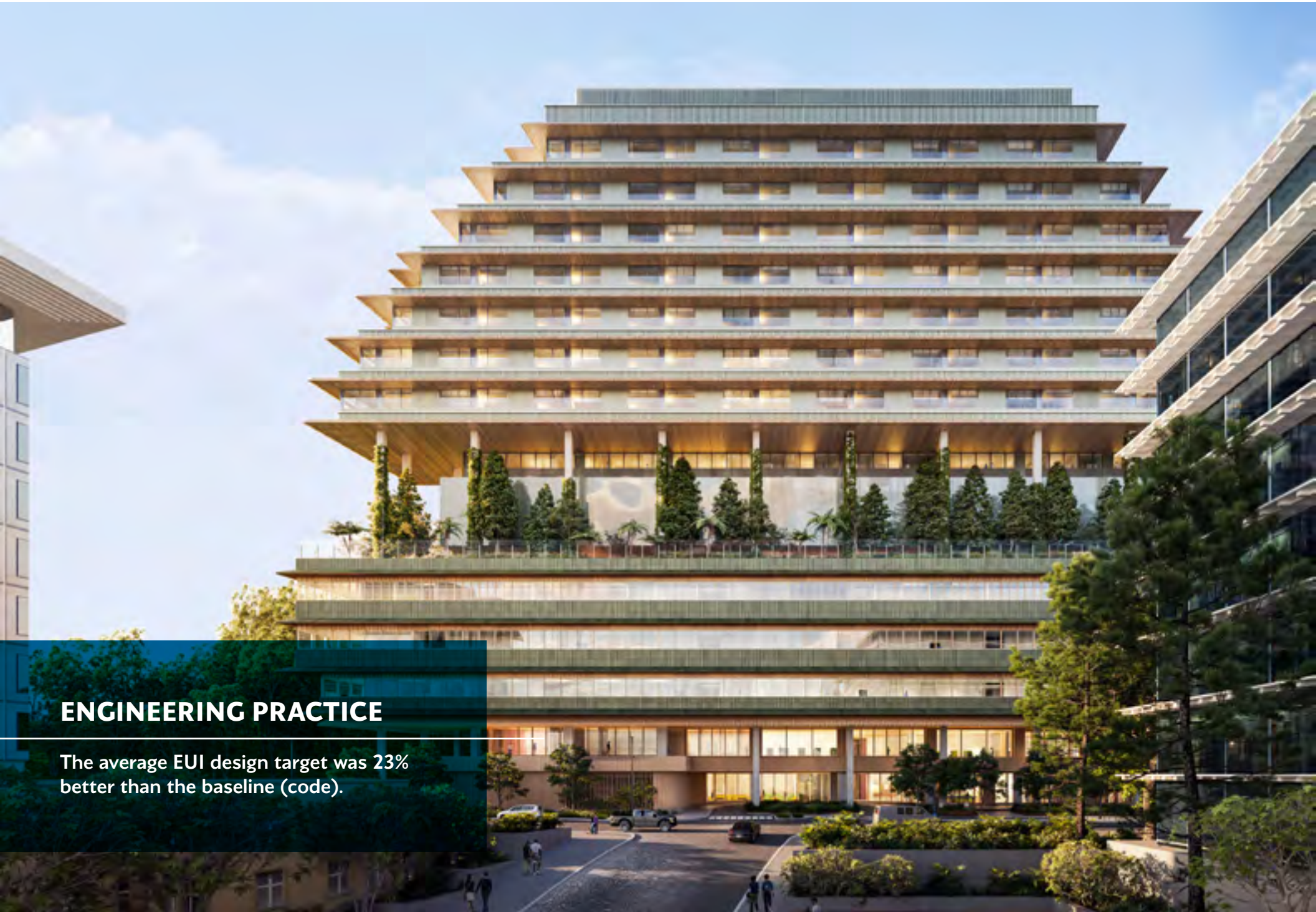
2023 marked our inaugural year to identify a specific Benefit goal to each of our billable and corporate practices, contributing to our company-wide Benefit/Mission of bending the climate curve. The following highlights some of our achievements.



BENDING THE CLIMATE CURVE BY PRACTICE

ENGINEERING PRACTICE

The average EUI design target was 23% better than the baseline (code).





BENDING THE CLIMATE CURVE BY PRACTICE

LIGHTING DESIGN PRACTICE

All qualified projects were designed, on average, **30% better** than lighting power density code.

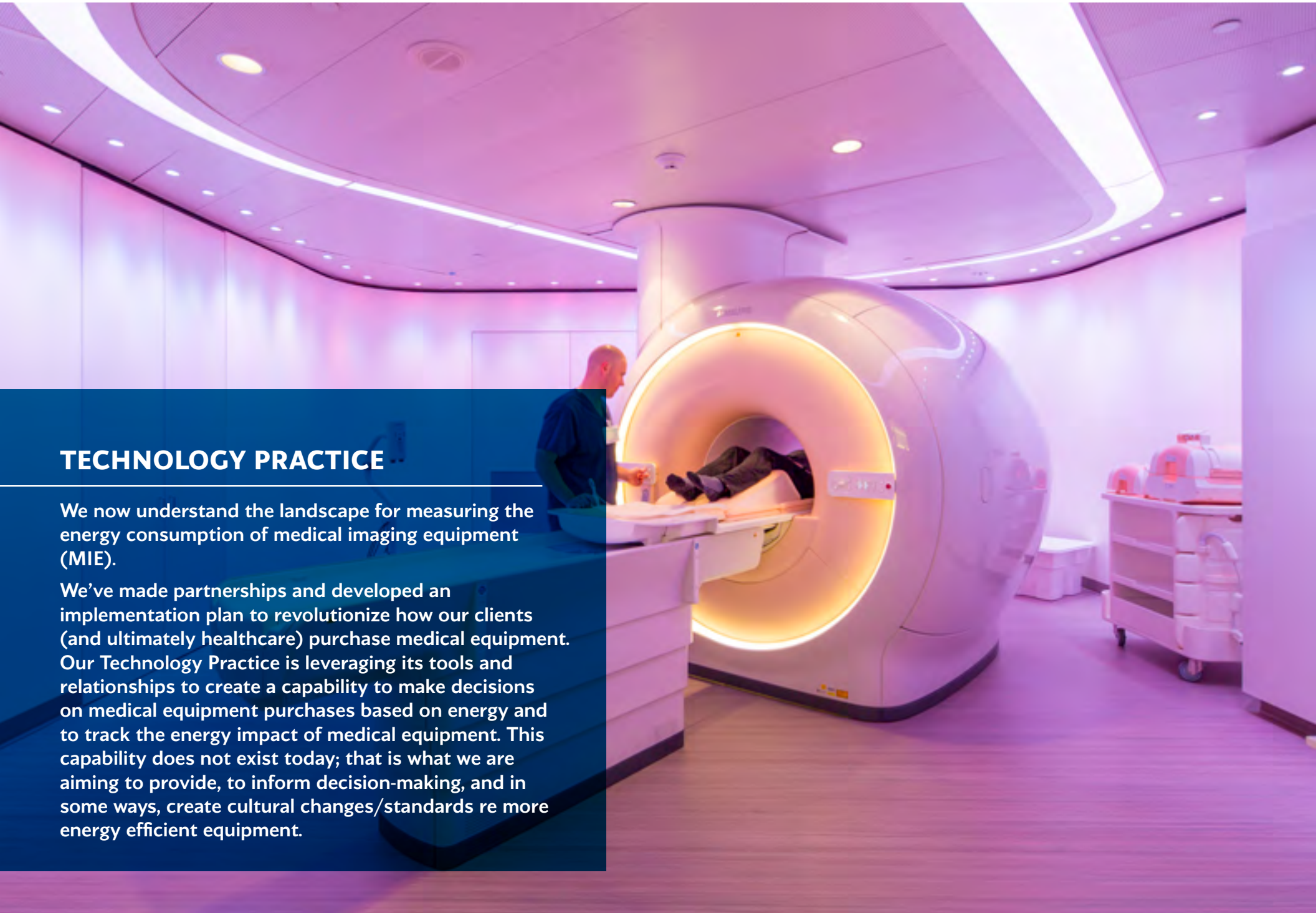


BENDING THE CLIMATE CURVE BY PRACTICE

TECHNOLOGY PRACTICE

We now understand the landscape for measuring the energy consumption of medical imaging equipment (MIE).

We've made partnerships and developed an implementation plan to revolutionize how our clients (and ultimately healthcare) purchase medical equipment. Our Technology Practice is leveraging its tools and relationships to create a capability to make decisions on medical equipment purchases based on energy and to track the energy impact of medical equipment. This capability does not exist today; that is what we are aiming to provide, to inform decision-making, and in some ways, create cultural changes/standards re more energy efficient equipment.





BENDING THE CLIMATE CURVE BY PRACTICE

SUSTAINABILITY PRACTICE

Our Sustainability Practice launched the Bending the Climate Curve Lecture Series – virtual monthly webinars (for internal and external audiences), delivering timely, useful education and inspiration related to decarbonization. Most sessions featured experts in/ outside our industry. The series is continuing in 2024.



EMPLOYEE RESOURCE GROUPS

City of Hope Central Utility Plant, Duarte, CA

EMPLOYEE RESOURCE GROUPS: WOMEN AT MAZZETTI

From our efforts to improve our own workplace environments, to the impact of our project work, to our local and national global health efforts – we’re committed to making progress.

As part of our annual celebration of International Women’s Day (IWD) and Women’s History Month, the Women at Mazzetti (W@M) ERG hosted a privilege walk activity consisting of read statements and participants adding points to their tally based on how statements apply to them. The total number of points each participant has at the end determines their privilege level. We added statements on women in the workplace, experiencing gender discrimination, and accessing women’s healthcare. Throughout Women’s History Month, we wrote weekly posts reflecting on significant women in history and allowing our ERG members to share their perspectives. We encouraged employees to nominate their female coworkers for our Women’s History Month superlatives such as “Cool Cucumber,” “Most Amazing Project Manager,” and “Most Likely to Provide Help with a Smile.” We ended March with a fun game of Women’s History Jeopardy.

In May, we recognized Women’s Health Month and Mental Health Awareness Month by posting about important women’s health topics such as breast cancer, heart disease, and stress, and preventative steps. At the end of the month, we hosted a yoga and mindfulness session with an instructor to provide employees with a brief respite from their busy workday.

In October, Mazzetti sent four employees to the Society of Women Engineers (SWE) National Conference in Los Angeles to recruit and attend conference sessions. Over three days, the ladies attended keynotes and sessions that highlighted many professional and personal development topics.

Spurred from an April discussion about the path to leadership for women at Mazzetti, the W@M ERG spent the second half of the year planning and in November were able to launch our W@M Professional Development Series with two sessions on the topic of communication – speaking with influence and engaging others. Led by Jen Jamula from

GoldJam Creative, we spent nearly 4 hours learning strategies for asserting ourselves and standing out in a room. We plan to continue the W@M PD series into 2024 and beyond.

In 2023, W@M made donations to several programs and scholarships that benefit women and minority backgrounds in STEM. We donated \$2,000 to the Society of Women Engineers Golden Gate Professional Section for their high school and community college scholarship program awarded to a female or another underrepresented minority gender attending a four-year university with a declared major in engineering. We provided \$500 to match the DEI ERG for a \$1,000 NSBE scholarship for a Black student in the Portland area. We provided \$500 to sponsor the Montana State University Women in Engineering Dinner. Stephanie Smith, a Mazzetti employee and part time instructor for the electrical engineering department, attended the dinner and spoke with students about her role as an electrical engineer. We provided \$500 to sponsor the Geek is Glam Girl Scout event in Massachusetts. Mazzetti employee and W@M ERG member, Stephanie Cook, spoke on a panel about her role as a mechanical engineer to highlight the many paths that STEM careers offer. Mazzetti provided the girls with fun stickers and coloring books. Lastly, we used our remaining budget for 2023 to make a \$500 donation to the National Women’s Law Center, a nonprofit that fights for gender justice and equality at all levels.



EMPLOYEE RESOURCE GROUPS: DEI

In 2023 we established a mission statement, solidifying the path of the group. In 2024 we will establish a charter for the group.

At Mazzetti, we believe that everyone should have the same opportunities to thrive and succeed. Our Diversity, Equity, and Inclusion Employee Resource Group is dedicated to increasing awareness and cultivating opportunities to eliminate embedded biases and inequities within our workplace, industry, and culture through communication, education, and community engagement.

We served as an advisor to the marketing team for their external pride campaign, the ABC's of Inclusivity at Mazzetti which included a \$2400 donation to The Trevor Project from the company.

We began our voluntary journey towards a JUST label to provide greater transparency in our operational policies regarding investments in our employees and communities. We have established a committee to gather the required information and compile the application. Committee members attended a training class, financed through the ERG budget, to prepare for the process. We will finish our application in 2024.

We continued to gather monthly, meeting to organize events, discuss topics, and recruit staff for internal educational posts and other work of the group.

We continued our campaign of inclusivity and awareness, educating folks and celebrating our collective differences through posts on the Mazzetti Culture page. We created 30 posts over 10 months. We interviewed and wrote articles about two staff members, spotlighting diversity at Mazzetti.

We continued our efforts to collaborate with the other ERG's at Mazzetti. We collaborated with the Emerging Professionals ERG hosting a professional development training on Implicit Bias, the Wellness ERG on a scavenger hunt for Earth Day, and the W@M with a Black Women in Cinema educational event celebrating both Black History & Women's history months.

We hosted fun, social, events to celebrate cultural heritage months including Black history & culture games, Tai Chi, Pride Trivia, and Yoga.

We distributed our funding 45% internal, 25% external, and 30% indirect impacts. We increased our indirect impact through an additional scholarship donation, we will continue our efforts to support employee engagements in STEM events within the community.





SEXTANT NON-PROFIT

Mazzetti founded and manages the 501©3 Sextant Nonprofit.

Rambura Health Center, Rwanda, Africa



RAMBURA HEALTH CENTER

In the scenic Northwest corner of Rwanda, the Rambura Health Center has been undergoing a substantial transformation, thanks to the diligent efforts of The Sextant Foundation's volunteers. Their dedication is showcased through the installation of solar panels and addressing the severe water scarcity at the center.

The initiative to install solar panels, in collaboration with Movimento Lotta Fame nel Mondo (MLFM), has successfully enabled the health center to achieve 100% solar power for its critical functions. This installation not only powers the medical center but also the maternity building, lab, and the sister's house/chapel, enhancing the reliability of care delivery. Jeff Rodriguez, Sextant's Chief Volunteer Electrician, noted the system's efficiency in maintaining power supply throughout the day, backed by the grid in scenarios where battery charge drops below 30%.

Water scarcity remains a critical challenge, with the health center's dependency on rainwater exacerbating the situation. The Sextant Foundation's



response includes considering the installation of additional water tanks and a purification system to ensure a secure and efficient water supply. Proposed solutions aim to address the theft of external water tanks and improve water availability within the center's compound.

Volunteers, notably Jeff Rodriguez and Kait Mendenhall from Mazzetti/Sextant, have played instrumental roles in these projects. Their contributions range from enhancing lighting in the maternity ward, addressing inadequate lighting issues, to the successful installation of solar panels in collaboration with the local community.





VILLAGE HEALTHWORKS HOSPITAL, BURUNDI

In a demonstration of global collaboration and dedication, a small group of volunteers, under the guidance of visionary Deo Niyizonkiza, has successfully established a state-of-the-art medical center in Burundi, aimed at bringing quality healthcare to its people. This significant achievement was marked by an official ribbon-cutting ceremony on June 21, 2023 presided over by the President of Burundi.

The Sextant Foundation played a pivotal role in this endeavor, contributing to the project's energy solutions. Faced with unreliable local utility services, Chief Sextant Volunteer & Electrician Jeff Rodriguez with a team of diligent electricians and civil

engineers, have been instrumental in reconfiguring and operationalizing a collection of energy generation assets. These efforts include managing erosion problems, implementing wireless lighting controls to enhance patient care, and establishing a power metering system to optimize energy usage. Furthermore, there is planning to develop an on-site solar and storage system, aimed at financial sustainability through carbon credit financing.

Water supply, a critical resource for the hospital, has undergone significant planning and expansion. Initially reliant on two mountain springs, which were insufficient for the growing needs, a line to a third spring was established. However, with the changing climate and expanding hospital activities, even this addition is proving inadequate. The hospital is now exploring the possibility of tapping into a fourth water source, highlighting the challenges posed by climate change and the imperative for sustainable resource management.

The dedicated efforts of the volunteers and the innovative problem-solving approaches employed by The Sextant Foundation underscore the communal spirit and technological ingenuity driving this project. Yet, the mission is far from over. The call for additional volunteers and funding to support ongoing maintenance and operations programs reflects the continuing need for collective action and support.

This project not only signifies a monumental step towards improving healthcare in Burundi but also serves as a beacon of hope and a testament to what can be achieved through unity, innovation, and a relentless pursuit of making the world a better place. For those inspired to contribute to this noble cause, Village Health Works extends an open invitation for

support, whether through volunteering or [financial assistance](#).





REIMAGINING THE OR APRIL 3-4, 2023

Workshop participants engaged through human-centered design to identify challenges for doctors, nurses, and patients in the operating room. The potential for AI application within the space to alleviate supply constraints was enthusiastically explored. Additional solutions to challenges in perioperative departments included robotics, drones, and smart carts.

A whitepaper for Reimagining the OR has recently been published by AORN and can be found [here](#).

Reimagining participants, enthused by their experience centered in design solutions at the workshop, wanted to identify ways to support OR construction projects. A group of workshop participants opted to update the AORN Construction toolkit to instruct nursing clinicians on how they might participate in a construction project. AORN is greatly appreciative of these efforts. The toolkit was presented at the AORN Global Surgical Conference Leadership Summit in early March 2024. The updated toolkit will be published by AORN in July 2024.



REIMAGINING BEHAVIORAL EMERGENCY ENVIRONMENTS 2.0 APRIL 19, 2023

Workshop participants engaged one another through human centered design to identify existing design-related barriers in behavior emergency environments. The affinity for open spaces sparked ambition for a white paper on pattern language for behavioral emergency environments. The eight patterns that emerged are:

1. Sensory sensitive and therapeutic environment
2. Supportive entry and first contact affirmation
3. Patient choice and environmental control
4. Multi-patient care area
5. Centralized triage
6. Community table
7. Streamlined care experience
8. Peer advocacy and emotional support

Watch the recap video [here](#).



REIMAGINING ASSISTED LIVING MAY 12-13, 2023

This workshop was a part of Cornell Institute for Healthy Futures held in conjunction with the REinventing Health, Hospitality, and Design Symposium.

Designers joined healthcare and senior living leaders to collaborate in an interactive day of reimagining the design of assisted living facilities in response to changing needs.

Participants, including several leading assisted living space developers, left the workshop enthused about implementing aspects of concepts including creation of a multi-generational assisted living community, the possibilities of using AI in assisted living to connect residents and staff members, and a specialized “app” to enhance the intake and first impressions of new residents.

A photograph of a modern hospital room, likely a family birth center. In the center is a white patient bed with blue linens. To the left of the bed is a white medical machine with a large screen and various controls. The room has large windows on the left side, providing a view of the outdoors. The walls are decorated with wood paneling and a large mural of a tree. A blue overlay with white text is on the right side of the image.

2024 BENEFIT GOALS

Randall Children's Hospital Family Birth Center, Portland, OR

BENEFIT GOALS FOR 2024

ENVIRONMENT

Measure Scope 3 emissions (includes supply chain) and set a 2025 reduction target.

NOTE: All practice-specific benefit goals are characterized under the 'Environment' category.

PRACTICE SPECIFIC BENEFIT 2024 GOALS



ENGINEERING:

Implement internal energy modeling program to plan, schedule, track, and report on all 2024 qualified projects.



MARKETING & BUSINESS DEVELOPMENT:

Communicate practice-specific benefit accomplishments internally and externally as appropriate – SHARE STORIES!



TECHNOLOGY

Establish means to capture and analyze Medical Equipment energy consumption data.



OPERATIONS:

Ensure Billable Practices accomplishment their goals.



SUSTAINABILITY:

Develop Measurement & Verification program/roadmap to capture and analyze building performance data and report quarterly.



PEOPLE:

Green Hiring Practices

Implement environmentally-friendly recruitment processes such as digital onboarding and interviews, reducing the need for travel and paper usage. Additionally, prioritize hiring individuals who value sustainability and have a track record of contributing to environmental causes.

Performance and Incentives

Integrate sustainability goals into performance reviews and consider creating incentive programs for employees who excel in promoting and practicing sustainable behaviors within the organization.



LIGHTING DESIGN:

Expand LPD analysis through wireless controls.



FINANCE:

Work with the Sustainability Practice to reduce our Scope 3 emissions by 10%.



INDIA:

Produce energy model for all U.S. qualified projects, for which, an energy model is not included in the contracted SOW.

COMMUNITY

- Define what it means to be “the most women friendly engineering firm” and metrics for measuring effectiveness.
- Track and report employee time on company-sponsored volunteering opportunities.
- Track and report employee PTO used for volunteer service.

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