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## SUSTAINABILITY DIRECTOR'S MESSAGE



**Balancing the Built and Natural Environment –** This is not only our company motto, it's also our commitment to understanding the role we play in planning and designing the infrastructure of our communities. We understand that we are building tomorrow's infrastructure today...and that we had better get it right!

The past couple of years have been very exciting for Psomas on the sustainability front. We continue to be heavily involved

in supporting sustainable development with our participation with the Institute for Sustainable Infrastructure and the US Green Building Council. We are particularly proud of the sustainable projects that have recently won awards. We are also proud of how we give back to our communities, both local and global, including:

- Raising almost \$60,000 for the Skid Row Housing Trust in Los Angeles through our Paper Yacht Challenge
- Supporting Wells of Life by funding a well in Uganda providing clean drinking water to as many as 1000 people.

In addition, we recognize that our staff is the life blood of our organization. It is a part of our social responsibility to sustainability to ensure that all staff have a voice in the company and that Psomas continues to be the employer of choice in our industry.

As we move forward, we will be certifying additional Psomas offices as "green businesses," we will continue to share the sustainability message and we will continue to be a leader in sustainable development.

**Kevin T. Thornton, PE, ENV SP, STP**  
**Director of Sustainability**



### Psomas Sustainability Timeline

- 1992** – First National Park Service Contract
- 1992** – Sustainable Practices Launched
- 2002** – First Psomas membership in USGBC
- 2002** – First Psomas LEED Certified Project – Utah Olympic Speed Skating Oval
- 2004** – Psomas forms Sustainability Committee
- 2007** – Psomas offers LEED training program
- 2008** – Psomas participates in the correspondence committee for the development of LEED ND
- 2011** – Tim Psomas named founding chair of the Institute for Sustainable Infrastructure Board of Directors
- 2012** – First Envision Sustainable Professional (ENV SP) on staff
- 2013** – Psomas commits to certify 100 ENV SPs within twelve months
- 2013** – Psomas names first Director of Sustainability
- 2014** – First Psomas Envision Platinum Project - South LA Wetlands
- 2016** – Psomas LA office enrolled in the California Green Business Program
- 2016** – Psomas named City of LA Green Business
- 2017** – 22% of Psomas staff are ENV SPs, highest percentage amongst our competitors
- 2017** – USGBC recognizes the Orange County office as a Sustainable Large Company



# COMPANY OVERVIEW





Dedicated to balancing the natural and built environment, Psomas provides sustainably engineered solutions to public and private clients. As a full-service consulting firm, we help our clients create value and deliver complex projects.

Engineering, survey, environmental, and construction management services are provided to the transportation, water, site development, and energy markets.

Sustainable practices are incorporated into all of our services. From designing ISI (Institute for Sustainable Infrastructure) certified projects such as removing pollutants from urban stormwater runoff to site design for LEED™-certified projects, Psomas is in the forefront of the sustainable design movement.

Psomas was a founding member of ISI and played a key role in the development of Envision, a rating system for sustainable infrastructure. Tim Psomas, our former CEO and Chairman of the Board, was the founding chair of ISI's Board of Directors.

Founded in 1946, Psomas provides services from offices throughout California, Arizona and Utah.

### GREEN OFFICES

Whenever acquiring a new office or redesigning an existing office, we take into account environmental considerations by incorporating eco-friendly features and design according to the LEED CI program. Our Administrative Team uses a sustainable office checklist and sustainable office handbook to ensure sustainability is kept as a priority in each new or redesigned office.

New offices or recently redesigned offices pursuant to LEED CI standard includes:

- Los Angeles, CA
- San Diego, CA
- Pasadena, CA
- Valencia, CA

## BY THE NUMBERS

### Engineering News Record (ENR) Magazine Top 500 Firms:

143

Firm ranking  
on 2017 List  
of Top Design  
Firms

Firm ranking on  
2017 List of Top  
Green Buildings  
Design Firms

80

### Institute for Sustainable Infrastructure (ISI) Credentials:

Envision  
Sustainability  
Professionals  
(ENV SP)

122

3\*

ISI Project Verifiers

\*ISI Envision Project Verifiers provide independent, third-party verification of an Envision assessment performed on a project. Verifiers ensure ISI project assessments are accurate and that the same standards are applied from one project to the next.

### ISI Credentials – Top 10 Companies:

#1

Firm Ranking on a Per Capita  
Basis on Number of ENV SPs

#6

Firm Ranking on Total  
Number of ENV SPs

### US Green Building Council (USGBC) Credentials:

23

LEED Accredited  
Professionals

### Giving Back:

27

Events in  
2016  
Benefitting  
Charities  
and the Local  
Community





## SUSTAINABILITY POLICY/MISSION STATEMENT

Psomas is committed to reducing its environmental impact. This sustainability policy has been adopted company-wide by all employees at all business locations. Additionally, this policy is included in the training materials for new employees and a copy is given to all managers.

We are a recognized leader and longtime proponent of environmental, social, and economic sustainability and bring a truly holistic approach to our practice and our projects.

### SUSTAINABILITY POLICY/MISSION STATEMENT

Psomas is committed to:

- The notion of sustainability as a framework that describes the interrelatedness of how we behave, interact, and operate as an organization.
- Working to protect the environment by reusing and recycling resources whenever possible.
- Devoting charitable contributions (time and/or money) to the communities and environments in which we operate.
- Striving to reduce the impact that our internal operations have on the environment through sustainable practices and source reduction initiatives.
- Seeking to provide our customers with solutions designed to help them produce projects that are inherently more sustainable.
- Conducting our business in a socially responsible and ethical manner. We respect the law, support universal human rights, protect the environment, and benefit the communities where we work.
- Improving the local environment in our community by fostering partnerships with area businesses, community leaders, and our neighbors to create a cleaner, safer place to live and work.

**P S O M A S**



#### Sustainability Committee:

Formed in 2004 with two members, it has since grown in both size and responsibility and includes members from various fields of expertise and geographies. It continues to provide guidance to the company on sustainable initiatives.

## SHARING OUR MESSAGE



Tim Psomas, our former CEO and Chairman of the Board, modeled what it means to spread the message about the importance of sustainability. In 2009, when he was the national chairman of the American Council of Engineering Companies (ACEC), he helped launch ISI in conjunction with the American Society of Civil Engineers (ASCE) and the American Public Works Association (APWA). In fact he became ISI's first Chairman of their Board of Directors. Since then he's given countless speeches around the U.S. to both the public and private sector, promoting the importance of sustainability and the value of ISI's sustainability rating tools.

Following in his footsteps are many of the ENV SPs and ISI Verifiers at Psomas, promoting sustainability internally as well as externally through presentations at various organizations. Following are a few of our recent presentations:

- ACEC Webinar – Introduction to Envision and Sustainable Infrastructure
- University of Arizona – Sustainability Roundtable
- APWA Luncheon – Sustainability in the Public Sector – Now and Tomorrow



“ Tim Psomas has led the fledgling institute (ISI) from a start-up organization to a mature and growing presence in municipal, county, state, and federal infrastructure circles, both in North America and internationally. ”

**William Bertera, president and CEO of the Institute for Sustainable Infrastructure (ISI)**



# OUR PROGRESS ON SUSTAINABILITY



## OUR PROGRESS ON SUSTAINABILITY



In our 2014 Sustainability Report, we outlined a number of objectives to improve our internal operations. During the process of compiling information for this update, we surveyed our offices to determine how well we followed these objectives.

The Sustainability Initiatives Progress summary table in this section shows that the majority of our goals have been fully incorporated into our daily operations.





# Sustainability Initiatives Progress



OBJECTIVE	PROGRESS	FUTURE
Build office to LEED Silver standards	50% of our offices are located in LEED certified buildings.	Build all new Psomas offices to LEED Silver standards or above. Enroll offices in the California Green Business Program, where possible.
Energy audit reports	70% of offices have access to energy audit reports.	Work on obtaining energy audits for all offices. Benchmark energy, water, and waste data monthly, including tenant data.
CFL lights	80% of offices have CFLs.	Switch remaining offices to CFLs.
Recycled content print paper and stationary etc.	90% of our offices use 30% content (or greater) recycled paper.	Recommend remaining offices use 30% recycled content paper.
Kitchen paper products	50% of offices use biodegradable products or do not use kitchen paper products.	Phase out use of non-biodegradable products in 100% of offices.
Toner recycling	95% of our offices have toner recycling programs.	One final office will be implementing toner recycling
Janitorial services - environmentally preferable cleaning supplies	100% of our offices have environmentally friendly janitorial services, which use environmentally preferable cleaning supplies.	Continue use of environmentally preferable cleaning supplies.
Efficient water fixtures	50% of offices have water efficient fixtures. 40% of offices have low flow fixtures in the restrooms.	Continue to add water efficient fixtures and low flow fixtures to the remaining offices when possible.
Energy STAR appliances	70% of our offices have Energy STAR appliances.	Replace appliances with Energy STAR in remaining offices as needed.
EPEAT-register rating for computers	100% of our electronics are EPEAT Gold, which is the highest level of environmentally friendly electronics.	Continue EPEAT use on all electronics.
Office furniture/ reuse	In our recent office expansions, most furniture was pre-owned and/or recycled.	Continue searching for pre-owned furniture sources when office furniture must be replaced.

## PSOMAS HIGHLIGHT BUSINESS TRAVEL

We are currently keeping track of all avoided business travel and the contributed reduction in GHG emissions.

In 2016, Psomas had 592 video conferencing participants, which accounts for 1,769 hours of video conferencing. This participation replaced about 31% of traditional conferencing.





OBJECTIVE	PROGRESS	FUTURE
Correctly identified recycling bins	Recycling bins are located throughout each office.	Continue proper use of recycling bins.
Save and reuse cardboard boxes and packing materials	Each office saves and reuses boxes.	Continue to reuse packing materials.
Energy efficient vehicles	The vehicles in the fleet have been reduced in size and are more efficient (10 mpg to 25 mpg).	Continue to ensure that the right-sized, energy-efficient vehicles are purchased.
Plants	All offices have indoor plants located in common areas.	Maintain current plants and add more plants when possible.
Daylight use	100% of Psomas offices have installed blinds in our windows. These are more effective at preventing summer heat gain, then winter heat loss.	Continue use of blinds and inform employees on proper use of blinds.
Reduce our carbon footprint and energy consumption through increased adoption of virtual meeting technologies and continual upgrade of our data services	All offices use electronic forms, timesheets, and performance reviews. Phone conferencing has replaced some travel, with 592 participants in 2016, totaling 1,769 hours of video conferencing.	Increase use of video conferencing and maintain use of electronic reporting.
Invest in staff growth and learning	<ul style="list-style-type: none"> <li>30% of our employees participated in training in 2016. This included interview skills training, project manager training, business development training, coaching and communication training, and Civil 3D classes.</li> <li>Employee satisfaction surveys are released bi-annually.</li> <li>Performance reviews are completed each year for all employees.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain training for 30% of staff annually</li> <li>Continue performance reviews for 100% of staff</li> <li>Continue bi-annual employee satisfaction survey</li> </ul>
Corporate client care	Each year about 100 clients are contacted to provide feedback. In 2016, we had our highest average rating of 9.06 (out of 10).	Continue with this method of rating our client service.

## PSOMAS HIGHLIGHT GHG EMISSIONS

Our Los Angeles office was recently certified in the California Green Business Program and is also located in a LEED BD+C certified building. This office saves about 7,188 lbs of CO2 emissions per year through recycling and composting and 31,232 lbs. of solid waste is diverted from the landfill each year.

OBJECTIVE	PROGRESS	FUTURE
Give back	Psomas supported 34 charities and 15 professional associations and local community organizations through volunteer work and/or financial support.	Continue to give back to the communities we live and work in.
Maintain an active sustainability team	Representatives from several offices and from a wide range of departments are part of our Sustainability Team. The next step is to identify Sustainability Liaisons for each office.	
Increase employee awareness on sustainability and transparency in our actions	<ul style="list-style-type: none"> <li>Company-wide Earth Day celebrations</li> <li>Staff meetings include a Sustainability Minute</li> <li>The Psomas Pscene includes a Sustainability Corner</li> <li>The intranet includes a Sustainability Resources section</li> <li>Sustainability Policy is posted in each office</li> </ul>	
Continuous improvements across all departments	Sustainability goals have been adopted as part of our 2017-2021 Strategic Plan.	
Promote diversity	The Diversity Committee holds events that promote diversity in the offices.	



**PSOMAS HIGHLIGHT RECYCLED CONTENT PAPER**

Psomas has adopted a policy to purchase a 30% content recycled paper. As shown in the table, company-wide Psomas saves approximately 79 trees per year. This is an equivalent of providing clean air for 158 people.

Office	30% recycled content paper (metric tons)	Trees saved (7.2 trees per 1 metric ton)
Riverside	1.12	8
Pasadena (LEED)	1.79	13
San Diego (LEED)	1.03	7
LA (LEED)	3.71	27
Santa Clarita	1.79	13
Tucson	1.56	11
<b>Total</b>	<b>11.00</b>	<b>79</b>

# AWARDS FOR SUSTAINABLE PROJECTS





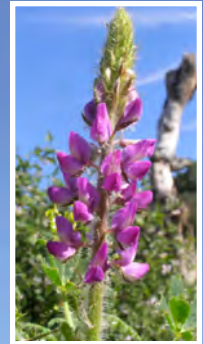
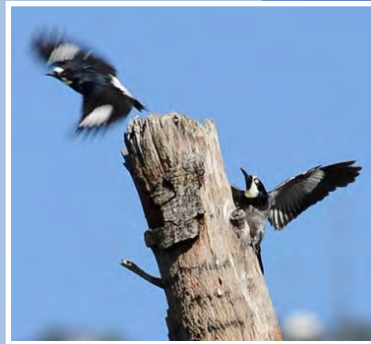
## AWARDS



The latest sustainable practices are evaluated for use on all of our projects. Some of the projects are so outstanding as to be recognized with awards. Psomas was honored and recognized with numerous awards in 2016 and 2017 for our sustainability performance on our project designs.







## **SANTA ANITA OAK WOODLAND**

**ASCE Metro Los Angeles, 2016 Outstanding Environmental Engineering Project of the Year**

**ACEC Merit Award, 2017**

The Santa Anita Oak Woodland Project demonstrates Psomas' expertise in sustainable habitat creation through the use of genetically diverse and local materials; assertive protection of sensitive biological resources; and the rapid establishment of drought-resilient planted and seeded native vegetation that is being intensively colonized by wildlife.

Psomas prepared a habitat mitigation program for impacts associated with the County of Los Angeles' Santa Anita Dam Riser Modification and Reservoir Sediment Removal Project. The program involves:

- Recreating 8.0 acres of oak woodland and sage scrub habitat and includes an unprecedented diversity of container plants and seeds from local sources (sub-watershed)
- The large-scale salvage and placement of coarse woody debris (e.g., oak trunks), boulders, and brush piles
- The upright placement of salvaged oak snags to facilitate natural decay processes and provide habitat for wildlife colonization.

As of May 2018 (i.e., approximately 3.5 years after installation completion), the site has already achieved several Year 10 performance standards required by the California Department of Fish and Wildlife. The site exhibits 100% survival of planted oaks and over 140 native plant species. A total of 100 native wildlife species (vertebrates) have been observed on the site, plus a wide variety of arthropods (e.g., bees, beetles, butterflies). Acorn woodpeckers have nested in the placed natural snags for five consecutive years (2014 to 2018) along with several other species of nesting birds.

Psomas leads a team of landscape architects, restoration contractors, and native seed collectors/nurseries to perform site preparation/installation; biological monitoring; and long-term habitat maintenance.





## **PASEO DE LAS IGLESIAS – ARIZONA APWA Statewide Project of the Year – Environmental**

The three-part Paseo de las Iglesias project represents a major missing link in linear park connectivity throughout Pima County, Arizona as well as an opportunity to preserve and protect important ecosystem elements for the benefit of the community. Some of the highlights include:

- The river park trail and recreation elements include paved multi-use and decomposed granite pathways on both banks of the Santa Cruz River with wildlife viewing areas, informational kiosks, interpretive signage, staging area with restroom, separate equestrian staging area, and extensive trail landscape and irrigation. New facilities include restrooms, a ramada, parking, and equestrian staging area.
- The flood control elements include segments of soil cement bank protection and erosion and slope protection including along the face of Ryland Landfill.
- The ecosystem restoration includes habitat restoration for the project's species of interest, extensive water harvesting, and native plantings. Psomas' study included concept plans for a number of specific ecosystem restoration elements, including enhancement of the existing Mesquite Circle Pond, which is a known amphibian breeding area which is home to nine unique and special interest native species. Over 10,300 new native trees, shrubs and cacti were added to the 400-acre project area.

Psomas served as both project designer and construction manager. Flood control, erosion protection, and ecosystem restoration were key engineering goals.







## RORY SHAW WETLANDS PARK

### Envision Platinum as a part of the Sun Valley Watershed Multi-Benefit Project

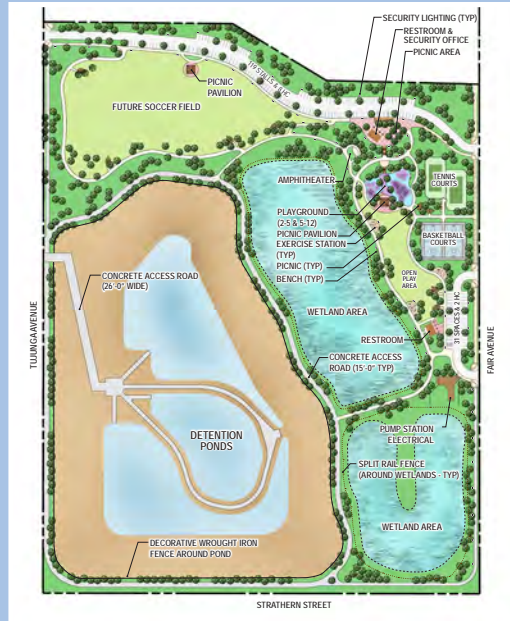
Design is underway to transform this former 46-acre landfill, located in Los Angeles County, California, into a multi-purpose stormwater management facility.

The project was awarded Envision Platinum by the Institute for Sustainable Infrastructure because it serves a multitude of purposes: flood control, stormwater treatment, groundwater recharge, nature preserve, and active park.

Highlights follow:

- In order to provide relief to a community that continually floods when it rains, runoff will be captured from a 929-acre tributary area and collected in a 16-acre detention pond created by excavating the former landfill.
- The pre-treated stormwater will be pumped through a series of wetlands to remove pollutants and then pumped to an existing groundwater recharge system to replenish the aquifer.
- During dry summer months when there's no runoff from the detention pond, the pumps will recycle the treated water back to the wetlands in a continuous loop.
- The site will feature a multi-use park with restrooms, concession stand, basketball courts, tennis courts, soccer fields, open space, trails, picnic tables, amphitheater, tot lot, fitness stations, and other amenities.

Psomas is the prime consultant responsible for the overall project design. In addition, we are directing the subconsultants responsible for wetlands design, landscape design, building architecture, and structural design.





## WALNUT PUMP STATION UPGRADE

### Envision Bronze

The City of Santa Ana's Walnut Pump Station, containing infrastructure circa 1956, was in need of an upgrade. Designed with sustainability at the forefront, the project was awarded the Envision Bronze rating by the Institute for Sustainable Infrastructure.

Water from three local wells is pumped into the station's 7 MG buried reservoir and then pumped to the City's distribution system by five existing outdoor booster pumps. The reservoir is located beneath the Neal Machanger Tennis Center used by the Santa Ana High School students.



A few sustainable highlights include:

- **Resource Allocation.** Construction will involve use of recycled materials, diverting waste from landfills, and reducing excavated materials taken off-site. The new pump station site will reduce energy consumption by limiting the use of two pumps at a time during peak energy consumption periods.
- **Natural World.** Oceansafe, a groundwater replenishment system, will be incorporated. In conjunction with Oceansafe, a gray water system was designed to capture roof runoff and use as irrigation water, allowing for 116% increase in stormwater management to either recharge the groundwater or reuse it for landscaping.
- **Quality of Life.** The City will be constructing two practice tennis courts for the Santa Ana High School Students. An ADA compliant ramp will be added to improve accessibility to the tennis courts.



## Additional Project Awards



### Los Angeles Federal Courthouse

- Los Angeles Business Journal 2017 Commercial Real Estate Award, Best Sustainable Project of the Year, Gold Award
- 2017 USGBC Sustainable Innovation Award

### Rancho Los Amigos National Rehabilitation Center, Los Angeles County

- 2017 USGBC Sustainable Innovation Award





# SOCIAL SUSTAINABILITY



## SOCIAL SUSTAINABILITY



Social sustainability is about operating under fair and beneficial business practices towards employees, business partners, clients, and the local communities in which we operate. It really comes down to treating employees fairly and being a good neighbor and community member. We fully embrace this responsibility through our One Psomas philosophy, diversity, learning and mentorship programs, volunteering/giving back efforts, and health and safety practices.

## ONE PSOMAS

One Psomas is the foundation of Psomas' Social Responsibility. One Psomas means we maximize internal collaboration to act as one unified, healthy, and strong company.

We continually ask these six main questions to help us achieve alignment and promote greater understanding of what One Psomas means:

- Why do we exist?
- How do we behave?
- What values guide us?
- How will we succeed?
- What do we do?
- What is most important right now?

One Psomas is the culture that will help us be a smart and healthy company which in turn reflects on how our clients perceive us and determines the quality of the services we deliver.

## DIVERSITY AT PSOMAS

Psomas recognizes that an important aspect of social responsibility is promoting diversity. This is achieved through the cultivation of a diversity program that serves the needs of both our employees and the larger society where we work. We promote a workplace that respects and celebrates a wide range of unique attributes and facilitates a culture of inclusion, resulting in a diverse workforce that reflects our local communities and creates value for our stakeholders.

## LEARNING AND MENTORSHIPS

### Learning

Psomas prides itself on having a well-trained staff, both on the technical side and to ensure that our staff remains engaged. In 2016, some of the training opportunities offered to our staff include:

- Practical Guide to Career Communication Training
- Project Management Training
- OneToOne Training (a variety of topics by Psomas experts)
- Civil 3D Essentials and Advanced Training
- Practical Recruiting

### Associates/Mentor Program



The Psomas Associates Program was established to recognize, reward, and retain highly valued individuals. It is designed to stimulate individuals to reach the peak of their performance potential and celebrate their accomplishments.

Psomas' Associates are part of the leadership of the firm and will continue to gain more responsibility as their careers mature. To assist them in their growth, the company has a mentoring program where Associates can learn from and develop relationships with more senior staff.



### DIVERSITY:

Promoting a workplace that respects and celebrates a wide range of unique attributes and facilitates a culture of inclusion.



## GIVING BACK

Our people did an incredible amount of volunteer work in 2016 in their local, as well as global, communities.

- Adopt-an-Angel
- Adopt-a-Family
- Amazing Grace Foundation
- Arroyo Seco Stream Cleanup
- Ben's Bells
- Big-Cone Douglas Fir Reforestation
- Blood Drive
- Cycle Southcrest
- Emilio Nares Foundation
- Fisher House
- Food for Families
- The Humane Society of Southern Arizona
- LA County Department of Children and Family Services
- Operation Backpack
- Painted Turtle Camp
- Plant a Tree Event
- The Road Home
- Salvation Army
- San Diego Food Bank
- Skid Row Housing (Raised \$58K through the Paper Yacht Challenge)
- S.P.Y. (Safe Place for Youth)
- Stockings for Seniors
- Stray Cat Alliance
- Toys for Tots
- United Way
- United Way
- Women's Room



instantaneous. For example, the mortality rate for infants drops 50% almost immediately. Hundreds of mothers are relieved from the daily backbreaking responsibility of hauling 40 pounds of water on their heads.

### Wells of Life

Psomas funded a fresh water well (Well #292) through Wells of Life in the village of Rwekoko in the Kibalinga sub county of Uganda. This project is expected to provide clean water for a community of 1,000 people. When a water well is provided to a community, the results are

When a water well is provided to a community, the mortality rate for infants drops 50% almost immediately.





## HEALTH AND SAFETY

Psomas is committed to protecting the health and safety of our people, our clients, and the communities in which we operate. Our goal is to have an accident-free or “zero-harm” environment through the use of good safety practices and adherence to all applicable federal, state, and local regulations regarding environmental health and safety.

### Health

Psomas offers a wide variety of programs that promote and protect the health and wellness of staff through its health plans (medical, dental and vision); disability benefits; bereavement; and CONCERN, an Employee Assistance Program (EAP).

## Giving Back to our Own

Social Sustainability can also be measured by the quality of the social fabric, which is a good indicator of the quality of our work environment. The staff in our Salt Lake office went above and beyond in 2016. One of their staff was in a serious accident and out of the office for almost five months. With no family in town, the office provided dinners for an entire month until she was able to cook her own meals.



### Additional Giving:

Every year many professional associations and local community organizations are the recipients of monetary donations.

- American Institute of Architects
- APWA Sacramento Education Endowment Fund
- ASCE MLAB
- Boy Scouts of America
- Cal Poly Pomona University Advancement
- CSU Fresno, Geomatics Engineering Foundation
- Heal the Bay
- Hollywood Beautification
- Institute for Sustainable Infrastructure
- Mt. San Antonio College
- Paul Newman's Painted Turtle Gang Camp
- Salt Lake City Lions Club
- Second Harvest Food Bank
- Taller San Jose Hope Builders
- University of Arizona Capital Campaign

## Safety

Psomas' "zero harm" environment is continuously promoted through our health, safety, and environment (HSE) program. Through Psomas' continued effort to promote health and safety, a Corporate Director of Safety was added to Psomas in 2016. The Safety Director's primary responsibility is to ensure that regulatory compliance and physical safety standards are met in all Psomas offices.

This includes leading an OSHA 10-hour construction training course about common safety and health hazards found on many construction sites and also provides an overview of how OSHA operates.

Each office location has two or three office emergency responders who are trained in first aid, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AED). Each office has a Business Resumption Plan available to all office staff and regularly conducts emergency preparedness drills.

## Ergonomics

Psomas provides ergonomic chairs to all of its employees and desks that meet ergonomics standards. In addition, standard desktops are being replaced with ergonomic sit-and-stand desks, when requested and feasible so employees have the option to work sitting or standing. Additionally, some offices hold short daily group stretch breaks and walk breaks to combat ergonomic issues.



Sit-and-Stand Desk





# BEYOND THE ENVIRONMENT: **THE THREE PILLARS OF SUSTAINABILITY**



# BEYOND THE ENVIRONMENT: THE THREE PILLARS OF SUSTAINABILITY



Psomas believes in the concept of the Three Pillars of Sustainability, also known as the Triple Bottom Line. The actions of one pillar almost always have an effect on one or both of the other pillars.

## Pillar 1 – Environmental Sustainability

Sustainable environmental practices where we manage the consumption of energy and non-renewables and design our projects using sustainable practices.

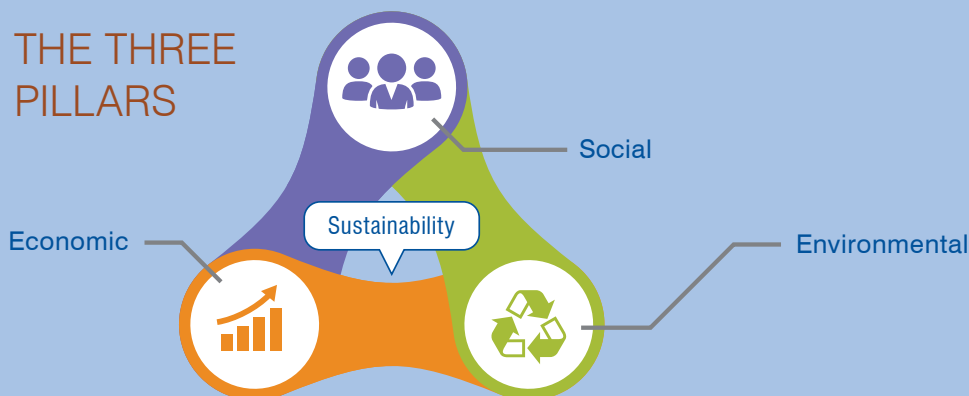
## Pillar 2 – Social Sustainability

Fair and beneficial business practices towards employees, business partners, clients, and the local communities in which we operate. It's a reciprocal social structure in which the well-being of all is interdependent.

## Pillar 3 – Economic Sustainability

To be sustainable, to continue to operate, a business must be profitable. This allows us to provide careers for our staff and services to our clients. However, profit cannot come at the cost of the other two pillars. What profit does do is provide Psomas the resources to be proactive in social and environmental sustainability.

## THE THREE PILLARS



To have a truly sustainable company, all three pillars need to work hand-in-hand. Below are a few examples of how the three pillars are interdependent at Psomas.

### PROVIDE REWARDING CAREER OPPORTUNITIES IN A SAFE WORK ENVIRONMENT



It's cost effective to provide a rewarding career path for our people with good benefits, educational opportunities, and a safe workplace. In this competitive environment for qualified staff, retaining our people is critical to growing the company and making a profit.

### USE ZOOM/SKYPE FOR MEETINGS



Using Zoom/Skype for meetings instead of flying our people to a central location not only cuts down on emissions from planes and cars, it's also more cost effective and less taxing on our staff.

### DESIGN SUSTAINABLE PROJECTS



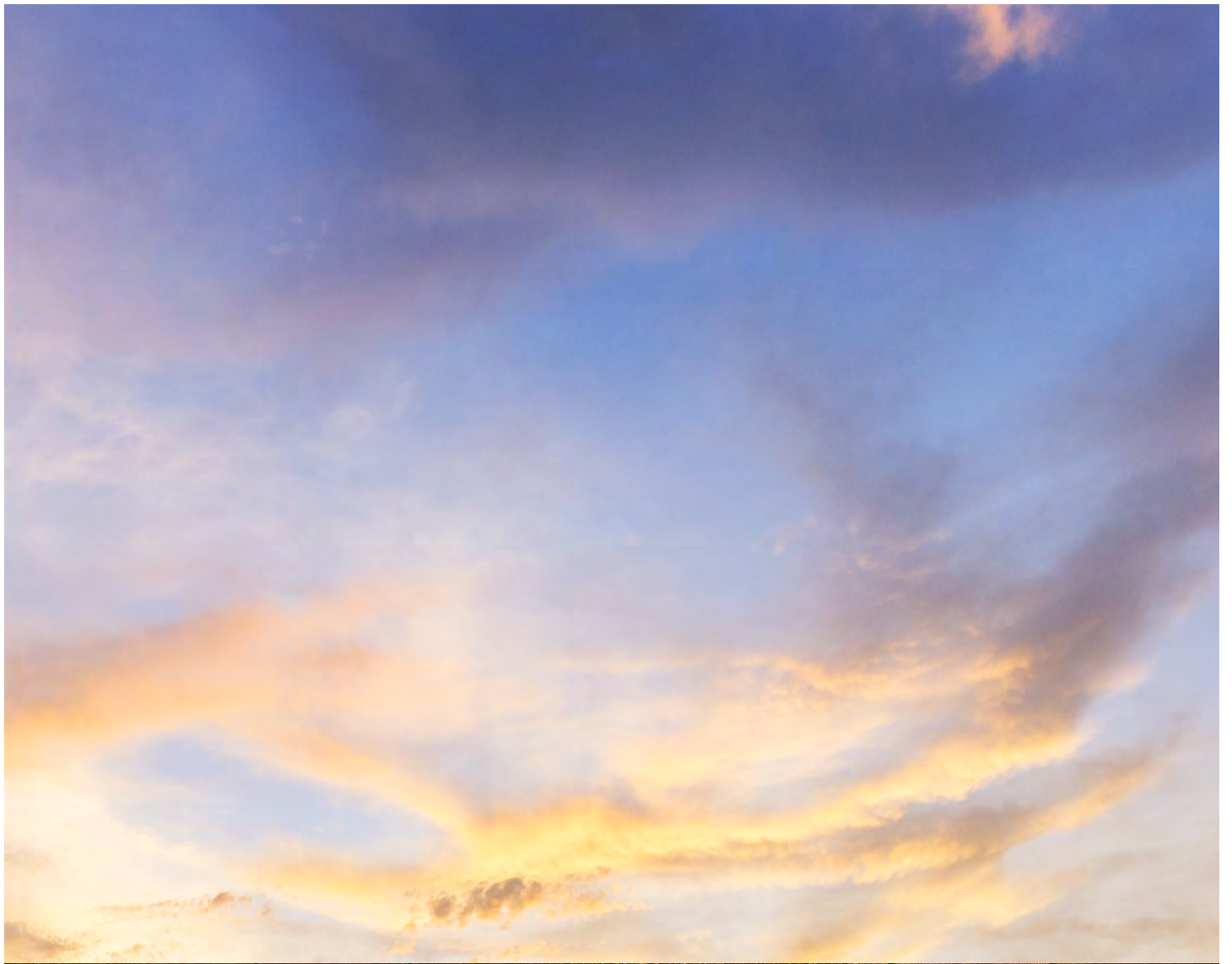
By designing projects with sustainability at the forefront, they're not only better for the environment but also brings accolades to both the firm and the design team. Accolades often translate into more work for our staff and, in turn, profits.

### VOLUNTEER IN OUR COMMUNITIES



Volunteering in our community not only improves the organizations that we assist, it also provides outstanding personal rewards for our staff. This also affords public relations opportunities that could translate into additional work for our staff and, in turn, profits.





**P S O M A S**

Balancing the Natural & Built Environment