

The Gannett Fleming, Inc., Board of Directors confirms that it is the policy of this company to follow sound health, safety, and environmental principles and practices. All employees are expected to adhere to these principles and practices, which are summarized in the guidelines below:

- Promote and support improved health by encouraging employees and their families to make healthy lifestyle choices through wellness resources and education. The Wellness Committee will meet monthly and offer programs throughout the year to encourage individuals to take responsibility for their health.
- Promote sound safety policies and procedures and allocate the resources necessary to carry them out.
- Empower all employees to stop their own work when a hazard that cannot be immediately addressed is detected.
- Develop, monitor, and evaluate compliance with safety policies and procedures and prepare an annual Strategic Action Plan for Safety commensurate with this charge no later than December 1 of each calendar year. This Strategic Action Plan for Safety will establish goals and activities to continuously enhance workplace safety recognition, education, communication, and monitoring. The Corporate Safety Director will report progress on these goals to the President on a monthly basis.
- Take significant and lasting steps to minimize adverse environmental impacts and conserve natural resources in our activities, projects, and work processes. We remain accountable to our sustainability program through a yearly evaluation and report. The annual Corporate Sustainability Report sets forth the manner in which we balance complex, and interrelated social, environmental and financial aspects in our client projects and internal activities.

**The Board of Directors holds all supervisors and employees accountable for conducting activities in a manner consistent with this policy.**

Reaffirmed effective January 1, 2023, by the Gannett Fleming, Inc., Board of Directors.



**Robert M. Scaer, PE**  
Director and CEO



**Joe Benavides**  
Director



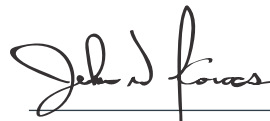
**Paul D. Nowicki, PE**  
Director, COO and President



**Addison Nordin**  
Director



**Jon H. Kessler, CPA**  
Director, CFO, Treasurer  
and Executive Vice President



**John W. Kovacs, PE, PMP, DGE**  
Director and Executive Vice President