



Civil & Environmental Consultants, Inc.

ESG and CEC

Presentation to PLOGATech AQ

Kris Macoskey, QEP

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Intro to ESG



Environmental-Social-Governance

- Three categories of organizational performance metrics:
 - **Environmental** (Planet)
 - **Social** (People)
 - **Governance** (Profit)
- aka: the **triple bottom line (ESG)**
- Supplements the traditional single economic bottom line (Friedman, 1970)



What's Driving ESG Actions?

External to an Organization (especially publicly-traded)

- Investors (sustainability analytics [e.g., CDP/ DJSI, SASB, GRI])
- Value chain (upstream and downstream pressure)
- Physical risks (drought, wild fires, flooding...)

Internal to an Organization

- Employee retention and attraction
- Innovation & competition
- Business risks

Three Spheres of Performance Indicators

Environmental	Social	Governance
Energy efficiency and conservation	Diversity, inclusion, gender issues	Ethics policies / codes of conduct
Waste management and minimization	Employee professional development	Anti-corruption policies
Green building and infrastructure design	Community engagement	Economic performance
Water quality and stewardship	Employee health and wellness	Regional leadership/engagement
Air emissions goals and tracking	Client data privacy and integrity	Public disclosure of sustainability initiatives

ESG Matters to Many Companies

>80% of Fortune 500 companies prepare Sustainability reports



Many ESG Disclosure Frameworks



CEC Overview

- Privately held (employee-owned)
- 29 nationwide offices
- 1,100 employees
- Providing engineering and environmental consulting services (office and field)



CEC ↔ ESG Engagement

- No formal ESG program
- Individual office-specific “Green Team” initiatives (recycling...)
- Pittsburgh HQ – Sustainable Pittsburgh Challenge (2018)
 - Finished in 3rd place after Tetra Tech and Oxford Development
 - Helped us focus attention on multiple E, S, & G topics



CEC ↔ ESG Engagement

- CEC has proactively and independently initiated E, S, and G-related actions. Examples:
 - LEED-certified HQ expansion
 - Conversion of vehicles to dual-fueled
 - Safety Culture emphasis
 - Career Development Model and Financial Support
 - Ethics Policy and Training
 - Profit-sharing and employee ownership



CEC ↔ ESG Engagement

- **Recent Examples:**

: an employee-driven initiative that encourages and celebrates employees' efforts toward achieving the mission. This initiative strives for meaningful employee contributions through neighborhood involvement, career path insight, community-based education, charitable giving, and volunteerism.

CEC ↔ ESG Engagement


- **Recent Examples:**



CEC*Women*: To create internal and external opportunities for CEC women to network and leverage one another's professional experience; to open a dialogue and foster collaboration, feedback, education, and development; and to intentionally promote and celebrate accomplishments.

CEC ↔ ESG Engagement

- **Recent Examples:**

 **iDEA** *Inclusion, Diversity, Equality, and Awareness.* To facilitate professional dialogue in a secure environment that encourages participants to respectfully share individual experiences to gain shared knowledge and understanding of each other's unique perspective and through this develop increasing inclusion, diversity, and opportunities within CEC and our communities.

CEC ↔ ESG Engagement

- **Recent Examples:**

The logo for ecovadis, featuring the word "ecovadis" in a lowercase, sans-serif font. The letter "v" is green, while the other letters are black. The logo is enclosed in a thin black rectangular border.

Third-party sustainability rating organization being used to evaluate supply-chain business partners.

Founded in 2007, now “the world’s largest and most trusted provider of business sustainability ratings, creating a global network of more than 75,000 rated companies.”

CEC ↔ ESG Engagement

ecovadis

Client requested ranking that involved:

- Compilation of existing corporate documents
- Completion of online questionnaire
- Uploading of documents for EcoVadis review and certification
- Subscription payment for scoring and distribution
- Long wait for our score (2 to 3 months)

Summary

- CEC ↔ ESG: push/pull
- We have pushed “ESG” initiatives historically
- We’re being pulled by clients in additional directions
- Many benefits to seeing through an ESG lens.



Thank You

Kris Macoskey, QEP

T: 412-249-3147

C: 412-398-3927

kmacoskey@cecinc.com

[linkedin.com/in/kamacoskey](https://www.linkedin.com/in/kamacoskey)

