



TETRA TECH



2023

Sustainability Report

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# From the CEO



Today, on Earth Day 2023, Tetra Tech is releasing our annual Sustainability Report, reaffirming our commitment to sustainability, and improving the lives of 1 billion people around the world. Using our *Leading with Science*<sup>®</sup> approach, we develop innovative, sustainable solutions for our clients that support the development of safe water supplies, net zero energy programs, and biodiversity protection through habitat preservation and restoration.

We measure our global impact through our 1 Billion People Challenge, which with the addition of projects performed in 2022, has reached 545 million people and contributed to a reduction of 101.2 million metric tons of CO<sub>2</sub>e. Overall, this year's report shows advancement toward our 2030 goals in 27 of the metrics we track.

Our program and associated goals are aligned with our commitment to the [United Nations \(UN\) Global Compact](#), UN Sustainable Development Goals (SDGs), and Science Based Targets Initiative (SBTi). Our report also includes reporting of our operational greenhouse gas (GHG) emissions that encompass Scope 1, 2, and 3 CO<sub>2</sub>e emissions.

Tetra Tech's diverse and inclusive teams support continued innovation, new ideas, and integration of skills and resources to provide career opportunities for our staff and excellent service for our clients. We track our performance against diversity goals and have continued to expand the racial and ethnic diversity of our workforce. Our company-wide employee engagement has increased 77 percent through global networking and professional development activities. Across our global community, we support financial and in-kind giving, volunteering, and community-based initiatives with a focus on science, technology, engineering, and mathematics (STEM) programs.

We are committed to working throughout our projects and operations to reduce our GHG emissions and support global efforts to achieve the Paris Agreement's 1.5-degree Celsius target. On behalf of our Board of Directors, Tetra Tech officers, and our 27,000 employees, we reiterate our commitment to using our *Leading with Science* approach to produce scalable solutions that will reduce the effects of climate change and contribute to a better world.

Sincerely,

**Dan Batrack**, Chairman and CEO

## Cumulative Project Impact Highlights from 1 Billion People Challenge

**545** million people's lives improved

**101.2** million metric tons CO<sub>2</sub>e avoided or captured

**589** billion gallons of water treated, saved, or reused

**185** million hectares of land and water protected, managed, or restored

**17,800** megawatts renewable energy identified, planned, or generated



# About Tetra Tech

Tetra Tech is a leading, global provider of high-end consulting and engineering services. We are *Leading with Science* to design and deliver solutions across our projects that leverage technology to support sustainability and resilience for our clients and the communities we serve. Tetra Tech is built on a culture of innovation and committed to creating positive, impactful change as we address the world's most complex problems.

## Tetra Tech by the Numbers

We are 27,000 employees working together across 550 offices to offer world-class expertise in water, environment, sustainable infrastructure, renewable energy, and international development.

Tetra Tech performs more than 100,000 projects each year across 100 countries through our highly connected network of scientists, engineers, and technical specialists.



**27,000** EMPLOYEES  


**\$4.5B**  
ANNUAL REVENUE

**550**   
OFFICES WORLDWIDE

WORKS ON  
**100,000**  
PROJECTS ANNUALLY

**100+**   
COUNTRIES

As part of our 1 Billion People Challenge, we provide annual updates on how our projects improve people's lives through increased water supplies, expanded renewable energy generation, restored ecosystems, reduced carbon emissions, and improved lives from social and governance programs. A complete list of our metrics and goals is found on [page 33](#).



# Sustainability Program

Sustainability at Tetra Tech is integrated across our global business, throughout our operations, projects, and community activities.

For nearly 60 years, we have leveraged cutting-edge expertise and the latest technology to provide more sustainable solutions to clients and continually improve the way we do business. We continue to enhance the sustainability of our daily practices, reduce greenhouse gas (GHG) emissions, and provide an exceptional working environment for our employees.

Our commitment to sustainability is holistic, rooted in our internal culture, and extends throughout our projects around the world. Tetra Tech is developing industry-leading solutions for safe water supplies, net zero energy programs, biodiversity preservation and restoration, and community resilience across the globe.

*“Sustainability is at the core of Tetra Tech. Embracing sustainability in our project solutions and implementation supports our vision to create greener, more resilient communities by Leading with Science.”*

– Dr. Leslie Shoemaker, Chief Sustainability Officer

# Aligning with Global Standards

Tetra Tech’s Sustainability Program aligns with the standards and practices of the Global Reporting Initiative (GRI) framework, the Science Based Targets Initiative (SBTi), and the United Nations (UN) Sustainable Development Goals (SDGs), which measure social benefit and aim to reduce poverty in communities around the world.

Our commitment to sustainable and ethical operations is reinforced by our [Human Rights Policy](#) and other [environmental, social, and governance \(ESG\) policies](#).



## UN Global Compact

Tetra Tech is part of the [UN Global Compact](#) and is committed to aligning our corporate strategy, company culture, and daily operations with universal principles on human rights, labor, environment, and anti-corruption. We report annually to the UN Global Compact on our Communication of Progress.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Science Based Targets Initiative

Tetra Tech is furthering progress toward our 2030 goal of reducing our GHG emissions by 50 percent from our 2021 baseline and is participating in the [SBTi](#). The SBTi clearly defines and promotes globally recognized best practices and standards in science-based target setting.





# 1 Billion People Challenge

Tetra Tech's greatest impact on the world is through the more than 100,000 projects our scientists, engineers, and technical specialists perform each year across more than 100 countries. We support our clients as they work to improve sustainability of water supplies, increase biodiversity, reduce carbon emissions, increase renewable energy generation, restore ecosystems, and implement responsible social and governance programs.

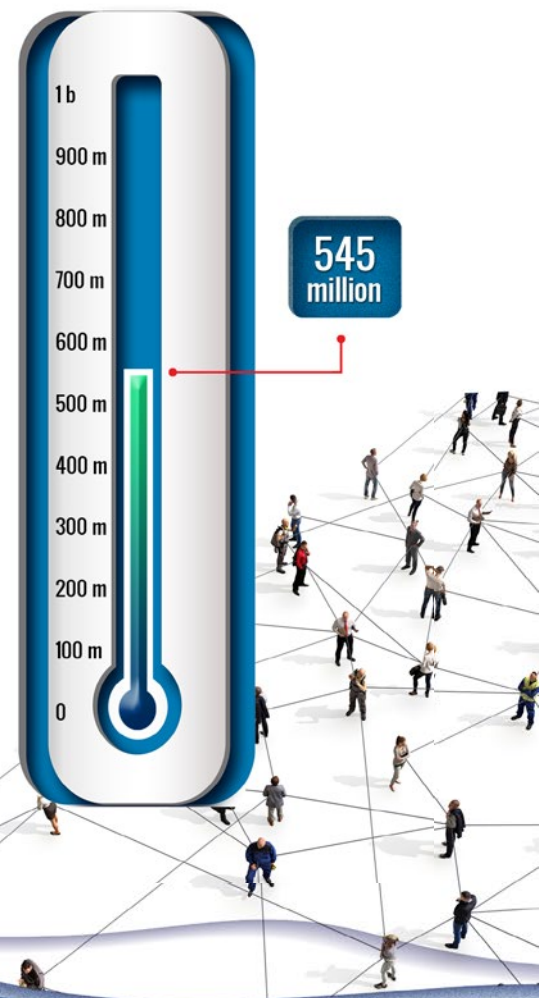
# 2022 Results for 1 Billion People Challenge

In 2021 Tetra Tech launched the first-of-its-kind measurement of the global impact of our projects and progress toward our 1 Billion People Challenge, which measures project impact and lives improved around the world. With the addition of 138 million people over the past year, we have advanced to 545 million people's lives improved.

We report improvement in people's lives by evaluating five metrics that align with the UN SDGs and track the ESG benefits of the projects we perform.

## Additional project impacts for 2022 include the following:

- 502 billion gallons of water per year treated, saved, or reused
- 1,023 megawatts (MW) of renewable energy per year identified, planned, or generated
- 6.7 million hectares (ha) of land and water ecosystems per year protected, managed, or restored
- 80.6 million metric tons (MT) of CO<sub>2</sub>e avoided or captured
- 32.2 million lives benefited from social and governance programs



## 1 Billion People Challenge Project Highlights

While the breadth of impact from our projects is global, the depth of impact can be seen from project benefits across multiple sectors in a single region. For example, Tetra Tech has supported the U.S. Agency for International Development (USAID) in Indonesia for more than 30 years. During that time, we have impacted lives by reducing emissions through clean energy development, providing access to drinking water supplies, and increasing biodiversity of Indonesia's marine life and forests. The following project examples illustrate how we are improving lives across the five metrics tracked under the 1 Billion People Challenge.

- Strengthening Sustainable Water and Wastewater Service Delivery in Egypt
- Conserving Water and Avoiding Carbon Emissions with Wind Power
- Restoring Biodiversity and Wetland Ecosystems in the Florida Everglades
- Advancing Peru's Sustainable Forest Management through Technology
- Expanding Gender Equality in Traditionally Male-dominated Industrial Sectors



# Strengthening Sustainable Water and Wastewater Service Delivery in Egypt

SDG 6

Tetra Tech is partnering with Egypt's Holding Company for Water and Wastewater to reshape the future of water security for more than 18 million Egyptians.



The threat of water insecurity in Egypt is increasing due to climate change impacts and other factors. Physical water infrastructure and water utility management systems are quickly becoming outdated. Water loss due to underground leakages and illegal water connections prevents water companies from recovering costs.

Through USAID, Tetra Tech is helping improve business practices and modernize systems and equipment across five water and wastewater companies (WWCs) in upper Egypt.

Tetra Tech is *Leading with Science* to leverage digital tools and advanced data analytics to transform the WWCs' operating environments, reduce water loss, and improve service delivery. Improvements include modern software to control equipment maintenance and costs and mobile billing devices to enhance the customer billing experience.

Nearly  
**1 Billion**  
gallons of water supply  
supported a day

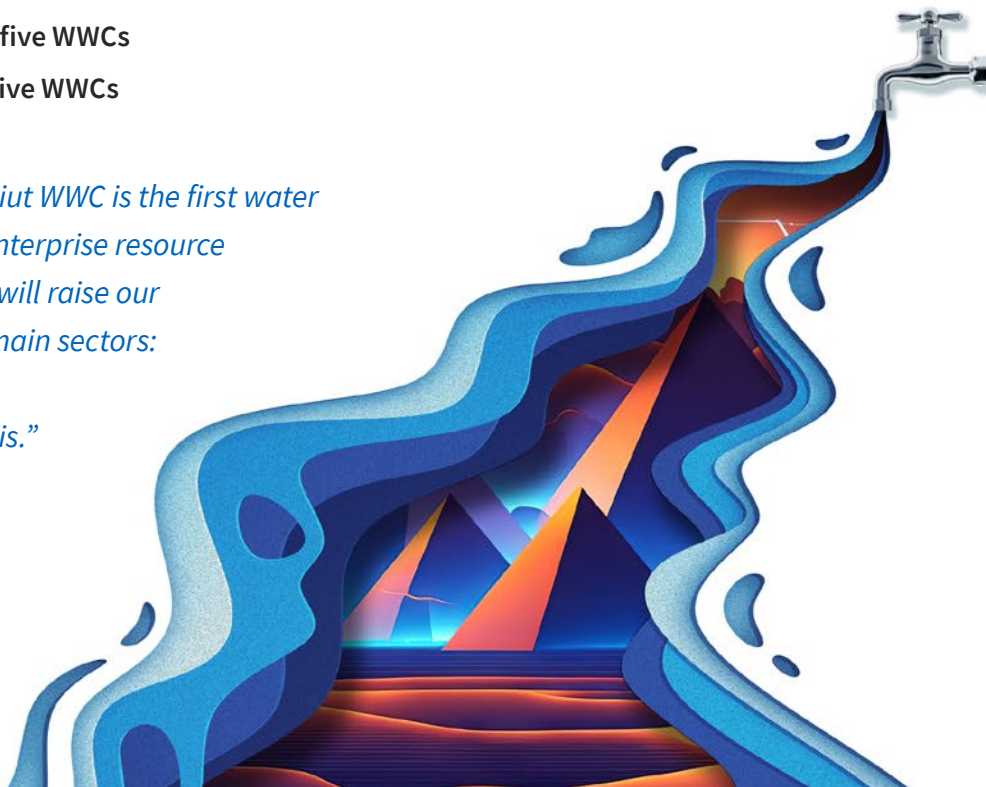
## Impact

- 5% reduction in non-revenue water across five WWCs, equal to 22,000 Olympic-sized swimming pools
- 4,084 individuals trained in sustainable water and wastewater management
- 18 million people receiving enhanced water and wastewater services
- 14% increased cost recovery across five WWCs
- \$20.4 million revenue increase across five WWCs
- 17% increase in fee collection across five WWCs

*“With the support of the project, Assiut WWC is the first water company in Egypt to invest in new enterprise resource planning software. The new system will raise our efficiency and performance in four main sectors: financial, human resources, project management, and economic analysis.”*

— Mohamed Salah, Chairman of Assiut WWC (2021)

▶ [tetratech.com/EgyptIWSSTA](https://tetratech.com/EgyptIWSSTA)



# Conserving Water and Avoiding Carbon Emissions with Wind Power

SDGs 7, 8, 9, 11, 13

Tetra Tech provided an on-site owner's representative team to help manage the installation of the largest wind power development ever constructed as a single phase in the Americas, which is conserving billions of gallons of water and preventing millions of metric tons of carbon dioxide emissions compared to coal-fired generation.



Tetra Tech supports global commercial clients in accelerating the clean energy transition to diversify the country's energy mix, decarbonize the grid, and make communities more sustainable and climate resilient.

Tetra Tech helped implement the Western Spirit Wind project in New Mexico, simultaneously developing four onshore wind farms that provide a total installed capacity of 1,050 MW. The farms collectively form the country's largest single-phase renewable power project, extending over approximately 120,000 hectares in three counties.

The four wind farms will reduce emissions by nearly 4 million MT CO<sub>2</sub>e and will conserve more than 2 billion gallons of water compared to coal-fired generation.

## Impact

- 1,050 MW of installed wind generation capacity
- Electricity production equal to the needs of more than 900,000 people delivered to major load centers such as Los Angeles and San Jose
- 2 billion gallons of water conserved compared to coal-fired generation
- Nearly \$3 million per year in projected new property tax revenues over the first 25 years of operations

# 4 million

MT of CO<sub>2</sub>e avoided compared to coal-fired generation



# Restoring Biodiversity and Wetland Ecosystems in the Florida Everglades

SDGs 13, 14, 15

Tetra Tech is *Leading with Science* through the design of engineering management strategies and restoration of water preservation areas that protect biodiversity in the Everglades ecosystem.



The Everglades is a subtropical wetland ecosystem in southern Florida that covers more than 4,300 square miles and is home to both freshwater and saltwater habitats, flora, and fauna.

Protecting the wetlands and water supply of the Everglades ecosystem is critical to preserve the hundreds of species that live there, including many rare and endangered animals. The Comprehensive Everglades Restoration Plan—a federal-state partnership authorized by Congress in 2000—is the world’s largest ecosystem restoration effort and covers 16 counties over an 18,000-square-mile area.

Tetra Tech is supporting the U.S. Army Corps of Engineers (USACE) to restore, preserve, and protect the water resources in Broward County, Florida, through the Water Preserve Areas project. The project addresses the loss of ecosystem function within the Everglades by capturing and storing excess surface water runoff from basins that are currently discharged into conservation areas.

Our environmental experts developed a suite of improvements including the restoration of 119.5 acres of freshwater wetland habitat and creation of a 1,032-acre water storage impoundment area releasing to the C-11 canal. The C-11 impoundment will capture, store, and distribute surface water runoff from the western C-11 basin that has been discharged into Water Conservation Areas 3A/3B. The C-11 impoundment will provide resilience to local developed areas during the wet season, and stored water will support other water-related needs in the dry season.

## Impact

- 119.5 acres of freshwater wetland habitat restored
- 1,032-acre water storage impoundment created

*“Tetra Tech’s work on wetland habitat restoration and pump station design are a vital component of restoration, and their partnership is essential for maintaining the pace of Everglades restoration and improving sustainability in Broward County.”*

— April Patterson, USACE Jacksonville District

**488** acres of wetland marsh protected



# Advancing Peru's Sustainable Forest Management through Technology

SDGs 5, 8, 10, 13, 15

Tetra Tech is leveraging forest monitoring technologies and government, private sector, and Indigenous community partnerships to reduce deforestation and avoid millions of tons of GHG emissions in Peru each year.



The Peruvian Amazon plays a vital role in biodiversity and carbon storage, covering nearly 60 percent of Peru's landscape and hosting more than 12,000 species of animals and plants. Illegal logging and landscape degradation has led to widespread deforestation, threatening critical biodiversity, contributing to economic inequality, and increasing global GHG emissions.

Tetra Tech has supported USAID in Peru for more than 20 years. We work with the Government of Peru to foster a sustainable forestry sector by strengthening natural resource governance and promoting private sector engagement. In partnership with Peruvian forest authorities, we are *Leading with Science* to develop a forest governance and timber traceability online information system that enables verification of the legal origin of timber and tracks its movement from forest to market.

Tetra Tech also is working with Indigenous communities to support forest-based enterprises and livelihoods while preserving traditional knowledge pathways that contribute to sustainable, locally led forest conservation for future generations.

*USAID/Peru appreciates [Tetra Tech's] flexibility and outside the box adaptive management approach in an environment as complex as Peru, and in a sector as fraught with challenges as the forestry sector in the Amazon.*

— USAID/Peru

## Impact

- \$16M+ of additional investment mobilized for sustainable forest management
- 80+ private sector forest enterprises supported
- 2,000+ people receiving livelihood benefits
- 2,650+ people trained in sustainable landscapes
- 12 Indigenous communities supported

More than

# 16 million

tons of GHG emissions avoided

▶ [tetratech.com/PeruProBosques](https://tetratech.com/PeruProBosques)



# Expanding Gender Equality in Traditionally Male-dominated Industrial Sectors

SDGs 1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 16, 17

Tetra Tech is supporting more than 100 companies across 41 countries to advance workforce gender equality and economic empowerment for women.



Women are severely underrepresented in the global workforce at all levels and often excluded from formal employment opportunities. Expanding women's participation in traditionally male-dominated sectors leads to tangible economic empowerment outcomes for women, such as formal employment opportunities and higher income. Increased gender equality also improves [business performance](#) by harnessing the talent of all employees, enhancing employee satisfaction, reducing turnover, and improving service delivery.

Tetra Tech leads implementation of the U.S. government's flagship gender equality program, the USAID's Engendering Industries Program. Tetra Tech supports companies to build a more equitable workforce by training and [coaching](#) partner organizations to better understand gender gaps and [design interventions](#) that advance gender equality.

**84%** of partners now promote women at the same rate as men

Tetra Tech's [data-driven](#) approach includes coaching partners to [collect and use](#) organizational- and industry-level data and supporting partners to make positive workplace adjustments, identify gender equality entry points, signal management commitment to employee well-being, and develop a business case for gender equality. Our work motivates organizations to commit the resources needed to sustainably advance gender equality.

## Impact

- 4,800 women hired and 3,900 women promoted by partner organizations
- 80% of organizations correlate improved gender equality with improved business performance
- 25% of partners report improved revenue
- 45% of organizations report improvements in employee retention

*“The program kept me going because I learned that what was happening to me happens to women worldwide. I learned that there were strategies for people and companies to overcome [gender equality] challenges.”*

— [Reem Hamden](#), Engendering Industries participant, first female CEO of Jordan's Electricity Distribution Company

► [tetrattech.com/EngenderingIndustries](https://tetrattech.com/EngenderingIndustries)





# Environmental

Tetra Tech recognizes that global companies can help lead the way to a sustainable and secure future for generations to come. We demonstrate our commitment to sustainability and the environment throughout our operations—from our actions to reduce GHG emissions to our use of technology to perform our projects efficiently. We monitor ESG performance as part of our Sustainability Program to help drive our business in the most sustainable and ethical manner.

# Environmental Management

Our [Environmental Policy](#) outlines our commitment to comply with environmental regulations, assess and manage environmental risks and liabilities, set reasonable and measurable targets, communicate with stakeholders, and conduct business in an environmentally sound manner. Tetra Tech uses the ISO 14001 Environmental Management System (EMS) framework to apply a triple bottom line approach that addresses financial, environmental, and social responsibility for a more sustainable and resilient future.

We use this approach to include sustainability in our offices and work activities including tracking and reporting on water consumption, renewable energy use, information technology systems efficiency, and recycled paper use.



In 2022 we reduced our environmental impact in our operations through increased efficiencies and information technology solutions including:

- Increasing the percentage of operations using renewable sources of energy for electricity to 54 percent
- Increasing the percentage of enterprise and project data stored in the cloud to 65 percent, eliminating the need for energy-intensive servers

# Emissions Management

Tetra Tech set a 2030 goal to reduce our GHG emissions from operations by 50 percent from our 2021 baseline. This goal reaffirms our commitment to a reduction in GHG emissions and aligns with the global 1.5-degree Celsius target of the Paris Agreement.

In 2022 our total GHG emissions from global operations was 48,188 MT CO<sub>2</sub>e, or 2.08 MT CO<sub>2</sub>e per employee. Our GHG emissions decreased by 25 percent per employee for Scope 1 and 2, which includes operationally related direct impacts and indirect impacts such as purchase of electricity and heat. We continued to expand upon the scope of data sets included in our Scope 3 emissions, including business travel (air, rental car, hotel, and fleet vehicle miles traveled), upstream purchases and deliveries, and waste generation.

We took several actions that had a positive impact on our GHG emissions in the 2022 reporting year and which will continue in future years. Through our flexible workplace policy and efficient use of office space and resources, we provide an enhanced work environment and reduced commuting time for our employees. In 2022 we have reduced our overall office footprint per employee by 26 percent, decreasing to 132 square feet per employee, already achieving our 2030 goal of less than 150 square feet per employee. We also continue to leverage technology solutions to provide high connectivity, flexibility, cybersecurity, and efficiencies for all our employees.

*In 2022 Tetra Tech removed and e-wasted 2,361 desk handset devices from 84 branch offices and upgraded to Microsoft Teams Phone system. The move to Microsoft Teams Phone system provides additional carbon reductions due to Microsoft's renewable energy usage in their data center.*

**2.08** MT CO<sub>2</sub>e emissions per employee

**54%** of operations use renewable energy for electricity

**26%** reduction in office footprint per employee

**65%** of enterprise and project data residing in the cloud

**28%** of office supplies made from recycled materials





# Social

Tetra Tech's commitment to social sustainability and corporate social responsibility includes advancing well-being not just in our communities, but across our highly connected, global employee network. We empower our employees to build community through diverse programs that invest in our talented employees, equity and inclusion, health and wellness, and community engagement.



# Human Capital

Tetra Tech’s foundation is our people—our engineers, scientists, and technical specialists who create innovative solutions for our clients’ complex challenges. We invest in our teams by growing a diverse workforce, fostering employee engagement, and providing learning and development opportunities at every stage of our employees’ careers.



# Workforce Management

Tetra Tech strives to recruit and retain the industry’s most innovative and skilled engineers, scientists, and technical specialists. We believe a diverse workforce brings a unique set of perspectives, experiences, and ideas that benefit our teams and our clients. In 2022 Tetra Tech increased the number of employees of color by 11 percent.

In 2022 we partnered with organizations such as HBCU Connect and the National Society of Black Engineers to attract and recruit talent from the largest network of students and alumni from historically Black colleges and universities. Tetra Tech also participated in the Society of Military Engineers career days and partnered with the Wounded Warrior Project to recruit veterans and help them advance their careers during life after service.

In 2022 Tetra Tech’s workforce included:

37% women

41% employees of color

34% women in management

*In 2022 Tetra Tech implemented a company-wide flexible workplace policy. Many employees have reported benefits including significantly reduced commuting time, reduced transportation costs, and improved work-life balance.*



# Professional Development



Tetra Tech invests in our employees to provide professional development opportunities for skill expansion and career satisfaction. All employees can access training, technical exchange, and skill development through our Tetra Tech Academy Learning and Development Program and customized Learning Management System (LMS). All employees have access to training, e-learning, and tutorials on health and safety, software systems and tools, and leadership skills. Tetra Tech also supports discipline-specific training, certifications, and accreditation programs.

We also offer professional development programs that are taught and facilitated by Tetra Tech leadership, technical experts, and experienced program managers.

## Project Management (PM) Training Program

Our PM Training Program provides all interested employees with comprehensive training in high-end project leadership skills to address all areas of the project life cycle.

*24% increase in employee participation in Tetra Tech-sponsored professional development training*

## Fearless Entrepreneur Program

Participants are challenged to grow their skills in client relationship building through group discussions, mentoring, and practical strategies for implementing lessons learned with current and potential clients.

## Tech 1000 Challenge

Tetra Tech's biannual competitive learning program and technology incubator challenges 1,000 multidisciplinary staff from around the world to create the most innovative, technology-focused solution to client challenges across our markets.

## Leadership Academy

For more than a decade, our Leadership Academy has developed high-potential employees into outstanding business leaders by honing their leadership and management skills. Twenty percent of Tetra Tech unit presidents are Leadership Academy graduates.

*In 2022 Tetra Tech employees accessed training modules through our customized LMS 38,865 times.*



# Employee Engagement

At Tetra Tech, we value employee engagement across all levels of the Company and offer multiple platforms for employees to connect with senior leadership, technical experts, and peers.

We ask all employees to provide comments and suggestions for improvement to our operations through monthly surveys. We send surveys to employees on specific topics, regionally or by focus group, and use surveys in Employee Resource Groups (ERGs) and other team meetings to foster engagement. Seventy percent of our operations conducted employee engagement surveys in 2022.

Tetra Tech hosts monthly technology and skills transfer webinars that are available to all employees. Tetra Tech experts and external guest speakers present and lead discussions about new technologies and programs, best practices, and opportunities for growth. In 2022, 1,207 employees participated in these webinars.





## Diversity, Equity, and Inclusion

Diversity, equity, and inclusion are among Tetra Tech’s core values. We are committed to providing a working environment where all employees are valued for their contributions and our global workforce reflects the diversity of our clients and the communities where we work.

### DEI Council

Tetra Tech’s [Diversity, Equity & Inclusion \(DEI\) Program](#) is holistic and interconnected with our Wellness Program and Health & Safety Program, as well as core functions of the Company such as recruiting, business practices, and operations. Tetra Tech’s DEI Council helps ensure that our program is inclusive and supports employee resilience and community in the workplace. The Council monitors the Company’s DEI practices and makes recommendations to the CEO for changes or improvements to the program.

*“Together with my Tetra Tech colleagues, we work to advance important DEI initiatives not only in our workplaces, but also in the communities where we live and work across the world.”*

— Preston Hopson, Tetra Tech General Counsel



## Employee Resource Groups

Our global ERGs foster a safe, supportive environment where inclusivity is expected and prioritized, and all voices are heard. Each ERG is open to all and involves activities for both employees whose background is the focus of the ERG and other employees who are supportive of the group (also known as allies).

**35%** growth in ERG participation from 2021

**ASCEND**

ASCEND is a platform for Pan-Asian employees and allies to promote professional development, support retention, and raise cultural awareness.

**BELIEVE**

BELIEVE is an employee community focused on attracting, retaining, empowering, and inspiring Black employees.

**Disability**

Our Disability-focused ERG is a community to engage in dialogue and exchange resources to help employees with disabilities thrive at work.

**EMERGING PROFESSIONALS**

Our Emerging Professionals ERG is a space for dialogue, mentorship, and professional development to help emerging professionals advance their skills and careers.

**PROFESSIONAL Women's Network**

PWN supports women at all stages of their careers to further their professional growth and development.

**SALUTE**

SALUTE connects military veterans, current servicemembers, military spouses, and allies to support our employee community, give back to our local community, and support transitioning veterans.

**Tetra Pride**

Tetra Pride is a forum for our LGBTQIA+ community and allies to support all employees in bringing their authentic selves to work.

**Voces**

Voces is a community for Latino and Hispanic employees and allies from across our global operations.



# Health and Wellness

Tetra Tech recognizes the importance of our employees' mental and physical health in the office, in the field, and in their personal lives. We believe a healthy employee community is a thriving employee community.

## Health and Safety



Tetra Tech is committed to providing and maintaining a healthy and safe environment for our employees and implementing best practices that comply with local regulatory requirements. We provide a comprehensive health and safety program, injury prevention programs, training, and hazard assessment tools to meet our internal commitment to safety excellence as well as our client and regulatory agency expectations. In 2022 employees completed 45,573 health and safety-related training modules.

We collect and report on incident metrics that inform our operations around the world on how to ensure all employees' health and safety needs are being met. Our safety metrics for Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR) continue to be better than industry average. In 2022 our LWDIR was 80 percent better than industry average, and our TRIR was 75 percent better than industry average.

In partnership with Health & Safety and the DEI Council, our ERGs created the company-wide Field Strategies for At Risk Individuals Checklist. This checklist augments existing tools and helps managers evaluate safety considerations for specific individuals, making our company safer and more inclusive for all.

**LWDIR 80%**  
better than industry average

**TRIR 75%**  
better than industry average

**45,573**  
health and safety-related  
training modules completed

## Wellness

Tetra Tech's corporate Wellness Program provides global resources to help employees and their families live healthy, balanced lives at work and at home.

- Our global Healthy Life Community helps employees connect to share healthy habits and organize physical fitness activities with team members and their families
- In 2022, 710 employees participated in our annual Wellness Week, which features a step challenge, stretching sessions, and chair yoga catered to all activity levels
- Tetra Tech's quarterly wellness webinars and monthly newsletters highlight topics that support our employees' personal and professional growth



## Healthy Life Challenge

Tetra Tech's annual Healthy Life Challenge encourages a healthy lifestyle for employees of all abilities through wellness and personal physical fitness goals. In this 30-day challenge, teams from across Tetra Tech commit to work collectively to achieve personal fitness goals. We motivate each other by supporting our teammates and sharing progress.

At the conclusion of the challenge, Tetra Tech donates to charities based on votes from teams whose participants collectively achieved 100 percent of their goals.

### 2022 Healthy Life Challenge Statistics

**1,529,400** million activity minutes logged

**29,955** activities logged

**3,417** goals set

**1,798** challenge participants

**135** teams

**61** teams achieved 100 percent participation

**46** countries represented





# Social Responsibility

In 2022 our offices around the world demonstrated their commitment to social and environmental sustainability by donating resources and volunteering their time to better the environment and enrich their local communities.

Our employees lead giving and volunteering efforts to preserve, strengthen, and support their local communities. Our people are committed to bettering the places they live—from supporting food kitchens and holiday donation drives to river cleanups and youth activities. At the corporate level, Tetra Tech partnered with global organizations like Engineers Without Borders (EWB) to bring safe and clean water to communities around the world.



## Cultivating our communities through giving and volunteering

Our Brazil offices volunteered **340 hours** and donated approximately **\$5,000 to build emergency housing** to support their community in Minas Gerais.

As part of our Reconciliation journey in Australia to acknowledge traditional owners of country, our Perth and Victorian offices donated **250 children's books, games, and craft supplies** to support Indigenous literacy initiatives.

Our Calgary, Alberta, office volunteered **60 hours preparing food hampers** at a local food bank.

Our Melbourne, Australia, office packed an equivalent of more than **28,000 meals at community foodbanks** to help families in need.

For Earth Day, our team in Seattle, Washington, gifted **\$1,760 worth of trees** for planting in a national forest.

Our Shrewsbury, United Kingdom, office donated **\$1,800 to support mental health initiatives**.



## Recognizing our employees who support their communities

We have helped thousands of communities, industries, and governments find sustainable solutions to complex issues, and our global staff often go beyond their daily duties to help improve the communities in which they live and work.

Tetra Tech's annual Excellence & Achievement Award for Community Service recognized our Diamond Bar, California, office for giving back to local families and students in need. Our Diamond Bar office partnered with local community organizations to support community members at risk of or experiencing homelessness and food insecurity.



### Tetra Tech staff exemplified the Company's spirit of giving through the following activities:

- Raised money to provide fresh fruits and vegetables to those in need across 12 California counties and six adjacent states, including tribal lands
- Donated backpacks and school supplies for low-income elementary, middle, and high school students
- Collected non-perishable food for a Thanksgiving grocery distribution for families in need
- Donated toys during the holiday season for underserved children and teens in Los Angeles, San Bernardino, Orange, Ventura, and Riverside counties

*“Our employees have consistently shown up with a generous spirit to give back to our community on an annual basis. We support several worthy organizations, some of which are aligned with our services to address food insecurity and clean up our neighborhoods.”*

— Christine Arbogast, Unit President

► [tetratech.com/CommunityAward2022](https://tetratech.com/CommunityAward2022)



## Bringing clean water to families in Eastern Uganda

Each year Tetra Tech partners with a charity to support communities in need around the world. In November 2022, we announced our partnership with Engineers Without Borders USA (EWB-USA) to develop clean water solutions for people in need in the Kavule community in the Mayuge District in Eastern Uganda.

The 320 households and 2,170 people of Kavule currently lack access to a sustainable water supply for drinking and sanitation. Poor water quality has led to an increase in diseases like typhoid, especially in young children and infants. To access safe water, girls in Kavule must collect water from sources far away from their village and carry it home, exposing them to safety issues and limiting their time to attend school.

Tetra Tech, in close collaboration with EWB-East Africa and EWB-USA, will work with the community to locate a new clean water source and implement a sustainable distribution system for better accessibility.



Tetra Tech employees contributed

**\$34,373**

to provide more than

**2,100**

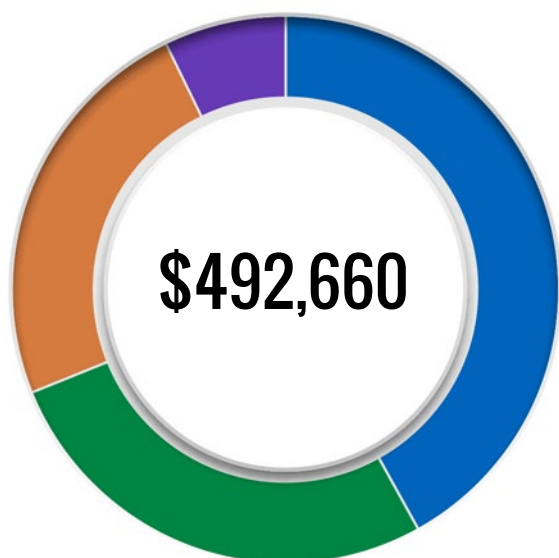
people with improved access to clean water



► [tetrattech.com/CharityOfTheYear2022](https://tetrattech.com/CharityOfTheYear2022)

## Giving back to our communities

We encourage employees to support outreach programs to improve the communities in which they live and work. In 2022 Tetra Tech employees and global offices donated \$492,660 to community resources around the world.\*



**42%** Social and community support

**27%** Health and medical

**16%** Basic needs

**7%** Education and STEM

\*Donations reflect offices that reported data for 2022. Social and community support includes programs benefiting the environment, community and social services, cross-cutting services, veterans, children's programs, and animals. Basic needs include water, housing, and food.

## Tetra Tech's 2022 Contributions

**\$492,660** in financial support provided

**4,881** in-kind items donated

**790** lbs. of in-kind items donated

**4,690** volunteer and pro bono hours completed



# Governance

Tetra Tech's governance structure includes a Board of Directors, Ethics and Compliance Program, company-wide policies, and a risk management program that ensure we maintain the highest standards of practice with our employees, clients, and partners.

To support the Company's ongoing sustainability efforts, Tetra Tech established a Sustainability Council to help coordinate and track our Sustainability Program, oversee the development of our annual Sustainability Report, and support communication of best practices across the company. The Council includes representatives from relevant corporate departments and is overseen by Tetra Tech's Chief Sustainability Officer.



# Corporate Governance

Tetra Tech's [Corporate Governance Program](#) is overseen by our [Board of Directors](#). The Board is composed of industry-leading professionals with expertise in science, risk management, finance, and sustainability. The strength of our Board lies in its diversity of academic and professional credentials, gender, and ethnic representation. Fifty percent of Tetra Tech's Board members are women, and 25 percent of our Board members identify as people of color. The Board has also established a 12-year tenure limit for independent Directors, and currently has an average tenure of 6.3 years.

The Board oversees Tetra Tech's ESG policies, procedures, and reporting. The Board has included responsibility for ESG oversight in the charter of the Strategic Planning and Enterprise Risk Committee. The Committee oversees the program and evaluates our progress in achieving the goals and objectives outlined in our Sustainability Report. Tetra Tech's Chief Sustainability Officer provides quarterly briefings to the Committee and the Board of Directors.

50% women

25% people of color

6.3 years average tenure



Dan L. Batrack



Joanne M. Maguire



Gary R. Birkenbeuel



Prashant Gandhi



Christiana Obiaya



Kimberly E. Ritrievi



J. Kenneth Thompson



Kirsten M. Volpi

# Ethics and Compliance

Tetra Tech maintains business practice standards that are intended to protect the Company's reputation; the quality of our products and services; and the best interests of our clients, shareholders, and employees. We are committed to operating with honesty and integrity and maintaining the highest level of ethical conduct. Tetra Tech's General Counsel serves as the Company's Chief Compliance Officer, reporting to the Board of Directors.

## Code of Conduct

The Chief Compliance Officer is responsible for administering and overseeing the compliance process and reporting channels of Tetra Tech's [Corporate Code of Conduct](#). The Corporate Code of Conduct demonstrates our commitment to upholding the highest standards of ethical conduct in the pursuit of our business and applies to our Board of Directors, officers, and employees. All employees are required to review and acknowledge their commitment to and complete training on our Corporate Code of Conduct when joining the company and every two years thereafter.

As part of the Company's supply chain management, Tetra Tech also requires all vendors, suppliers, and subcontractors to maintain the same level of integrity. All vendors are required to comply with Tetra Tech's [Vendor Code of Conduct](#).

All Tetra Tech employees are expected to conduct themselves in a professional and ethical manner. We maintain a 24-hour hotline that is available to all employees for anonymous, confidential submission of employee and whistleblower complaints by phone and internet. Every employee also is required to take antibribery/anticorruption training.

## Policies

Ethical business practices support our commitment to sustainability. Tetra Tech is committed to maintaining business practice standards that honor and protect the dignity and integrity of everyone with whom the Company conducts business, employs, and serves.

All relevant policies are posted externally on [tetratech.com](https://www.tetratech.com) and internally for reference by all employees. The Chairman and Chief Executive Officer reviews and approves all policies.

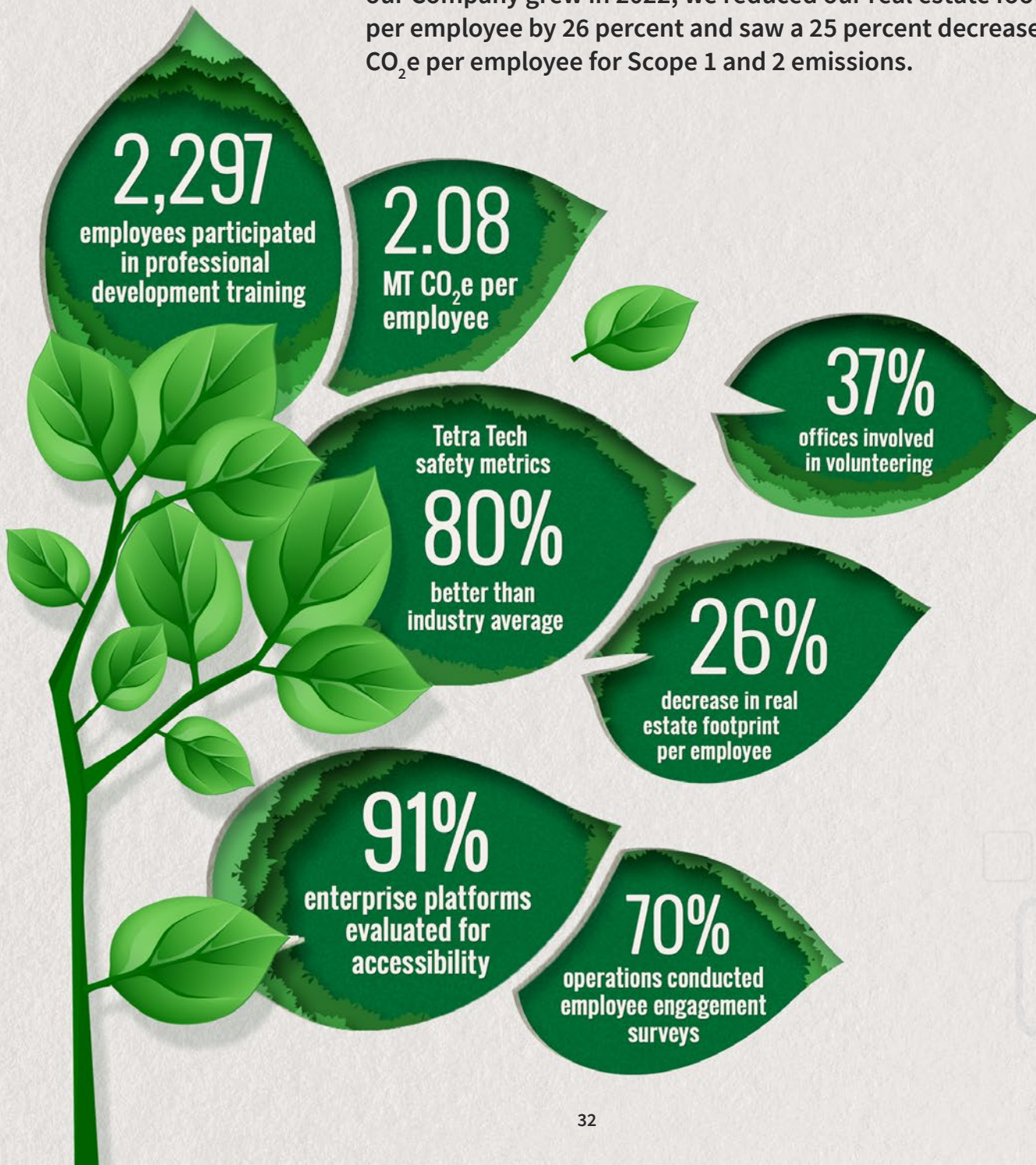
- [Climate Policy](#)
- [Combating Trafficking in Persons Policy](#)
- [Diversity, Equity & Inclusion Policy](#)
- [Environmental Policy](#)
- [Freedom of Association and Collective Bargaining](#)
- [Health and Safety Policy](#)
- [Human Rights Policy](#)
- [Procurement Policy](#)

## Risk Management

Tetra Tech's corporate Enterprise Risk Management (ERM) Program supports our global operations to manage contractual, operational, and financial risks. Tetra Tech's ERM Program ensures completeness, comprehensiveness, and diligence of the Company's risk management practices. Tetra Tech assesses climate risk as part of our overall risk portfolio and incorporates climate risk into our annual Business Continuity Planning process. Through the diversification of offices and staff across the country and world, as well as the cross-training and mobility of employees and redundancies of systems, the Company has effectively limited any potential impact of any type of business disruption to the business and clients.

# 2022 Report Results

This year's report presents Tetra Tech's 2022 metrics, comparing them to baseline metrics set last year as well as progress toward 2030 Sustainability Program goals. We improved in 27 metrics that we track. We set ambitious goals for our GHG emissions and expanded upon our data included in Scope 3 reporting. While our Company grew in 2022, we reduced our real estate footprint per employee by 26 percent and saw a 25 percent decrease in MT CO<sub>2</sub>e per employee for Scope 1 and 2 emissions.





# 1 Billion People Challenge Results

Our goal is to improve the lives of 1 billion people by 2030. Because our biggest impact on the world is through the projects we perform for our clients, we are tracking the total number of lives improved from our projects. We align our project impact analysis with the Global Reporting Initiative (GRI) standards and the UN Sustainable Development Goals (SDGs), which measure social benefit and aim to reduce poverty in communities around the world.

## We track the following specific indices that all improve people's lives:

- Gallons (GL) of water per year treated, saved, or reused
- Megawatts (MW) of renewable energy per year identified, planned, or generated
- Hectares (ha) of land and water per year protected, managed, or restored
- Metric tons (MT) per year of CO<sub>2</sub>e avoided or captured
- Number of lives benefiting from social and governance programs

Measure	SDG	Related GRI Performance Indicator	2022 Additions		Cumulative from Baseline	2030 Goal
<b>Lives Improved</b>	SDG 3, 4, 5, 16	GRI 412-2	138 million people	🌿	545 million people	1 billion people
<b>Project Metrics</b>						
<b>Water</b>	SDG 6	GRI 303-2; GRI 303-3	502 billion gallons/year	🌿🟢	589 billion gallons	203.4 billion gallons of water treated, saved, or reused
<b>Renewable Energy</b>	SDG 7	GRI 302-2; GRI 302-3; GRI 302-4; GRI 302-5	1,023 MW/year	🌿	17,800 MW	36,800 MW of renewable energy identified, planned, or generated
<b>Ecosystems</b>	SDG 14, 15	GRI 304-2; GRI 304-3	6.7 million ha/year	🌿	185 million ha	320 million ha of land and water protected, managed, or restored
<b>GHG Emission Reduction</b>	SDG 13	GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	80.6 million MT CO <sub>2</sub> e/year	🌿	101.2 million MT CO <sub>2</sub> e	10% increase from baseline annually
<b>Social and Governance</b>	SDG 3, 4, 5, 16	GRI 412-3	32.2 million people	🌿	70.7 million people	20% increase from baseline

🌿 Improvement from 2021    🟢 2030 target achieved



# Operations

As part of our commitment to be Climate Positive & Carbon Negative, we are reporting on Scope 1, 2, and 3 emissions and expanding the data sets included in each of these scopes. Reporting on Scope 3 emissions enables Tetra Tech to methodically collect and expand our understanding of the GHG impact of our operations. We currently track Scope 3 emissions from business travel, waste generation, and purchased goods and services. We are reporting our real estate footprint, maximizing space efficiency, and reducing our footprint where possible. To measure impacts within our offices, we are reporting water consumption, renewable energy use, and recycled paper use.

We are tracking our connectivity across virtual platforms and use of cloud-based storage instead of energy-intensive servers, including tracking energy use by our cloud vendors.

Measure	Related GRI Performance Indicator	2022 Results	Change from 2021 <sup>2</sup>	2030 Goal
<b>GHG Emissions from Operations<sup>1</sup></b>	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	2.08 MT CO <sub>2</sub> e per employee 1.06 MT CO <sub>2</sub> e Scope 1 and 2 per employee 48,188 MT CO <sub>2</sub> e (all employees) Scope 1: 9,418 MT CO <sub>2</sub> e Scope 2: 15,204 MT CO <sub>2</sub> e Scope 3: 23,566 MT CO <sub>2</sub> e	25% decrease per employee (Scope 1 and 2) <sup>3</sup>  16% decrease all employees (Scope 1 and 2) <sup>3</sup>	50% reduction in GHG emissions from 2021 baseline
<b>Real Estate Footprint</b>	GRI 102-4	132 square feet/employee	26% decrease	150 square feet/employee
<b>Renewable Energy for Utilities</b>	GRI 302-1; GRI 302-3; GRI 302-4	54%	6% increase	100% of operations use renewable sources of energy for electricity
<b>Water Use</b>	GRI 303-1; GRI 303-2; GRI 303-3	2,600 gallons/employee	No change	10% decrease from baseline
<b>Use of Recycled Office Supply Products</b>	GRI 301-1; GRI 301-2	28%	12% increase	50% of consumable office supplies made from recycled material
<b>Percent of Enterprise and Project Data Stored in the Cloud</b>	GRI 302-4	65%	14% increase	95% of enterprise and project data resides in the cloud
<b>Energy from Renewables by Company's Cloud Vendors</b>	GRI 302-4	72%	7% increase	100% cloud data serviced by renewable energy
<b>Enterprise Supply Chain Vendors Vetted for Cybersecurity Standards</b>	GRI 302-4	56%	47% increase	100% enterprise supply chain vendors vetted for cybersecurity standards
<b>Enterprise Platforms Evaluated for Accessibility</b>	GRI 417-1	91%	7% increase	100% enterprise platforms evaluated for accessibility

<sup>1</sup> Global Warming Potentials for CO<sub>2</sub>e calculations are from IPCC Sixth Assessment Report, 2021 (AR6)

<sup>2</sup> Year-on-year emissions normalized due to acquisitions and additional Scope 3 components

<sup>3</sup> Due to continued expansion of Scope 3 reporting, year-on-year comparison not applicable

 Improvement from 2021       2030 target achieved

# Health and Safety (H&S)<sup>4</sup>

Health and Safety (H&S) has always been a fundamental value at Tetra Tech, and we report on two standard metrics: Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR). We have added two metrics that measure employee engagement in our H&S outreach programs and trainings.




Measure	Related GRI Performance Indicator	2022 Results	Change from 2021	2030 Goal
<b>Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR)</b>	GRI 403-2	LWDIR 80% better than industry average <sup>5</sup> TRIR 75% better than industry average <sup>5</sup>	7% improvement  9% improvement 	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average <sup>5</sup>
<b>Employee Participation: Safety Month Outreach</b>	GRI 102-43	1,113,181 engagements	16% increase  	10% increase from baseline
<b>Employee Participation: Training Completed</b>	GRI 404-1	45,573 H&S-related training modules completed by employees	18% increase  	10% increase from baseline

<sup>4</sup> Health & Safety metrics are based on operational entities as defined for incident tracking


<sup>5</sup> NAICS Code 54 Professional, Scientific, and Technical Services, BLS Data 2021

# Human Capital

Diversity, equity, and inclusion (DEI) are among Tetra Tech’s core values. We bring together engineers and technical specialists from all backgrounds to solve our clients’ most challenging problems. We are tracking new metrics focused on increasing gender balance, increasing racial and ethnic diversity in our workforce, and providing professional development opportunities for all employees.





Measure	Related GRI Performance Indicator	2022 Results	Change from 2021	2030 Goal
<b>Gender Diversity</b>	GRI 405-1	37% women in workforce	No change	Gender balance of 40% women, 40% men, and 20% any gender
<b>Gender Diversity</b>	GRI 405-1	34% women in management	6% increase 	Gender balance of 40% women, 40% men, and 20% any gender
<b>Racial and Ethnic Diversity</b>	GRI 405-1	41% employees of color <sup>6</sup>	11% increase 	50% employees of color <sup>6</sup>
<b>Professional Development Training</b>	GRI 404-2	4,156 employees participated in Tetra Tech-sponsored professional development training from baseline	2,297 additional employees participated in Tetra Tech-sponsored professional development training 	15,000 employees participate in Tetra Tech-sponsored professional development training

<sup>6</sup> Data is for U.S. employees only

 Improvement from 2021     2030 target achieved



# Employee Welfare


We are reporting on employee engagement in both wellness programs and DEI activities. Tetra Tech’s active employee wellness program includes our annual Healthy Life Challenge, which is open to all employees. Under our DEI Council, we support initiatives including our ERGs, DEI webinars, and regular communications throughout our operations.

Measure	Related GRI Performance Indicator	2022 Results	Change from 2021	2030 Goal
<b>Employee Engagement in Corporate Wellness Initiatives</b>	GRI 102-43	25% employee engagement	39% increase 	55% employee engagement
<b>Employee Engagement in DEI Activities</b>	GRI 102-43	311,534 engagements	77% increase  	Increase by 5% year over year
<b>Employee Engagement Surveys</b>	GRI 102-43	70% of operating units conducted employee engagement surveys	9% increase 	100% of operating units conduct employee engagement surveys

# Corporate Social Responsibility

Tetra Tech supports and recognizes employees who improve lives by giving back to their communities. As part of our sustainability metrics, we will continue to track our financial and in-kind giving, volunteering, and support to various community-based initiatives with a focus on science, technology, engineering, and mathematics (STEM) programs.

Measure	Related GRI Performance Indicator	2022 Results	Change from 2021	2030 Goal
<a href="#">STEM Program</a>	GRI 413-1	34,112 people reached since program inception	4% increase 	10% increase from baseline
<b>Employee Involvement in Financial and In-kind Giving</b>	GRI 413-1	58% of offices reporting engage in charitable giving	No change	75% of offices reporting engage in charitable giving
<b>Employee Involvement in Volunteering</b>	GRI 413-1	37% of offices reporting engage in volunteering	118% increase 	50% of offices reporting engage in volunteering

 Improvement from 2021       2030 target achieved



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