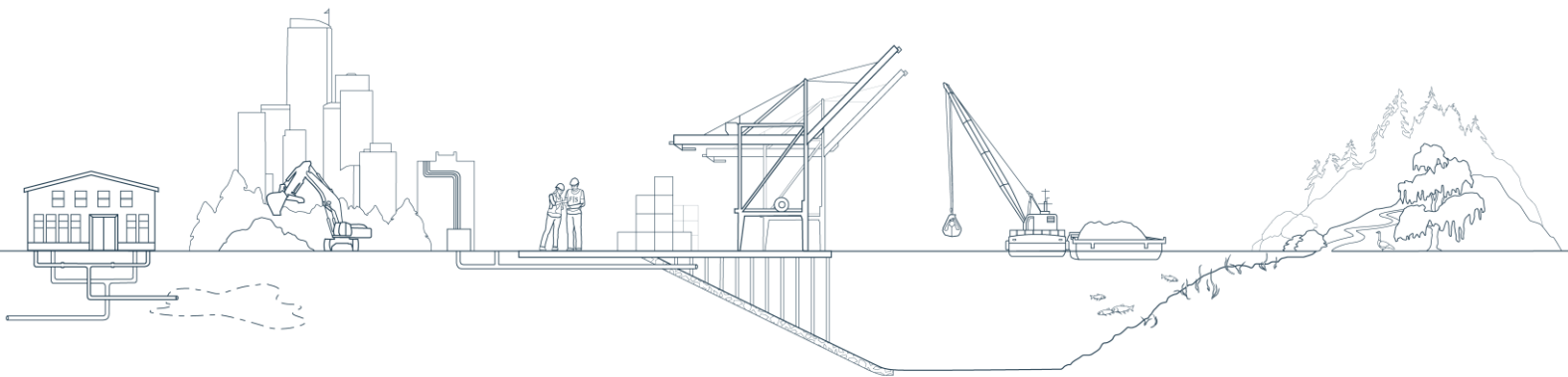


Benefit and Sustainability Annual Report 2024

WE BELIEVE IN
A BETTER WAY OF
DOING BUSINESS



FLOYD | SNIDER
strategy ■ science ■ engineering

Floyd|Snider · Two Union Square · 601 Union Street
Suite 600 · Seattle, Washington 98101 · tel: 206.292.2078



At Floyd|Snider, we believe in building relationships with our clients, teaming partners, and regulators based on technical proficiency, resourceful problem-solving, engineering and design expertise, and strategic implementation. We proudly serve clients from all sectors: ports, municipalities, industries, developers, contractors, and government agencies. As a Certified B Corp, we assist clients in defining and achieving project goals for contaminated upland and aquatic properties, and we do our work and manage our business in a way that provides benefit to our communities and the environment, as well as to our shareholders.

The purpose of this Benefit and Sustainability Annual Report is to guide, communicate, and document our commitment to being a socially and environmentally responsible company. We have organized the Annual Report around who we are as a Certified B Corp, our firm’s sustainability practices, and our commitment to environmental stewardship and community.

WHO WE ARE

Since Floyd|Snider’s founding in 1996, our company mission has been “to provide comprehensive consultation services to assist our clients in both defining and achieving long-term objectives for contaminated properties.” We assemble and manage strong project teams by utilizing our large network of local, regional, and national experts, and our knowledge of experienced and cost-effective local firms. One of our foundational goals is to provide ongoing evaluation, guidance, facilitation, and management of complex projects, so that projects are completed with the same pride and enthusiasm with which they began.

Our Seattle-based company employs an accomplished staff of scientists, civil and environmental engineers, geologists, ecologists, chemists, statisticians, planners, facilitators, project managers, and support staff who work in a collaborative and creative environment. We are dedicated to quality in our work and to building rich, enduring, productive relationships in order to accomplish goals beyond each of our individual capabilities.

RECENT AWARDS & RECOGNITION

2018–2022 B Lab’s Best for the World Honoree

2019 PSBJ’s Washington’s Best Workplaces

2017 King County Executive’s Small Business of the Year Finalist



OUR MISSION

Our mission has always included the values that are paramount to the B Corp™ philosophy. We are dedicated to supporting a good quality of life for our employees; we offer benefits and shares in company ownership for all employees, comfortable and ergonomic office spaces, and opportunities for professional and personal growth. These policies, which were in practice long before we became a Certified B Corp, set us apart from many other Seattle firms in our sector. In 2017, the Shareholders agreed unanimously to change our corporate structure to a Social Purpose Corporation and apply for B Corp certification.

OUR VALUES

We make decisions that benefit our employees, our community, and the environment; and we draw on our core values as we produce strong project outcomes for our clients.



Proficiency. Achieving the highest standards for technical acumen, data quality, document production, and interpersonal communication; using these skill sets to add value to projects and enhance our team.



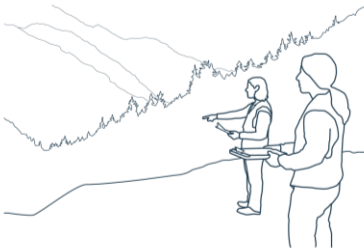
Integrity. Working to build and maintain a trusting relationship with colleagues, clients, and regulators based on performing consistent, high-quality work with honesty, transparency, and accountability.



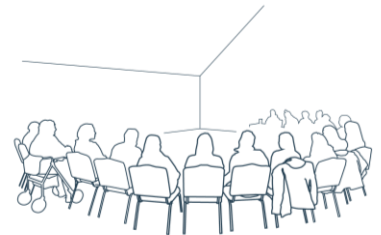
Dedication. Engaging in a meaningful way, tackling the complexities of our projects, and seeing the work through while maintaining our passion and quality standards.



Collaboration. Fostering a community-minded culture and a team-based approach where open dialogue, respect, and equity are the norm.



Agility. Continuing to be flexible, as we keep a varied portfolio, respond thoughtfully to new project developments, and continually improve our skill sets.



Individuality. Ensuring that each person can be their authentic selves and bring their unique skill set to the team, knowing we are all better for it.

OUR COMMITMENT TO BE A SOCIALLY RESPONSIBLE COMPANY

Floyd|Snider is a Social Purpose Corporation (SPC) in the state of Washington, and in 2017, we also became the first Certified B Corporation® environmental consulting firm in the United States. We are committed to manage our business in a manner that provides benefit to our employees, our communities, and the environment, in addition to providing financial benefit to our shareholders.

Certified B Corps (the B stands for “benefit”) are for-profit companies certified by B Lab®, a global nonprofit, that meet rigorous standards of social and environmental performance, accountability, and transparency. Floyd|Snider has always made business decisions based on how our actions will affect our employees, the environment, and the community. Becoming both an SPC and Certified B Corp solidifies our commitment to be a socially responsible company. Per B Lab, as of 2023 there are more than 8,000 Certified B Corps from 95 countries working together toward one unifying goal: to redefine success in business! To learn more about B Corp and B Lab, click [here](#).



B CORP ASSESSMENT AND MEASURES OF SUCCESS

In order to become a Certified B Corp in the state of Washington, an SPC company takes a B Impact Assessment, which assesses the overall impact of a company on its stakeholders. A company’s Impact Assessment Score is measured on a 200-point scale, with a minimum score of 80 required for a

company to be eligible for B Lab® certification. Floyd|Snider completed its most recent Impact Assessment in the spring of 2020 and received a score of 119.7. We take pride in our Impact Assessment Score and use the certification and the Impact Assessment as tools annually to help us continue improve as a sustainable company.

The five Impact Assessment categories are: Environment, Workers, Community, Governance, and Customers. In the following sections of our Benefit and Sustainability Annual Report, we provide an overview of our assessment results in each of these five categories and highlight our sustainability practices and our commitments to minimizing waste and maximizing reuse and recycling. We also describe our commitment to community environmental stewardship, including volunteering and engagement with nonprofits.

What makes us a better company?

B Impact Report

Certified since: June 2017

Summary: Company Score (2021)

Environment **35.2**

Workers **42.6**

Community **20.1**

Governance **19.2**

Customers **2.6**

Overall B Score **119.7**

ENVIRONMENT

A company's positive environmental impact is measured by the extent to which its products, services, suppliers, and decisions promote positive environmental outcomes. Not only does this category and the resulting score recognize businesses whose services promote awareness about environmental issues and facilitates conservation, it also highlights those that internally encourage good environmental stewardship and reduce their environmental footprint.

As an environmental consulting firm, Floyd|Snider puts environmental awareness and conservation into practice daily. We also work to continually improve our environmental stewardship through thoughtful practices in our day-to-day operations. We are committed to supporting green building design, providing smart office operations, buying green, encouraging responsible work commutes, advancing office technology, and nurturing a healthy work environment. Below we overview how we work to meet these objectives and continue our commitment to implementing these sustainable and environmental principles.

■ Recycling and Composting

Floyd|Snider is committed to reducing toxic materials in landfills, with resourceful electronic waste recycling and readily available receptacles for recycling, shredding, and composting in our office building. Seattle Municipal Code requires that no recyclable or compostable products be placed in the garbage. In addition to our utilities' requirements, we choose to participate in many voluntary programs.



■ Commuting and Transportation

We encourage our employees to seek low carbon or carbon neutral transportation to and from the office via walking, biking, carpooling, and using public transit. Since we began tracking in 2017, our use of green transportation methods has surpassed average downtown commuter averages. In 2019, 92% of employees chose green transportation methods, over the 74% reflected for downtown commuters.

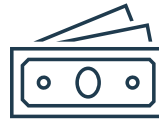
We have implemented the following programs and incentives to encourage alternative commuting and to subsidize cost.



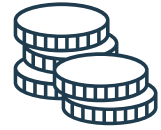
In-office and remote
hybrid business model



High-tech in-office
virtual video conferencing



Pre-tax dollars
available for
commuting expenses



Monthly
commuting stipend



Free bicycle storage with access
to shower facilities



Carpooling for
field work & project
meetings



No idling policy for
field events



On-site
electric vehicle charging



(left) Floyd|Snider secure bicycle storage;
(right) Floyd|Snider company field van.

■ Office Operations

Floyd|Snider staff are extremely conscious of the impact they can have on waste reduction in the office. We significantly lower office waste through a sophisticated electronic filing and archiving system, a file-sharing program that makes electronic submittals easy and secure, and paperless invoicing and client payments when possible. We also work to lower our footprint using 100% recycled printer paper for all routine printing and we print double sided when possible. In addition to these daily efforts, we use the following systems to decrease our office's impact on the environment.

- ✓ SirsiDynix's EOS.Web library software and cloud storage for digital document archiving
- ✓ Konica Minolta Bizhub C6543e printers supplied with Simitri HD toner with biomass to reduce carbon dioxide emissions and conserve energy
- ✓ PUR faucet filtration systems installed on all faucets to promote better water quality and avoid the need to provide bottled water
- ✓ LED lighting and HVAC system, both run on automatic timers to conserve energy

■ Business Practices



We are an EnviroStars certified green business, and our Green Team committee works to strengthen our commitment to energy, pollution prevention, solid waste, transportation, wastewater, water, and community.

Our office is located in Two Union Square, an energy-efficient, award winning (Energy Star award and BOMA Building of the Year 1999/2000), and LEED Platinum Certified space, which offers many green and sustainable amenities to its tenants.

We strive to use vendors who employ green and sustainable practices. For our work in the field, we give preference to vendors invested in dependent and durable products tied to environmentally friendly manufacturing processes and company pledges to dematerialization.

We promote environmental sustainability and efficiency in all aspects of fieldwork. Floyd|Snider also provides clients with **Green and Sustainable Remediation Services (GSR)**, where we reduce the impact of remedial actions on the environment through strategic remedial investigation, remedy development, and design and implementation for cost-effective, long-lasting, and low-impact alternatives that enhance the selected remedial action and future use of a site.

Green & Sustainable Practices

Awareness of greenhouse gas emissions during work and commuting

Efficiency during mobilization, sampling, and material preparation

Reduction of waste by using dedicated field equipment

Recycling to reduce waste and conserve resources

Minimization of waste through better sampling techniques

Reuse of clean materials to minimize landfill impact

WORKERS

A company's positive impact on employees is measured by the extent to which it maintains a strong compensation and benefit structure for employees, maintains an equitable salary scale, allows employees to have meaningful ownership stake in the company, and fosters a positive work environment.

■ Company Ownership

Floyd|Snider is wholly owned by employees, and a portion of that ownership is through an Employee Stock Ownership Plan (ESOP). The company contributes a percentage of each employee's salary annually, which results in the purchase of company stock. Every employee is eligible to participate, and vesting is immediate. Statements are produced annually, and the company financials are shared with employees so everyone can monitor and understand their investment.

■ Fostering Office Community and Supporting Employee Health

We care for our employees physical, personal, and financial wellness and professional development.



Physical Wellness

- ✓ Paid medical, vision, & dental coverage
- ✓ WA Paid Family Medical Leave
- ✓ Weekly exercise classes
- ✓ Individual offices with ergonomic workstations



Personal Wellness

- ✓ Paid time off, including holiday pay
- ✓ Volunteer time off
- ✓ Flexible work hours & telecommuting options
- ✓ Office social & creative events including family-friendly gatherings



Financial Wellness

- ✓ Merit-based bonuses
- ✓ Dual retirement plan including 401(k) & Employee Stock Ownership Plan with company contributions
- ✓ Employee referral bonus
- ✓ Employee loan program
- ✓ Commuting stipend



Professional Development

- ✓ Individual meetings to discuss career goals with management
- ✓ Budgeted time for conferences & trainings
- ✓ Support for certificate & advanced degree
- ✓ Staff mentoring program
- ✓ Staff-led professional development groups

2024 Safety Metrics



**697 SAFE
PERSONNEL
FIELD DAYS**

The Floyd|Snider Health and Safety Program helps employees forecast and actively prevent potential safety incidents. We develop project-specific safety policies, site control measures, emergency procedures, and training and reporting requirements.



**72% CPR
& FIRST AID
CERTIFIED**

We recognize that things change in the field. Therefore, all field staff are empowered with stop work authority. In 2024 Floyd|Snider had another incident-free year with a total of 697 personnel field days.

COMMUNITY

A company's positive community involvement is measured by the extent to which it creates jobs, and provides for diversity, civic engagement, and strong local supply chains. We are highly engaged in our local community, both as part of our industry with teaming partners and subcontractors, and as part of the larger public sector. As a firm, we actively volunteer and support nonprofit organizations, and we encourage our employees to do the same by providing an extra week of paid leave each year to use in service to the nonprofit of their choice.

Employees' individual contributions to nonprofits and use of their company-provided volunteer time, as well as examples of our engagement with the community, are described in the overview of our firm's Community Environmental Stewardship and Volunteerism.



GOVERNANCE

A company's positive governance impact is measured by the extent to which the company is accountable to stakeholders, and the extent to which its decision-making is transparent to stakeholders. We maintain transparency with our shareholders and employees by regularly sharing financial statements and involving everyone in strategic decisions regarding the direction of the company and the work we do. When company decisions are made, we strive to preserve our mission and consider all stakeholders, regardless of their level of company ownership. Decisions about the company are made by the Principals and CFO, a shareholder group of 21 individuals, and a dedicated Management Committee. Mid-level and senior staff who show dedication to the firm and a commitment to improving client relations can be offered a Shareholder position by the firm's leadership team. The Principals also make themselves readily available to all employees for discussions related to career development, company policy, or interpersonal relations. We take pride in the company's assurance that all voices are heard, regardless of an employee's role or experience.

CUSTOMERS

We work in a way that achieves client objectives, benefits our communities and the environment, and is rewarding to our professional and technical staff. For 25 years, we have proudly served our clients in defining and achieving long-term goals for upland and in-water properties. Our strong working relationships with agencies, stakeholders, and teaming partners are founded on the reputation of our respectful, consistent, and pragmatic approach.

“

When a project or case requires technical expertise, credibility with regulatory agencies, and a collaborative approach to solving problems, I know where to turn. Since my first experience working with them, the principals and associates at Floyd|Snider have been my strategic partners of choice.

Stephen Tan, Partner, Cascadia Law Group PLLC

I have worked through several high-profile environmental projects with assistance from the team at Floyd|Snider. I can't think of a firm better suited to helping a client through difficult issues with multiple partners and regulators (often with competing issues and priorities).

**Jeff Neuner, Solid Waste Facilities and Landfill Closure Program Manager,
Seattle Public Utilities**

Over the years, I have enjoyed working with the entire Floyd|Snider staff. You have always been gracious, excellent communicators and responsive to our frequent questions.

I greatly appreciate that!

Peter Carroll, Water Compliance Manager, California Refinery

Working with the principals and the Floyd|Snider team takes collaboration and partnership to a new level. More than just technical experts, they are relationship-builders who have the ability to work with even the most difficult people in the most challenging situations.

Katie Page, Partner, Perkins Coie LLP

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ENVIRONMENTAL STEWARDSHIP AND VOLUNTEERISM

In a 2005 document entitled “Everyday Choices: Opportunities for Environmental Stewardship,” the U.S. Environmental Protection Agency defined environmental stewardship as, “the responsibility for environmental quality shared by all those whose actions affect the environment. This sense of responsibility is a value that can be reflected through the choices of individuals, companies, [and] communities.”

Floyd|Snider and its staff choose, through a variety of thoughtful business and personal practices, to remain committed to environmental stewardship and the value of environmental quality within our community.

■ Annual Paid Time Off for Volunteerism within the Community

We are committed to making a positive impact to the natural, built, and social environments through service and contributions to community organizations. Each year we give back 400 to 500 hours volunteering with local non-profits. We are proud to provide staff with 40 hours of paid volunteer time each year to work in service of nonprofit organizations of their choosing. Recently, staff have given their time to organizations that focus on food security, stewardship, and mental health, among others.



(top, left to right) Staff sort clothes at WestSide Baby; Floyd|Snider joins Whidbey Institute staff to install a living roof at the Commons, an effort led by Taproot Architects; Staff clear fallen tree debris at the Whidbey Institute. (bottom, left to right) Floyd|Snider volunteers at Plymouth Housing; Staff harvest food at Marra Farms in South Park; Staff participate in grounds maintenance at the Whidbey Institute.

■ Recent Floyd|Snider Spotlights on Community Volunteering

Floyd|Snider staff volunteer regularly throughout the Pacific Northwest and beyond. Below are some examples of how our staff have used their additional time off to support environmental stewardship and our community.

Gabe Cisneros, an associate principal and senior geologist, puts his vast experience and love of rock climbing to work at many climbing organizations in Washington. Most recently, he has been working with the **Climbers of Color**, a nonprofit that aims to promote diversity, equity, and inclusion in the climbing and mountaineering community by developing leaders of color. Climbers of Color provides supportive mentorship, technical training, and access to key resources including gear and scholarships. Gabe has taught classes on reading guidebooks and re-bolting climbing routes and led Black, Indigenous, and people of color (BIPOC) climbing nights at local climbing gyms. Recently, he hosted a stewardship event with local nonprofit organizations, climbing gym owners, and local outdoor businesses to discuss ways to promote diversity in the climbing community while improving trail maintenance at a local climbing area. Gabe loves working with new and experienced climbers to share his knowledge and help be part of the change and the BIPOC climbing movement. Gabe was 1 of 11 people awarded an **Access Fund 2023 Climbing Advocate Award** for his commitment to JEDI and stewardship. Access Fund is a national advocacy organization that leads and inspires the climbing community toward sustainable access and conservation of the climbing environment.



welcoming environment that was a jumping-off point for me getting much more involved in the local music community,” says Kristin.

Kristin Anderson, a senior geologist, considers music a fulfilling part of her life and an outlet to engage with the local community. For the past 2 years, Kristin has volunteered as the Ensemble Manager and a bass drum player for **Rainbow City Marching Band (RCMB)**, which is part of Rainbow City Performing Arts, an LGBTQIA+ community arts organization in the Pride Bands Alliance. In 2023, RCMB performed at halftime for the Seahawks' Pride Night game, along with multiple Pride parades, Seafair Torchlight, and community parades and festivals throughout the Puget Sound. “This organization was my first venture back into music after taking a very long time away, and it was such an inclusive and

Adia Jumper, an environmental engineer, has worked with educators at **Foss High School** of the Tacoma School District to provide opportunities for exposure and representation for Foss students. Adia has volunteered as a judge for the biology department's Public Service Announcement (PSA) program where students share their learnings with their families and community members. In addition, Adia has participated in Foss's seminars as a presenter. In 2023, Adia presented to Foss seniors on how they could set themselves up for success after high school; shared tips and tricks to get the best out of their college experience; and conducted an open seminar about how to start a career as an environmental engineer and what the career entails.



Amanda Sweet, a graphic designer and project assistant, draws on her expertise as a visual artist to bring about meaningful change in the community. In 2023, Amanda worked for **Art for All**, an organization that aims to empower people with disabilities, promote artistic expression, and boost wellness. Amanda assisted art instructors and participants during group activities; introduced a new visual art assignment; and developed templates for product tags and flyers to showcase participant artwork in art walks and festivals. Amanda also

worked closely with the founders to develop the organization's first seasonal Zine to promote future classes and events, share organizational needs, and offer thanks to those who have supported Art for All.



Staff install a living roof on the newly constructed commons building at the Whidbey Institute in 2021.

Select Organizations with which Floyd|Snider Employees Have Volunteered

Organization	Mission Supporting Community Environmental Stewardship
American Society for Environmental History	Encourages scholarship on the interactions between humans and the natural world through time.
Cedar River Watershed Education Center	Provides opportunities for thousands of visitors to learn about the complex issues surrounding the region's drinking water, forests, and wildlife.
Futurewise	Advocates for livable cities through fair housing, public transportation, social justice, environmental justice, and environmental quality.
Northwest Harvest	Provides equitable access to nutritious food through a statewide network of 375 food banks, meal programs, and high-need schools.
Seattle Inspiring Connections Outdoors	Serves several hundred Seattle inner-city youth each year, providing them with opportunities to be physically active in nature with hiking, canoeing, sledding, and more.
Long Live the Kings	Works to restore wild salmon and steelhead and supports sustainable fishing in the Pacific Northwest.
Whidbey Institute	A 100-acre woodland campus to engage with our Earth and our communities in response to social, political, and cultural systems that oppress people and the planet.

Floyd|Snider Provides Monetary Contributions to Organizations that Center Equity

We are dedicated to fostering and advancing our goal of an inclusive environment, both in our office space and in our communities. Throughout the year, we donate to local organizations whose missions focus on racial equity, social and environmental justice, and diversity in STEM. Recent organizations we have donated to include **Community Passageways**, **Seattle's Young Women Empowered**, **Solid Ground**, **Black Voters Matter**, and the **Duwamish Tribe**, among others.

We know there is work to be done, both in the world and at Floyd|Snider.

We are committed to doing the following:

Provide employee trainings and experiences to nurture a more justice- and inclusion-forward workplace and business. Create space to listen to underrepresented voices. Seek out and support diverse thinking, perspectives, and experiences.

Develop an equity team to work closely with firm leadership to identify opportunities and recommendations for continual organizational improvement.

Support and participate in initiatives to achieve more BIPOC representation in environmental science and engineering fields. Implement continual improvements to our hiring process to enhance diversity in applicants.

Be willing to have important conversations about race and equity both internally and with our business partners to promote antiracism and social equity.

Support BIPOC-owned businesses. Build relationships with local nonprofits and donate from our earnings to help support real change, improve racial equity, and address impacts of climate change and pollution on historically marginalized groups.

■ **Floyd|Snider Provides Monetary Contributions and Practices Community Environmental Stewardship through Volunteerism and Community Partnership**

Floyd|Snider formed a Volunteerism & Community Partnership (VCP) committee in 2019 to focus on identifying organizations to support financially and/or with group or individual volunteer events. The VCP committee coordinated opportunities for youth mentoring in 2024.

The VCP committee recently held its third annual matching donation drive. In 2023 the VCP matched \$4,000 in staff donations to the **Duwamish Tribe** and local community organizations. In addition to this yearly giving program, the VCP committee and Floyd|Snider promote on-going opportunities for our staff to volunteer within the community and support many environmental non-profits including **Climate Solutions, Communities for a Healthy Bay, ECOSS**, and **Long Live the Kings**.

For the past 2 years, Floyd|Snider has sponsored two \$10,000 [Career and Technical Scholarships](#) for racially and ethnically diverse students pursuing a 2-year degree in STEM through the Washington State Opportunity Scholarship and a \$10,000 [Minority/BIPOC Students in STEM Scholarship](#) through Bold.org that supports one high school or undergraduate student from the Pacific Northwest who is pursuing an engineering or science degree in the environmental sciences. Floyd|Snider has also provided opportunities for our staff to support the advancement of the environmental field through volunteering at local school STEM events, participating in career fairs, and hosting panel discussions on career paths for university students.

Staff had the opportunity to participate in three different group volunteer events in 2023. At **WestSide Baby**, staff created bags full of clothes, diapers, toys, and books for distribution to families throughout King County. Staff members distributed food at **North Helpline**, a valuable organization relied upon by many members of the north end community. Staff spent a glorious October day outside at **Marra Farms** in the South Park neighborhood harvesting over 150 pounds of food.

■ **Floyd|Snider Employs Sustainable Practices throughout Project Work**

We strive to support our clients in achieving project goals in an environmentally and socially responsible manner. For additional information about our projects and GSR services, visit our website at <https://floydsnider.com/process/#green>.



WASHINGTON STATE
OPPORTUNITY
SCHOLARSHIP

