



# 2022 | Sustainability & Corporate Responsibility Report



# Contents

Leadership &  
Sustainability at Wendel

Business Practices

Goals

Our Work

People

Partnerships

Progress







Message from our CEO

# Joseph DeFazio, PE

We’re proud to put sustainability at the heart of what we do at Wendel. Last year we released the first annual Sustainability and Corporate Responsibility Report. Over the last year, we’ve been hard at work to continue to develop projects that are sustainable and cost effective for our clients.

Our mission is to create A Better World Through Knowledge and Leadership. Great leaders support their teams by ensuring that everyone feels valued and appreciated for who they are. We believe that when people are free to be themselves at work and a diverse team comes together, great things happen. To ensure that organization is achieving our mission, a committee has been put in place to help empower our employees and ensure that our fundamentals and values are being upheld. We want our teams to be dynamic, so we continue our work towards building a more diverse, equitable, and inclusive environment in our offices.

The best way to provide our clients with successful projects is to develop a work environment where our teams thrive. With this in mind, we put our employees first. Approximately 20% of our team have been with the company for more than 15 years, with the longest tenure being 54 years. In 2022, we were proud to be on the list of Healthiest Employers in WNY for the sixth time. We also gained Active RVA Certification in Richmond, showing that we adopt, support, and engage physical activity as part of our culture.

As trends shift from carbon-based infrastructure to cleaner, lower risk, and more resilient options, our team remains ready to help our clients prepare for the future. With these changes, it is our responsibility as design and construction professionals to keep sustainability front and center as we work with our clients and partners. To this end, we are excited to share that Wendel has joined the AIA 2030 Commitment. The 2030 Commitment is a framework created by the AIA to provide standardized tools for US firms to track their progress towards achieving carbon-neutral construction by 2030.

2022 was a great year for Wendel, and we look forward to more exciting things in the year to come. Wendel Energy Services, LLC (WES), part of the family of Wendel companies, was founded in 2001 as the desire for more efficient energy solutions grew. We are thrilled to share that in the last 21 years, WES has saved our clients \$300 million in cumulative energy savings. While this is a great accomplishment, we still have more goals to achieve, not only in the sustainability of our projects, but also taking a holistic approach to developing a happy and healthy working environment.

Sincerely,

  
Joseph DeFazio, PE  
President & CEO

15  
Offices Nationwide  
283  
Employees

SERVICES:

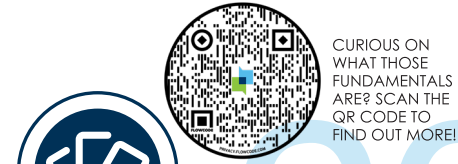
- architecture
- engineering
- construction management
- energy efficiency
- sustainability
- interior design
- landscape architecture
- land surveying
- commissioning
- water/wastewater/stormwater
- highways, rail & bridges
- planning
- grant writing
- GIS



**A Better World is our “why”, it’s what drives us to build better communities, both for our clients and because these are the communities we live, work and play in. In many ways, we are the client and end user of our projects.**



## What sets us apart



CURIOUS ON WHAT THOSE FUNDAMENTALS ARE? SCAN THE QR CODE TO FIND OUT MORE!



20 Fundamentals define the behaviors of our organization and characterize our culture.



Our innovative approach that can dramatically improve the productivity and schedule on your project.

### Wendel's Core Competencies



Architecture



Engineering



Energy Efficiency



Construction Management



### MASTER BUILDER®

An open-book & fully transparent approach.



21,672,367 TREES PLANTED



131,503 VEHICLES REMOVED FROM THE ROAD



110,832 HOMES TAKEN OFF THE GRID



Sustainability is about doing things right for our planet, for our community, and for our clients. While the term sustainability wasn't used in the 1940's when Wendel was founded, the 'doing things right' mindset was, and this remains true today. As we've grown and expanded over the years, this fundamental

concept has become embedded into our culture and into our commitment to sustainability. We continue to challenge ourselves on how to raise the bar on how we operate as a company and in the projects we deliver to make the greatest positive impact possible.



## Experience that counts



Architects



Engineers\*



Interior Designers



Surveyors



Construction Managers



PMPs



LEED Professionals



Landscape Architects



Fire Chiefs



GIS Professionals



WELL Professionals



AICPs



CEMs

At Wendel we have a staff of 283 individuals with diverse experience in multiple markets nationwide. For more information visit our website: [wendelcompanies.com](http://wendelcompanies.com)

\* Includes: Civil, Mechanical, Electrical, Structural, Energy & Transportation.





# Leadership & Sustainability at Wendel



At Wendel, sustainability is a core value integral to both our daily operations and how we approach projects. As a design, construction, energy efficiency, and construction management firm, we recognize that our projects can have a significant impact on the environment. From designing buildings to planning cities and design infrastructure, we strive to raise the bar on sustainability.

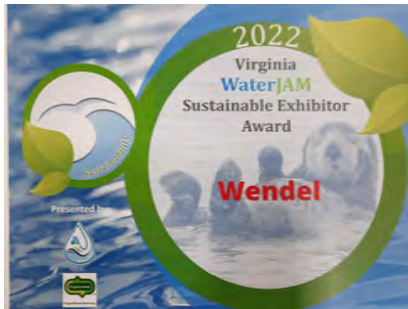
Being an environmental steward and leading by example relates to both our ‘Wendel Community’ and the community we live in. Our sustainability goals reflect the efforts already underway to reduce our environmental impact.

Stewards of the Environment, a core initiative of Wendel through our 2020 strategic plan, continues to serve as the platform for making both internal and external decisions related to our community and environment. Internally, we’ve advanced multiple impact reducing initiatives in our offices, including composting, LED replacements, battery recycling, and employee incentives for carbon free transportation. For our clients, we have refined a new, holistic, and quantifiable approach to the way we design and construct the built environment around us. Using a standard framework of core design principles, and new software to improve our design analyses, we are able to further elevate the quality of the work we deliver - more details for this can be found in the “Our Work” section.

Beyond what we’ve already accomplished, we continue to track our performance, review our progress, look for opportunities to improve, and communicate our successes. This information is captured in our annual sustainability reporting as part of our sustainability signatory commitments to third-party organizations such as the American Public Transportation Association (APTA) and Western New York Sustainable Business Roundtable.



*A Better World...*



*through  
Knowledge  
and  
Leadership*





# SUSTAINABLE DEVELOPMENT GOALS

Beginning in 2015, through the United Nations 2030 Agenda for Sustainable Development, seventeen Sustainable Development Goals (SDGs) were adopted by all of the UN Member States. These goals are a call for action globally, nationally, and across industry to promote prosperity while protecting the planet. They recognize that poverty, economic development, and meeting social needs must be part of the solution. We believe it is important for us to understand how

our business operations and our projects support the intent of the goals. In 2018, we conducted an analysis to compare the goals to our work and we now include the specific goals that are most relevant in our Corporate Sustainability Charter. This exercise was not part of a formal reporting process but intended to promote a global impact mindset in our culture and our work.



## SDG 3: Good Health and Well-Being:

Ensure healthy lives and promote well-being for all at all ages. Access to quality healthcare services and essential medicine.



## SDG 4: Quality Education:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Increase workforce technical and vocational skills for employment and entrepreneurship.



## SDG 6: Clean Water and Sanitation:

Improve Water quality by reducing pollution and minimizing untreated wastewater release. Substantially increasing water-use efficiency, sanitation, and availability for all.



## SDG 7: Affordable Clean Energy:

Ensure access to affordable, reliable, sustainable, and modern energy for all. Double the rate of energy efficiency and increase the share of renewable energy.



## SDG 8: Decent Work and Economic Growth:

Promote sustainable economic growth, full and productive employment, and decent work for all. Achieve higher economic productivity via diversification, technological upgrades, and innovation.



## SDG 9: Industry, Innovation, and Infrastructure:

Promote sustainable industrialization and develop resilient infrastructure, including transborder infrastructure, to support economic development and equitable access for all.



## SDG 11: Sustainable Cities and Communities:

Make cities and urban areas inclusive, safe, resilient, and sustainable. Provide access to green and public spaces. Improve road safety through accessible and sustainable public transport.



## SDG 13: Climate Action:

Take action to mitigate climate change and strengthen resilience to climate-related hazards. Integrate measures, such as greenhouse gas emissions strategies, into policies and planning.



## SDG 15: Life on Land:

Integrate ecosystem values into local planning and development processes. Protect, restore, and promote sustainable use of terrestrial environments and sustainably manage forests.

# Our Commitment to Sustainable Design & Innovations

In addition to recognizing the importance of the SDGs from a global perspective, we aim to integrate sustainability and climate resilience considerations into projects from the very start. We also leverage third-party green rating systems such as Envision, WELL, Fitwel, and LEED where feasible. The icons below highlight how projects have had a positive sustainable impact.



## Energy Efficiency

Strategies support carbon reduction across the built environment and in the transportation sector, including the transition to renewable energy resources and optimizing systems to maximize energy efficiency.



## Water Efficiency

Design solutions incorporate high-efficiency fixtures to reduce water consumption and offset potable water use in buildings



## Low Impact Design and Sustainable Infrastructure

Innovative strategies that integrate green infrastructure and low impact design principles to mimic a site's natural hydrology and help better prepare communities for the impacts of climate change.



## Community Livability

Design supports alternative transportation, increased access to transit, walkability, and community revitalization.



## Healthy Indoor Environment

Indoor spaces designed to promote health and wellness of occupants through biophilic design principles, harvesting of natural daylighting, and indoor air quality.



# Our Work

## Framework/Process

Over the last two years, Wendel has rolled out and implemented a multi-faceted approach to sustainable design for all of its architectural projects. At the most fundamental level, it includes a project specific “Core 4” analysis for all projects. This detailed checklist engages the design team from the very beginning in a high level study of numerous and applicable considerations related to Energy, Water, Materials, and Equity. At the next level, this evolves into a Cove Tool analysis for select projects, adding a new layer of detail to the design process. Cove Tool enables our design teams, starting at conceptual design and working in real time, to analyze daylighting, energy

consumption and production statistics, and potential Return on Investment for including, excluding, or altering various design decisions. And finally, the latest addition is Wendel’s recent commitment to the AIA 2030 Challenge, for which it recognizes the importance of reducing carbon footprints and pledges to take specific steps on qualifying projects to bring that footprint to zero. Taken together, these steps provide a quantifiable and objective approach to make projects more intelligent and environmentally sensitive, while simultaneously meeting client needs.

### Completed: Atlanta South Deicing Facility for the Hartsfield Jackson Atlanta International Airport CA



A new LEED Silver deicing facility for Atlanta’s HJIAA Airport was completed in 2022, with Wendel providing the architectural and sustainability services. Due to the quantity of glycol used for maintaining operations at the heavily trafficked international airport, this project was particularly unique in the environmental risks it posed. Glycol runoff from facility operations are collected and stored in two 1.25-million-gallon tanks via a drainage system, where pH and Chemical Oxygen Demand levels are continuously monitored. Once appropriate levels are achieved, the content can be moderated into the city’s

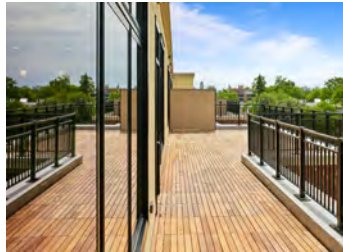
sanitary system, reducing the burden on municipal systems and eliminating emissions from the former method of trucks collecting and removing spend fluid. Obtaining LEED Silver was an essential objective, supporting the Airport’s ambitious sustainability and net zero goals, with a focus on reducing energy consumption by 25%, water consumption by 40%, and providing a healthy and safe environment for workers..



### Completed: The Pardee at Elmwood Crossing NY



The Pardee at Elmwood Crossing is an urban, mixed-use urban infill development located on the site of the former Women’s and Children’s Hospital at the corner of Elmwood and Bryant, connecting the eclectic Elmwood Village with the Delaware District. The project is a part of a broader master-planned unit development and is constructed on a half-acre brownfield site that required remediation and substantial site preparation. Wendel worked with the client



development team, community stakeholders, and the City of Buffalo to design a project that followed local design guidelines and fit within the surrounding community context. The Pardee’s office and retail opportunities, its luxury loft style apartments, and the broader scale of the Elmwood Crossing campus are examples of the growing live, work, play atmosphere in the City of Buffalo.

### Completed: Pine Island Early Learning Center MN



As part of a successful and strong ongoing relationship, Wendel recently completed an Early Learning Center for the Pine Island school district in Minnesota, the 7th project together since 2015. Taking cues from previous Pine Island and other k-12 projects, this new building employs strategic shading devices for daylighting and heat gain control, and LED lighting and increased insulation levels to improve energy performance. The Early Learning Center also serves as a community learning center and includes designated storm shelter with dedicated manual ventilation systems, providing added value and resilience beyond the primary building program.





### Finalizing Design: Chisholm Public Safety Building MN



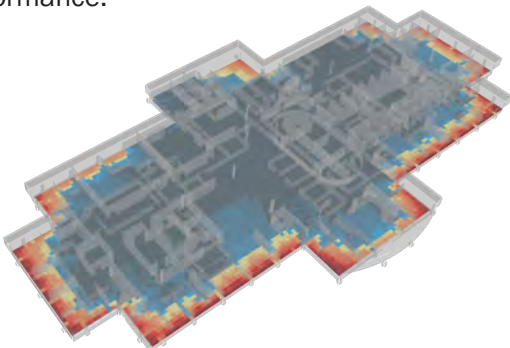
Located in rural Minnesota, this combined fire and police command center is pursuing the state's stringent B3 sustainability design guidelines. Under these guidelines, site design with endangered species protection, biodiversity, and storm-water retention and treatment are noted priorities. The building is also designed to reduce at least 80% energy use when compared to a typical code compliant building, and further offset by a 10kW solar array. Five Bugles Design is working with external civil and landscape consultants and internal engineering and sustainability teams to bring the project to reality, including using a Cove analysis to support decisions related to climate analysis and daylighting.



### Construction Watch: Stark HQ NY



Wendel is partnering with Stark Technologies, a national engineering company with focused MEP capabilities, to renovate an existing structure to serve as the new corporate headquarters for Stark. Intended to be a case study for potential clients, the headquarters is being designed to showcase some of the latest building technologies and design strategies available on the market, including proprietary air scrubbing systems and a 75kW solar array. The building is also designed to be fully electrified, eliminating building specific fossil fuel consumption, and is striving to be the first project in Western New York to receive both LEED and WELL accreditation together. Wendel's sustainability team performed a Cove analysis to support decisions related to climate analysis, daylighting, and energy performance.



### Construction Watch: Northern Bus Garage DC



Northern Bus Garage is a massive new construction and major renovation project to update a 100+ year old public transit facility in the urban setting of Washington DC. When completed, it will provide more than five acres of bus storage and service area across multiple floors for 150 new BATTERY ELECTRIC BUSES in Washington Metropolitan Area Transit Authority's (WMATA) fleet. As a publicly funded transit facility within the boundaries of the first LEED Platinum city in the world, and a city that is aggressively pursuing carbon neutrality by 2050 through its Sustainable DC 2.0 Plan, NBG is designed to achieve LEED Platinum accreditation with a substantial historic preservation component. Wendel, who is providing architectural and sustainability services for the project, is excited to officially transition from a multi-year design process to a multi-year construction effort starting this year of one of the largest single projects in our design portfolio.

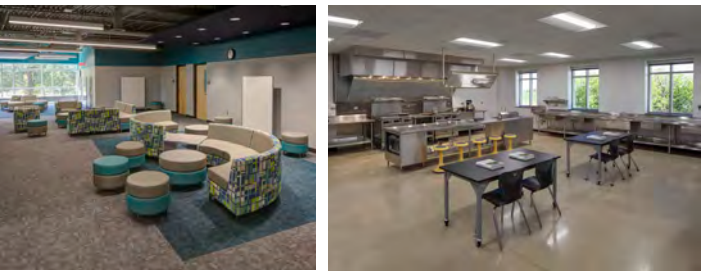


### Completed: Zumbro Education District MN



Zumbro Education District is a consortium made up of six southeastern Minnesota districts that provides specialty services to those districts. For its entire existence ZED has operated out of make-shift spaces not designed for the intended uses. In 2018 Wendel was hired to help plan a facility addition to house the Alternative Learning Center and other programs. During the planning of the addition project, it became apparent that a new facility designed to house all of the district's functions in one building would be far more efficient and cost-effective.

The new facility houses all the ZED student program offerings including the Area Learning Center, Future choices program (Setting IV) and Transition to Success in one building. Along with the district office, additional office and meeting space for the full time and itinerant staff.



Prior to construction of the new building, ZED was unable to provide many Career Tech Ed opportunities due to lack of adequate space and equipment. The new facility includes state-of-the-art science lab, STEM lab and food occupations lab. It's proximity to KM High School will also allow students to take advantage a variety of more traditional shop classes.





Completed: Red Jacket Natural Habitat Park  
NY



Wendel has continued to build upon and bolster its complete restoration and enhancement project at Erie County's Red Jacket Natural Habitat Park, bringing to fruition a critical link in the larger Buffalo Blueway system. Projects included addressing erosion through design of breakwaters and backwater wetlands, combated invasive species by bolstering native riparian plant communities, and improved vehicular and pedestrian circulation. Design decisions were responsive to current park needs while paying homage to the industrial heritage along the Buffalo River corridor, including with material selection and interpretive signage to support ecological and historical tours.



Completed: North Tonawanda Botanical Garden Living Shoreline  
NY



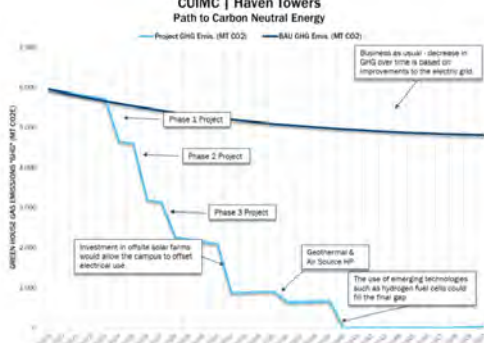
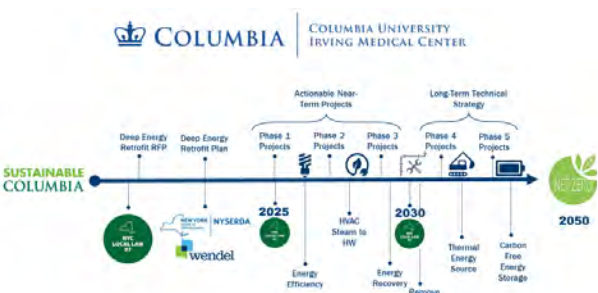
Wendel's Landscape Architecture group was hired to advance Buffalo Niagara Waterkeeper's vision for a living shoreline restoration project along the Erie Canal at the North Tonawanda Botanical Gardens property. The resulting project functionally improved stormwater management and diversified the existing landscape to a more natural and self-sustaining form, using a combination of natural materials, native plants, and bio-engineering techniques. The restored condition achieves a more seamless transition between the land and water, creating valuable aquatic, riparian, and upland habitats.



Completed: Columbia University - Irving Medical Center  
NY



Columbia University Irving Medical Center has committed to becoming a more sustainable campus through their Sustainable Columbia Plan 2030, and to champion the actions needed to meet the global challenges of climate change by striving for net zero emissions by 2050. As a preliminary step towards this goal, Wendel was retained to conduct a Deep Energy Retrofit and Local Law 97 study of their district heating, cooling, and energy plant systems for replacement with cleaner and more efficient systems. The study found that 64% of the CUIMC's energy usage was from fossil fuels, while only 36% of energy usage was from cleaner electrical energy sources.



Prominent public and private universities increasingly understand the responsibility they have to reduce their carbon footprint, particularly given how expansive their campuses and influence can reach. Wendel has been working with one such public university since 2017 to provide turn-key, transformative solutions which will decarbonize their energy systems and move the campus towards full electrification. To date, Wendel has completed the design and installation of new centralized heat pump systems in 10 buildings across the campus, averaging a net energy reduction of 22% when compared to the baseline existing conditions. These projects have resulted in the University cutting more than 120,000 mmBtu of annual energy consumption, subsequently reducing CO2e emissions by more than 6,700 metric tons – the equivalent of taking nearly 1,500 cars off the road each year.



Ongoing: Confidential Client, Public University Energy Upgrades



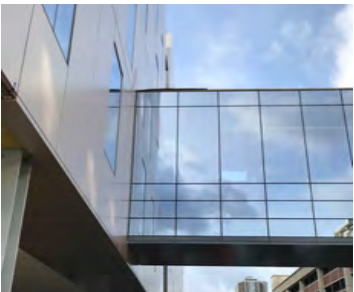
120,000 mmBtu savings is equivalent to taking 1,500 cars off the road each year



**Finishing Construction: SUNY Upstate Health and Wellness Center – Systems and Envelope Commissioning NY**



Wendel offers a full range of commissioning services for projects of many scopes and scales, highlighted by the work performed at SUNY Upstate Health and Wellness Center. Working with the Architect and Engineers of Record, Wendel provided third-party commissioning services for the building envelope, HVAC, Plumbing, and Electrical systems, helping establish a minimum guaranteed level of energy savings and indoor air quality. The commissioning scope also tees the project up for both LEED and WELL accreditation.



Municipal Wastewater Treatment Plants often make up some of the largest single users of energy at the public municipal level, with anywhere between 30 and 60% of energy needs at that level going towards the treatment of wastewater. This year, Washington and Onondaga Counties are two who enlisted Wendel's support to develop and implement multi-phased approaches to upgrade existing wastewater treatment facilities and equipment. In Washington County, Wendel assisted the Sewer District in securing over \$1.1M in project grants from multiple state and public sector sources, and developed multiple energy efficiency and facility improvement measures guaranteed to cut energy by at least 1.5 MWh annually. In Onondaga County, Wendel utilized NYSEERDA's FlexTech Program to evaluate energy operational efficiency measures to identify potential costs, savings, incentives, and paybacks. This evaluation included a feasibility study of biosolids drying, which produces a natural chemical-less fertilizer and results in a significant reduction in landfill and hauling costs.



**Ongoing: Waste Water Treatment Facilities Upgrades NY**

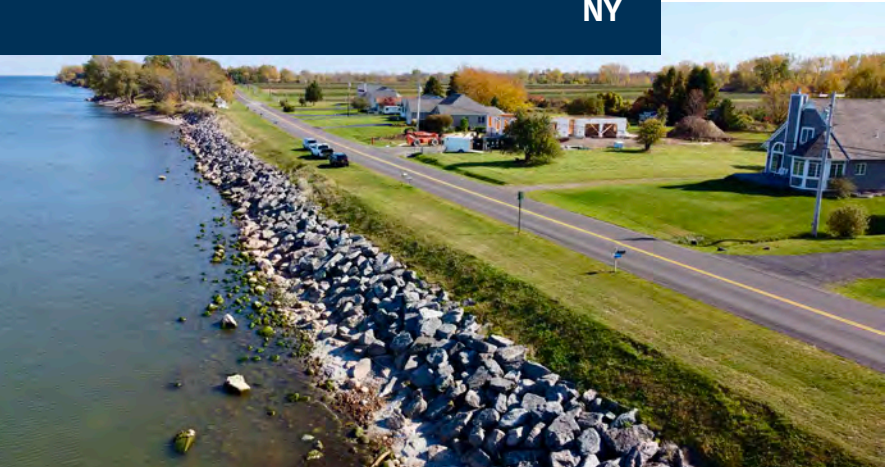
**Ongoing: LED Streetlighting Projects NY**



One of the lower hanging fruits that municipalities can tackle for energy savings and reduction of carbon emissions are the replacement of outdated metal halide or high and low pressure sodium street lights with newer LED bulbs. As of 2022, Wendel's Energy division has facilitated the replacement of more than 60,000 street light fixtures in more than 40 cities, towns, and villages across New York State. These upgrades are estimated in total to cut more than 5,000 tons of CO2 emissions from the atmosphere annually, equating to more than 1,000 cars removed from the road and saving the municipalities more than \$3.5M in annual energy costs and nearly \$10M in maintenance costs.



**Ongoing: REDI Projects NY**



After significant flooding events in 2017 and 2019, the Lake Ontario Resiliency and Economic Development Initiative, or REDI commission, was formed to develop a plan to harden infrastructure along the southern and eastern shores of Lake Ontario. To undertake these widespread improvements along the southern and eastern shores of Lake Ontario, \$330 million in funding was allocated for 127 projects. Wendel was contracted to perform site civil, structural hydrology

and hydraulics, water, wastewater and stormwater, and landscape architecture services. To date, Wendel has completed five REDI projects including the relocation of an exposed waterline and rebuilding an access road along the shoreline, modernization and structural modification to an elevated water tank, and rehabilitating a boat launch and adjacent parking lot to improve the tourist experience.





# Project Spotlight: Ohio Street - Buffalo, NY



The Ohio Street Corridor links major activity centers including Canalside, the Cobblestone District in the Inner Harbor with Gallagher Beach, Wilkeson Point, and Buffalo Harbor Park. Intended to service the waterfront’s former industrial land use, the existing Ohio Street Corridor consisted of a four-lane commercial arterial with no provisions for pedestrians, bicyclist, or transit users.

Wendel helped transform the Ohio Street Corridor, creating an environment that stimulated economic investment. To do this, we worked closely with current landowners and developers to better understand what infrastructure would work for them, ensuring that any changes would allow new and existing businesses to thrive. During multiple meetings, Stakeholders were offered the opportunity to shape the character of the project and provided substantial input into details that make the complete street exude the history of Buffalo’s Old First Ward. Without this communication and the community’s desire to be a part of this project, it would not have been as successful as it was. The project used \$11.4 million of Public Works investment that has stimulated substantial private investment.

The Complete Streets approach taken on this project provides transportation choices, supports transit-oriented mixed-use development, and brings a sense of place that encourages activity and enhances the viability and vitality of the community. Since completing this project, the Ohio Street Corridor has become a major residential and recreational destination for Buffalonians as developers and residents alike have taken a great interest in the adjacent area. Mixed use projects are being developed such as Buffalo River Landing, a four-story building with 79 apartments costing \$18 million; 201 Ohio Street, a three-story building containing 8,000 square feet of commercial space, a Papi Grande’s restaurant, and 23 apartments; the Barcalo Living & Commerce Center, a 19th century building that has been converted to include 30,000 square feet of commercial and restaurant space, and 116 apartments; and Silo City with 40,000square feet of commercial space and 168 apartments have made the corridor home to new residents. The Buffalo Scholastic Rowing Association; Tewksbury Lodge events and catering hall; Riverfest Park with its kayak launches, stage, and playground; and The Cooperage, another 19th century



building that has been restored to include Hartman Distilling Co., Resurgence Brewing Co., Central Rock Gym, and six apartments have turned the corridor into a neighborhood as well as a local destination. These investments alone have brought over \$135 million to the neighborhood, and the work is just getting started. Silo City is only in Phase 1, with a further \$100 million planned for future phases.

Just as exciting as the large investments that are happening in the corridor is that we’re starting to see the trickledown effect of these investments. Duplexes and four-unit buildings are starting to be updated as the desire for residential opportunities in the neighborhood increases. This will continue as property values stabilize and begin to grow. We’re so proud to have been a part of this project and we can’t wait to see the new and exciting things that are still yet to come.



*“This project embodies sustainability by promoting mobility for all, green infrastructure to reduce carbon footprint, and public investment in the corridor to stimulate private investment. It’s not just about fixing roads; it’s about investing in our future.”*

*- Mike Leydecker, PE  
Senior Transportation Engineer*





## Construction Watch: Blacksburg Transit / Virginia Tech Multi Modal Transit Facility VT



Wendel is providing architectural, landscape design, and sustainability services for a new municipal transit facility in the heart of Virginia Tech's campus. The project includes 17 bus stations and waiting amenities for short and long distance routes, Battery Electric Bus charging infrastructure, bike facilities, and various offices. The project, expecting completion in 2022 with LEED Certification, embodies multiple tenets of Blacksburg's 2016 Climate Action Plan and Virginia Tech's 2020 Climate Action Commitment, including constructing all new buildings to LEED Silver minimum, striving for carbon neutrality and 100% renewable electricity by set dates, reducing single-occupancy-vehicle commuting, and reducing transportation related GHG emissions by specific thresholds.



## Ongoing: RIC Energy Solar Projects NY



RIC Energy is a global developer of solar photovoltaic (PV) projects who entered into community solar farm development in Upstate New York and wished to align with a local firm who shares their values to protect and restore our environment. Wendel has so far teamed with RIC on 30 individual projects, typically in the range of 5 megawatts, to provide pre-development services to increase value while decreasing impact to surrounding landscapes and the community. These tasks include site visits, Engineering Feasibility studies, Phase 1 Environmental Site Assessments, Cultural and Historic Resource Assessments including coordination with SHPO, SEQR services including preparation of environmental assessment documents, conceptual engineering, Site Plan Review document preparation, Zoning and Permitting assistance, landscape planting, and screening plans, including Visual Impact Assessments, floodplain analysis, and topographic and alta surveys.



## DIVERSITY, EQUITY & INCLUSION

Consistent with Wendel's Diversity, Equity, and Inclusion vision of A Better World Through Knowledge and Leadership, we want all our employees to feel valued, appreciated, and free to be who they are. Inclusion is how we unleash the power of diversity. We strive to foster belonging and empowerment at work. It is through these cultural anchors that we can create relevant, creative, and impactful projects for our clients. We strive for this while respecting and encouraging our growing teams to be communicative and take an active role in our learning organization.

Additionally, promoting diversity and equity within our workplace and within project development is important to Wendel. We work with our partners to support Disadvantage, Minority, and Women Owned Business Enterprises and look for opportunities to connect with the communities that are impacted by our projects. However, for us, supporting these goals means more than just meeting a percentage of MWBE work on a given project. From education and outreach to the very makeup of our company, Wendel is committed not only to helping disadvantaged businesses, but making Wendel an inclusive and diverse working environment.

It is Wendel's policy to seek and employ qualified individuals at all locations and facilities and to provide equal employment opportunities to all applicants and employees. Our employee-centric processes are designed to prevent discrimination regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, disability status, citizenship, or any other aspect which makes them unique.

Wendel holds our company's values, culture, and ethics to a very high standard. In order to ensure that these standards are met and maintained we have formed an internal V.C.E. (Values Culture Ethics) Committee comprised of key team members throughout the organization. They are tasked with monitoring, evaluating, and recommending practices that align with Wendel's fundamental principles in the areas of diversity, equity, inclusion, work-life balance, morale, and authenticity.

We know that a solely data-driven approach will never be sufficient because D.E. &I. is more than a box to check or a target to hit. We are inclusive. We celebrate multiple approaches and points of view. We believe diversity drives innovation. So, we are building a culture where difference is valued and sought after.

## CERTIFICATIONS AND LICENSURES

Employees at Wendel represent industry leaders and experts in the fields of architecture, engineering, energy, project management, sustainability, landscape, and interior design. We strive to keep evolving and learning as a company and we encourage and financially support our employees to do the same.

### SUSTAINABILITY AND WELL-BEING

- WELL
- LEED AP
- Envision program

### ENGINEERING AND COMMISSIONING

- Structural Engineer License (SE)
- Engineers-in-Training (EIT)
- Certified Cx Professional (CCP)
- Certified Commissioning Professional
- Professional Engineers (PE)
- Certified Building Envelope Commissioning Professional

### PROJECT MANAGEMENT AND PROFESSIONAL

- Project Management Professionals (PMP)
- Certified Relocation Professional
- Certified Planners (AICP)
- Cisco CCNP certification

### ARCHITECTURE AND DESIGN

- Professional Land Surveyors (PLS)
- Certified Interior Designer (CID)
- Registered Landscape Architects (RLA)
- Registered Architects
- Certified Ecologist

### ENERGY

- Certified Energy Managers (CEM)
- Renewable Energy Professional (REP)



# Engagement & Community

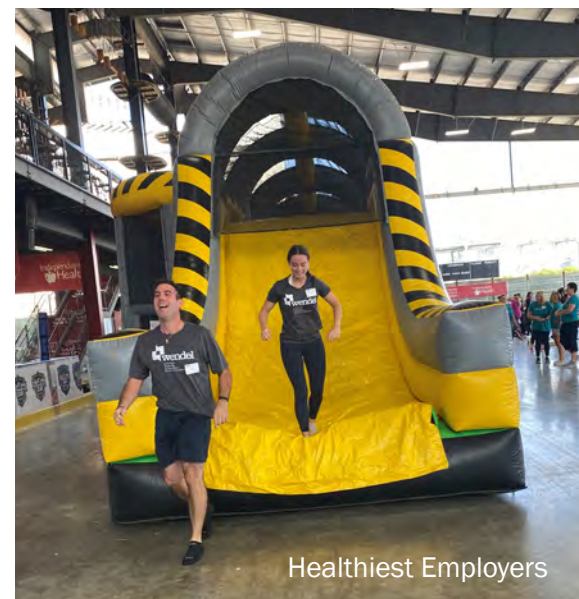
Wendel Companies invests in every employee through the implementation of personal and professional growth programs, educational opportunities, and by prioritizing a culture of trust, accountability, and respect. Our fundamentals are built on the four founding elements of our mission: First Class Communication, Team First, Quality, and Promises Made/Promises Kept, which carry through the company and individuals' relationships both internally and externally. Many of these fundamentals illustrate our commitment to the well-being and personal and professional needs of our employees. Our employee intranet platform, "MyWendel," allows for sharing information across the company including personal stories, information on events, professional development and education opportunities, health and wellness resources, sustainability tips, goals, and more, making all this information accessible to each of our employees. Health of our employees is encouraged, and we support several physical activities such as company "Corporate Challenge" 5k runs. Company initiatives and committees such as LEAP (Listen, Engage, Aim, and Perform) and Stewards of the Environment increases engagement and provides an opportunity for professional growth. Wendel is proud to lend a helping hand to our communities by volunteering for Habitat for Humanity, Earth Day, as well as environmental cleanups for the Potomac and Buffalo Rivers.

- Volunteerism aligns values between employees and the local communities.
- Serving allows for teambuilding outside the confines of the organization.
- Engagement connects companies with community leaders forging relationships based on local interests.
- NY Chapter of the American Water Works Association
- Water Environment Federation, Stormwater Committee
- Western NY Chapter of the New York Water Environment Association
- City of Alexandria, Department of Transportation & Environmental Services – Stream and Watershed Cleanups
- Make A Wish Foundation

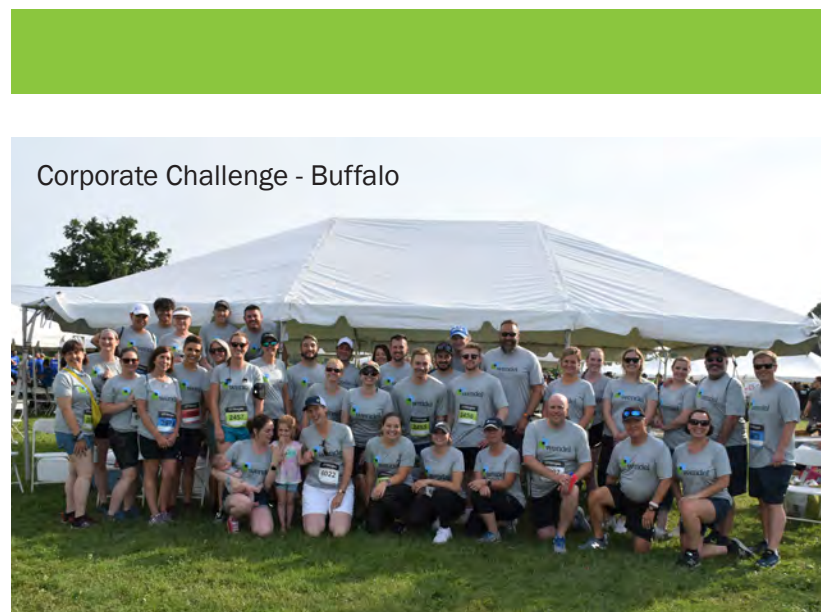
- Earth Day Cleanup 2022
- Food2Families for Foodbank of WNY
- Shoreline Sweep
- Participate firm wide in the "Imagine a day without Water"
- Tidy Otter award for most sustainable booth at the annual WaterJam conference
- Participation at local school career days
- Participate annually in Energy Efficiency Day
- Participate in National Corporate Challenges / Runs
- Participate in the PARK(ing) Day event in Alexandria VA
- Volunteering at Breakfast in the Valley with Eau Claire Area Chamber of Commerce



Food Drive for Feed More WNY



Healthiest Employers



Corporate Challenge - Buffalo



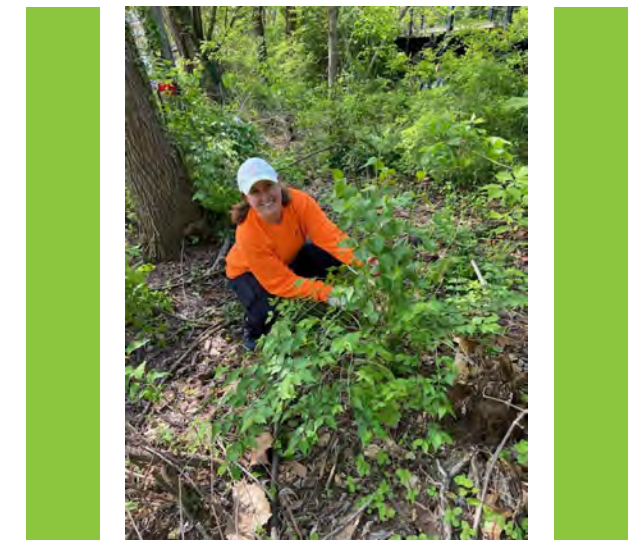
Twin Cities Motion Race



Buffalo Pints & Plants



Earth Day 2022



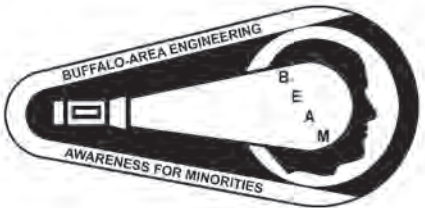
Holiday basket raffle benefit for the Child Life Program at John R. Oishei Children's Hospital



# Our Connections

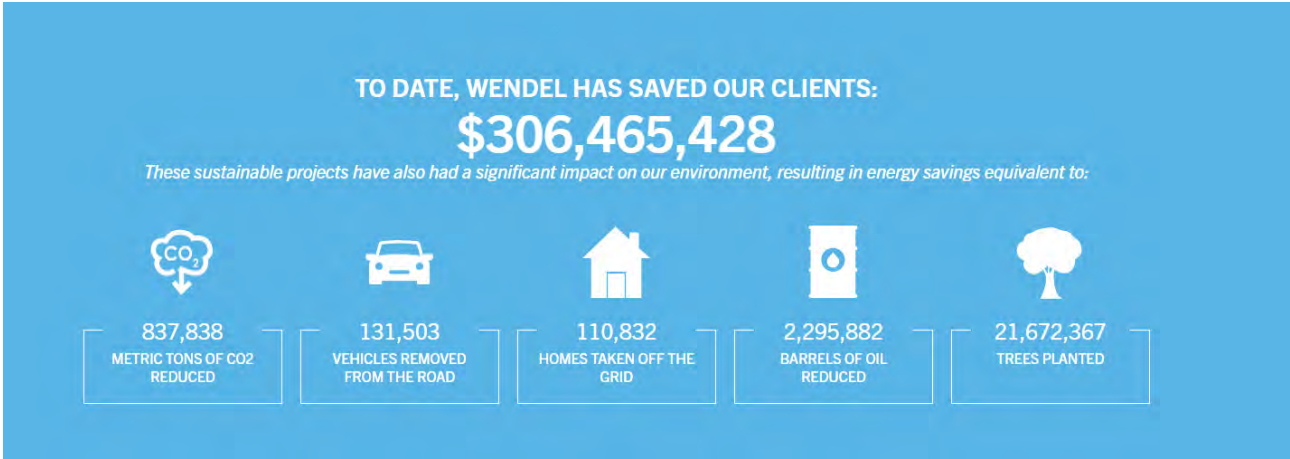
Wendel values community engagement and encourages activities and partnerships that support the social pillar of sustainability. We pride ourselves in our efforts to support initiatives having a positive impact, including our work with STEM, the State University of New York clean energy education, the Water Environment Federation, and many more. Additionally, as a professional service firm, we have developed relationships as a trusted advisor and implementation contractor for agencies advancing clean

energy, decarbonization, and water stewardship such as utilities, the New York Power Authority, and the New York State Energy Research and Development Authority. Our partnerships are vital to the continuing effort of promoting education, clean energy, sustainable cities, and making progress in the fight against climate change. Achieving a sustainable future requires a cultural shift that can only be made through teamwork, activism, and the partnerships that we will continue to foster.





# Sustainability Reporting



On an annual basis, Wendel reports out on our sustainability metrics to the Western New York Sustainable Business Roundtable (WNYSBR), Electric Utility Industry’s Sustainable Supply Chain Alliance, and the American Public Transportation Association.



The **WNYSBR** is a Western NY organization connecting businesses with like-minded sustainability goals to work together and share best practices. Wendel partakes in various networking events and sustainability initiatives promoting topics like renewable energy and environmental conservation. In 2022, Wendel received the Gold Level Award for sustainability.

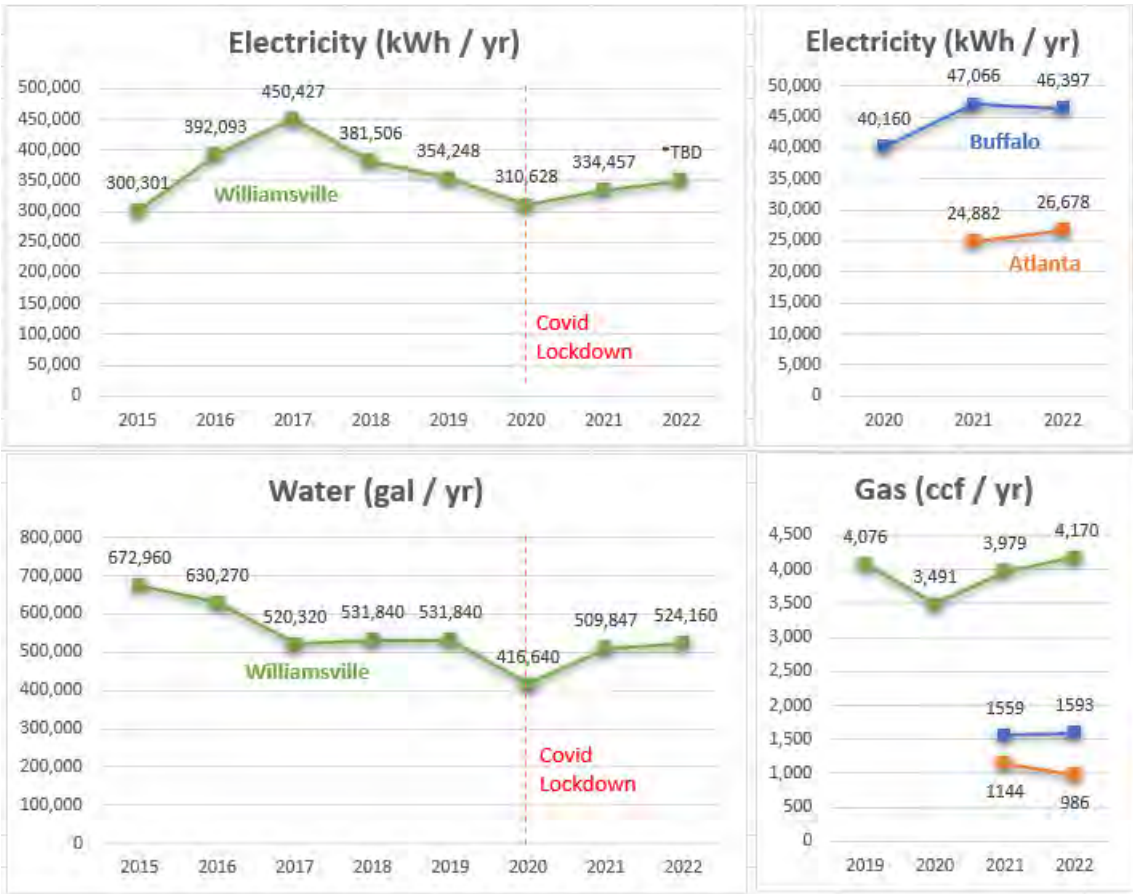
As a valued partner of the New York Power Authority, Wendel is part of the **Electric Utility Industry’s Sustainable Supply Chain Alliance**. This benchmarking assessment allows us to share both quantitative and qualitative sustainable business practices. In 2022, Wendel scored among the “Engineering” industry average of reporting participants, covering everything from greenhouse gas emissions and resource consumption to supply chain and HR policies.

The **APTA** Sustainability Commitment recognizes members who commit to becoming more sustainable in their operations and practices. Wendel and APTA work together on a common framework to define, adapt, and advance sustainability in the public transportation industry. In 2022, Wendel continues to be recognized as a Bronze Level signatory for our sustainability efforts.

# Our Progress

Wendel continues to track annual utility usage at our WNY headquarters, comparing to previous years and giving us an understanding of consumption trends (not the least of which being the impacts that remote work during the age of COVID has had, and patterns related to returning to the office). This year, we are pleased to share utility usage tracking at two of our satellite offices as well – Buffalo and Atlanta. In total, we now analyze consumption

information for the 3 offices for electricity, gas, and water; carbon emissions caused by our work oriented vehicle and air travel; and solid waste and recycling usage at our Williamsville HQ. This information is submitted to our third party reviewers for qualitative feedback, and gives us a better understanding of how our behaviors and business practices contribute to our carbon footprint.



\*TBD: As of publication date, final 2022 electricity consumption still to be determined.



## Green-e Certified Renewable Energy Credits

Wendel has offset its carbon emissions by purchasing Green-e Certified RECs equivalent to 100% of our electricity consumption for our headquarters in Williamsville, NY. This amounted to 365 MWh of certified clean source energy for 2022. By purchasing these RECs Wendel has demonstrated its commitment to lower our carbon footprint and contribute to the fight against climate change.

Wendel’s headquarters in Williamsville, NY is LEED Certified.





architecture  
engineering  
energy efficiency  
construction management

877.293.6335  
[wendelcompanies.com](http://wendelcompanies.com)

