



Corporate Citizenship and Impact Statement 2021



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About This Corporate Citizenship And Impact Statement

This statement details RES' efforts and relevant metrics with regard to our current environmental, social and governance (ESG) areas of focus.

Every year we will re-assess our Corporate Citizenship and Impact goals and plans to identify our most relevant ESG issues, opportunities, and best practices.

This statement covers business activities during the period December 31, 2020 through December 31, 2021, unless otherwise noted.



From Our CEO

We are proud to publish our second Corporate Citizenship and Impact progress report for 2021.

Over our 15-year history, we've maintained a steady course of long-term stewardship – of our projects, our communities, and our operations. This report outlines our progress on goals and metrics we've tracked for a long time and new ones we'll focus on with intention and rigor in the years to come.

We believe this report is also a sign of our maturing industry.

Ecological restoration has become critically important to the work of advancing healthy human communities while making the Earth more resilient. It's why the United Nations, in 2021, launched the UN Decade on Ecosystem Restoration. This ten-year campaign is a rallying cry – a call to action that highlights the role our industry can and must play in keeping the balance between our human footprint and an environmentally viable planet.

At RES, we accept the call. We understand the challenges before us and continue our journey to identify, analyze, implement and ultimately help our industry calculate progress. We also understand that this journey to building a resilient planet is tied to our daily efforts to find solutions to all our ESG challenges.

As the nation's largest ecological restoration company, we believe in benchmarking and reporting on our sustainability contributions to help create a meaningful conversation in our industry and improve our ability to measure the environmental uplift we can provide. It will help us enhance our operations with an eye toward reducing our own environmental footprint. And it will help drive forward our aspirations to be great citizens in the communities where we operate, which includes providing a safe, diverse, and equitable workplace.

We welcome the industry and community dialogue that we hope this report inspires and at the same time, we celebrate it as an expression of our values.

“We understand the challenges before us and continue our journey to identify, analyze, implement and ultimately help our industry calculate progress.”



Darrell Whitley
CEO and President





Who We Are

As the nation's largest ecological restoration company, we have a clear mission.

Restoration is part of the answer to creating a resilient world. Doubling down on nature's processes, we can lift impaired ecosystems into restored health and, ultimately, self-sufficiency.

From there, ecosystems can play the roles nature intended – representing our values as people, cleansing water, sheltering wildlife, buffering storms, and filtering carbon from the atmosphere.

Our customers trust us to deliver projects with guaranteed ecological performance. Often these restored ecosystems support critical infrastructure, including roads and reservoirs, by helping to offset the unavoidable environmental impacts of those projects. Other RES projects improve water quality by restoring streams and floodplains or building 'green infrastructure' to reduce flooding.

Climate change resiliency is a growing concern for our customers, and RES is building projects that protect coastlines and help sequester carbon. We are constantly looking for more ways to make our projects even more resilient by looking at the full spectrum of possibilities in the future.

Whatever the project, RES brings an ethic of long-term stewardship and a clear aim to restore each ecosystem to self-sufficiency. Because ecology and land-use challenges vary according to the local landscape, wildlife, and economic needs, RES builds teams with local talent across the nation. We again expanded our national footprint in 2021, and by December 2021, we had 62 facilities with a total of 896 employees.

Our Vision

Restoring a resilient earth for a modern world.

Our Mission

RES restores our land and waters with ecological integrity and innovation, project by project.

We support the rehabilitation and stewardship of nature's resources alongside responsible human progress.

Our Core Values

- Safe
- Client-focused
- Collaborative
- Authentic
- Resilient
- Accountable for Results

RES at a Glance

Bellaire, Texas

Headquarters

896

Team Members

**as of December 31, 2021*

62

Facilities

**as of December 31, 2021*

Our Eco-Metrics

Measuring Impacts

RES tracks the environmental uplift from our core services, which provide significant natural infrastructure benefits to communities while supporting needed built infrastructure. We have also begun to identify our own inputs as a result of our projects, and this effort is expanding in 2022.

The best-practice science of ecological restoration calls for tracking the specific benefits of rehabilitated ecosystems.

For example, restoring a segment of an impaired stream improves water quality downstream by slowing down the stream flows and allowing harmful sediments from upstream sources to deposit on floodplains. A slower moving stream and its restored floodplain also better manage stormwater flows, reducing flooding and retaining the water longer, allowing groundwater to better recharge aquifers. These benefits, and others, are often tracked and quantified by regulatory agencies, including the U.S. Army Corps of Engineers, EPA, and the U.S. Fish and Wildlife Service.

In this report, we have provided a high-level overview of our projects' ecosystem values and benefits. Tracking and monitoring these ecosystem values is part of RES' ongoing commitment to environmental stewardship.

RES has a number of projects underway to improve our own environmental footprint, targeting energy usage, waste, and climate change. We have begun the analysis of more of our eco-metrics which will provide further focus and expansion of these plans. Our ongoing efforts include:

- Experiments with electric vehicles (EVs) in our construction operations
- Reduction of single-use plastics
- Measuring our base eco-metrics
- Selecting web services providers with green energy footprints

Ecosystem Values & Benefits	Metrics	Cumulative as of Year-end 2020	Cumulative as of Year-end 2021	2021 Growth Rate
Aquifer recharge and improved water quality and stormwater management	Miles of streams restored	378	607	61%
Coastline protection and flood resiliency	Miles of levees and shorelines restored	258	316	23%
Improved water quality from removal of nitrogen, phosphorus, and other pollutants	Tons of water quality nutrient reductions	280	292	4%
Improved water quality from wetland restoration, and permanent habitats for sensitive species	Acres of restored and protected lands	62,637	73,932	18%
Carbon sequestration and habitat resiliency	Number of trees planted	19.9 million	22.9 million	15%



The UN's 17 Goals for a Sustainable Planet

RES and the United Nations



Each of the United Nations' Sustainable Development Goals has specific aims. Over the years, the global ESG community has created, and continues to refine, metrics that help companies like RES align potential impacts and activities to the deepest intent behind the UN goals.

The nature of our work at RES means we have a clear, positive impact on several SDGs. Our core projects benefit Clean Water and Life on Land, and we are beginning the work of translating those benefits – which are tangible and measurable -- into specific reporting metrics.

We are also contributing to Climate Action through the carbon sequestration of our tree plantings and our work to help pioneer soil as a carbon sink. We are working to quantify that uplift.

As we seek ways to measure the SDG uplift from our core services, we will also be working to improve and measure our progress on other relevant SDGs impacted by our internal culture and operations.



RES is working towards reporting on how our eco-metrics align with key SDG's such as Clean Water and Life On Land.



Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes



Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species

Our Communities

RES supports the communities we live in and serve with employee-led volunteerism and a focused priority on education.

Our employees are passionate about their work and enjoy sharing their ecology knowledge with learners of all ages. Supporting and building on our team's natural enthusiasm for teaching is one reason we chose education as a corporate citizenship priority, a focus area for RES' support of the UN Decade on Ecosystem Restoration, and a cornerstone of our Diversity & Inclusion efforts.

Hands-on Education

With their transformation from impaired to thriving, our project sites offer great opportunities for supporting research programs and teaching ecology to local students and citizens.

In 2021, we continued our multi-year programs supporting graduate student research at unique RES job sites. Through direct donations and contracted research, RES has provided more than \$320,000 to date funding these three projects:



[Louisiana's Nicholls State University](#) is researching the impact of newly created marsh terraces, sponsored by BHP and built by RES, on marine life and coastal resiliency. Our project sites that comprise the BHP Terrebonne Biodiversity and Resiliency Projects provide a unique and ideal setting for this research.



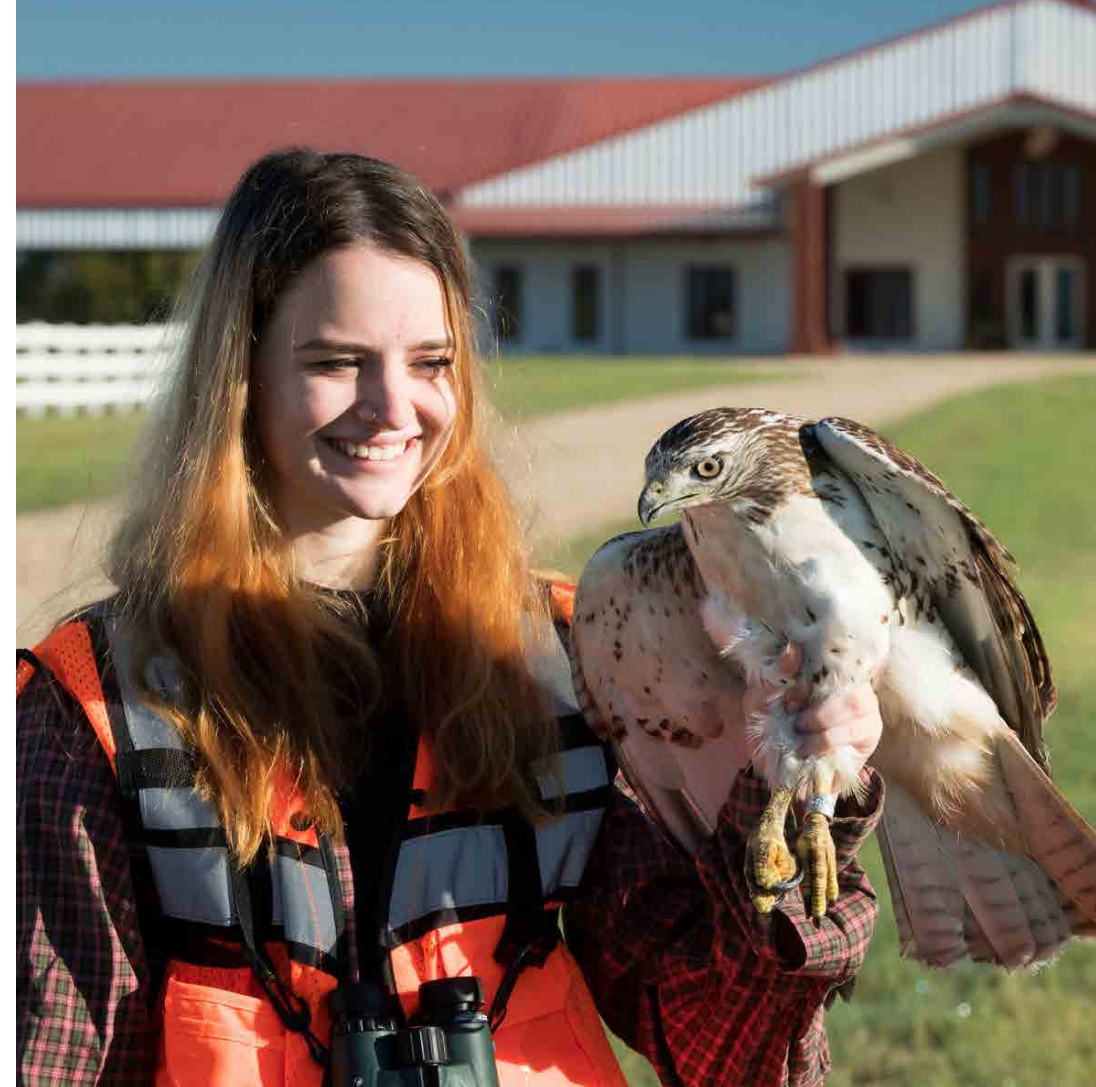
[The Texas Native Seeds Program](#), part of the Texas A&M University-Kingsville's research institute, the Caesar Kleberg Wildlife Research Center, identifies the best native seeds for restoration plantings in Texas. The East Texas Native Seeds Project, part of this research, is using the Bois d'Arc Lake Mitigation Project as a research site.



Also, at the [Bois d'Arc site](#), RES funded a master's student from the University of North Texas, whose thesis project was to benchmark the uplift of bird populations across the site. Students also conducted raptor research onsite.

Across the country, RES teams employ interns, mentor university students, and work collaboratively with universities on research projects. This support offers students theory and field experience in:

- Restoration methodologies, design approaches, and environmental regulation and market dynamics
- Weather stations and monitoring
- Chemical water analysis
- Monitoring for avian, fish, amphibian, and invertebrate populations
- Data collection methodologies



Commitment to Increasing Diversity

As a part of our DEI committee's ongoing commitment to efforts to increase diversity in the ecological and environmental industry, RES has formed a partnership with FAME Academy (FAME). As a non-profit group in the Pittsburgh area, FAME's mission is to increase college preparedness for students in historically under-represented portions of the Pittsburgh area. Through FAME, RES has been able to place an intern in the regional headquarters, where they will receive valuable experience in the company's sales, marketing, environmental, and regulatory sectors.

Our Team

Workplace & Culture

Our teams are motivated by their active role in environmental stewardship and the creative problem-solving needed for complex land-use challenges. We strive to meet their enthusiasm with rewarding careers.

The importance and urgency of our projects are felt throughout our culture. RES employees are deeply empowered by our mission to design, build and sustain our projects until they are rich, robust, self-sustaining ecosystems. Stewardship, restoring at scale, and leaving local legacies are compelling motivations to go above and beyond.

Our highest priority is creating a company characterized by creativity, inclusiveness, and high performance while supporting our team members' health, well-being, and careers. All of this is in pursuit of our shared vision.

Talent Management

Successful ecological restoration requires knowledge sharing, collaboration, and innovation.

In 2021, we launched customized, team-based leadership training to help support team cohesion, change management, and effective problem-solving. In 2022 we are continuing the roll out of this well-received program to additional team members.

We are in Year Two of our Innovation Leadership Program (ILP), which encourages team members to submit proposals for innovations that build their careers and improve the success of our projects. ILP candidate projects aim to create more robust outcomes, lower costs, or increased knowledge for future restorations. In turn, we offer mentoring, funding, the time needed to develop project ideas, and support for the winners to engage with the industry at professional conferences.

In 2020, we awarded six ILP proposals to individual RES employees. In 2021 we expanded team collaboration for the ILP and awarded eight winning proposals, each submitted by a cross-regional team, with 30 innovators in all. We see this quadrupling of team-based submissions as an indicator of our employees' natural appetites for growth and collaboration, and we look forward to monitoring the progress of these ILP pursuits over time.

Safety

Our commitment to safety has always been a core value, and protecting the health and safety of our partners has been critical as we've grown the company to a national scale.

In 2021, we expanded our dedicated Safety department, which now consists of seven full-time Regional EHS&S Specialists, led by a Corporate EHS&S Director. We launched monthly online training modules on topics relevant to operational hazards and have required all employees to complete them.

And in 2021, our Safety leaders met the continued challenges of COVID with resolve, creativity, and constant, ongoing attention to the emerging needs of our employees, customers, and projects, and the ongoing guidance from the Center for Disease Control (CDC). Our Safety leaders ensured that our field teams followed protocols to protect themselves and their project partners.

SAFETY AT A GLANCE

- Comprehensive project-specific job-site EHS&S compliance inspections with a steadfast goal of continuous improvement and safety excellence
- All team members have an EHS&S curriculum designed to develop them as "safety leaders"
- All employees wear Personal Protective Equipment (PPE) on project sites
- Monthly safety topics are required for all employees
- Commitment to EHS&S has resulted in an EMR rating of .83
- The approval rating for safety programs is more than 90% company-wide





Diversity, Equity, & Inclusion

Our Diversity, Equity & Inclusion Committee (DEI), formed in 2020 and continuing in 2021, is working hand-in-hand with RES leadership to advance our progress towards these goals. The Committee was able to self-organize into two working groups, one focused on internal development and one focused on external recruitment and outreach, each with its own goals and objectives.

During 2021, the time and effort of the DEI saw these developments

- Opportunity and spend request process for DEI initiatives
- Selection of a DEI training pilot program for 240 employees
- Coordination and messaging around Cultural Events/Holidays/Celebrations for 2021 and projections for 2022
- Attendance at multiple industry events to promote RES
- Coordination with the RES recruiting team to establish a Military pipeline for folks leaving military service and seeking employment

Looking forward to 2022, the Committee at large will continue their work, developing, establishing, and rolling out meaningful programming for the broader RES community; expanding the knowledge base around diversity, equity, and inclusion within the company; promoting inclusion in all facets of the RES business; and highlighting success areas and areas for improvement in diversity, equity, and inclusion within the company.

OUR DIVERSITY AND INCLUSION COMMITTEE'S MISSION STATEMENT

Inclusion celebrates multiple approaches and points of view. Diverse collaboration promotes innovation and creativity. RES has a global focus regarding nature's resources and strives to promote a culture that celebrates differences and varied perspectives.

Our workplace reflects the communities that we serve. The work to promote diversity and inclusion never stops, and at RES, we continue to engage our employees, partners, clients, and community in this pursuit. Our legacy is to leave a better world for all.

In 2021, Juneteenth became a federal recognized Holiday, and the DEI committee and RES leadership saw this as a critical moment as a nation and one that RES should recognize. This holiday is important to all Americans because it represents a universal call for freedom and equality. Thus, RES announced that starting in 2022, Juneteenth would be honored as a company holiday, where the RES community can learn, reflect, and embrace this day of their shared American history.

Where We Are Headed

As we continue our mission to restore a resilient earth for a modern world, our focus on our impacts and results will continue to expand.

We recognize the importance of restoring at a landscape scale and understanding the full spectrum of our opportunities and risks. That is why we continue to take positive steps to further enhance our ESG understanding and expanding our program.

RES has measured, and will continue to measure, our eco-metrics. In addition to these measurements, we regularly assess our environmental, social, and governance program as well as our impacts as a company, including with respect to carbon and sustainability.

We have a great foundation in place, and as we refine our goals we will update this report to reflect that progress. We are actively reviewing indicators that align with our goals to clarify the key metrics for our mission. Our foundational efforts have set the stage to assure our future is secured.

The Be RESponsible Team at RES

In 2021 we launched our all-volunteer **Be RESponsible** Team. We think of this team as the “sister” team of our DEI team. While DEI focuses on lifting our social equity knowledge and actions, Be RESponsible serves as the environmental conscience of RES, nudging us as individuals and as a company to stay educated and actively find ways to improve the health of the planet.

The team’s dual focus on Sustainable Offices and ESG Footprint & Reporting will be an important part of our ESG journey, and we are grateful for their efforts.



RES is currently working on steps 1-3, assessing our operations and creating a baseline and goals.





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