

2022

CORPORATE
SUSTAINABILITY
REPORT



WHAT WE DO MATTERS

MESSAGE

FROM CHAIRMAN & CEO



As we look back on 2022 — a critical period during our journey toward a decarbonized future — there is much to reflect on.

Throughout the year, we made important strides for both ourselves and our clients in terms of sustainability. We continued improving our own operations, working to reduce our greenhouse gas (GHG) emissions intensity. We formalized a sustainability technical service area within our Environmental Services group, focused on increasing resiliency in operations and infrastructure, and developing cohesive

solutions to support clients' sustainability goals and strategies around decarbonization, biodiversity, waste minimization and water responsibility. This move brings a more formalized structure to the many sustainability-related services we have been providing for years across our global practices and enforces our commitment to partnering with our clients to assist them in reducing their carbon footprint.

As funding through the federal Infrastructure Investment and Jobs Act and Inflation Reduction Act continued, we saw our

involvement with critical infrastructure projects rise. As a result of this and other positive market influences, we incorporated self-perform construction more and more into our service offerings, added 2,054 employee-owners, and experienced significant growth as clients expanded their wind, solar and other renewable energy efforts. We also began taking a deep dive into how hydrogen hubs and other collaborative initiatives can help with achieving our clients' sustainability goals.

Amid all this activity, we saw how supply chain issues continued to have a domino effect on all industries along every step of the engineer-procure-construct (EPC) process, from increasing lead times to escalating prices.

In 2022, Burns & McDonnell became a [CDP Supply Chain member](#), joining a network of 280+ organizations.

In recognition of our dedication to creating a more sustainable supplier network, the [Sustainable Supply Chain Alliance \(SSCA\)](#) awarded Burns & McDonnell a 2022 Transforming the Supply Chain Award.

We have been and always will be committed to assisting all clients as they strive to be as efficient and agile as possible — learning to continue to do more with less. In addition to designing and building more sustainable facilities and being more resourceful and innovative when it came to planning,

we helped clients put new systems and technologies in place that allowed for integration and more efficient operations.

Our dedication to having a sustainable, positive impact did not stop with our projects. It was also demonstrated by the financial support we provided to the communities where we live and work, including investments in programs that supported STEM education, mental health services and more.

This report offers both a snapshot of the state of our business in 2022 and a glimpse into our future. With every project we plan, develop, construct and manage, we continue to look for ways to incorporate innovative, long-lasting and sustainable solutions that help contribute to a better world. As we enter a remarkable time for our company, I consider it our duty and honor to build upon our founders' hard work and entrepreneurial spirit — continuing our 125-years-strong legacy of making our clients successful and building up communities around the world.

Ray Kowalik
Chairman & CEO

COMPANY

Burns & McDonnell designs and builds critical infrastructure worldwide. Our 13,500-member team includes engineers, construction and craft professionals, architects, planners, technologists, scientists, and consultants.

As a 100% employee-owned firm, each professional brings an ownership mentality to our projects. Our dedication and drive position us as an industry leader among architecture-engineering-construction (AEC) firms and helps us uphold our high standards for safety and quality. Since 1898, we have been dedicated to improving quality of life in the communities served by the infrastructure we design and build.

13.5K

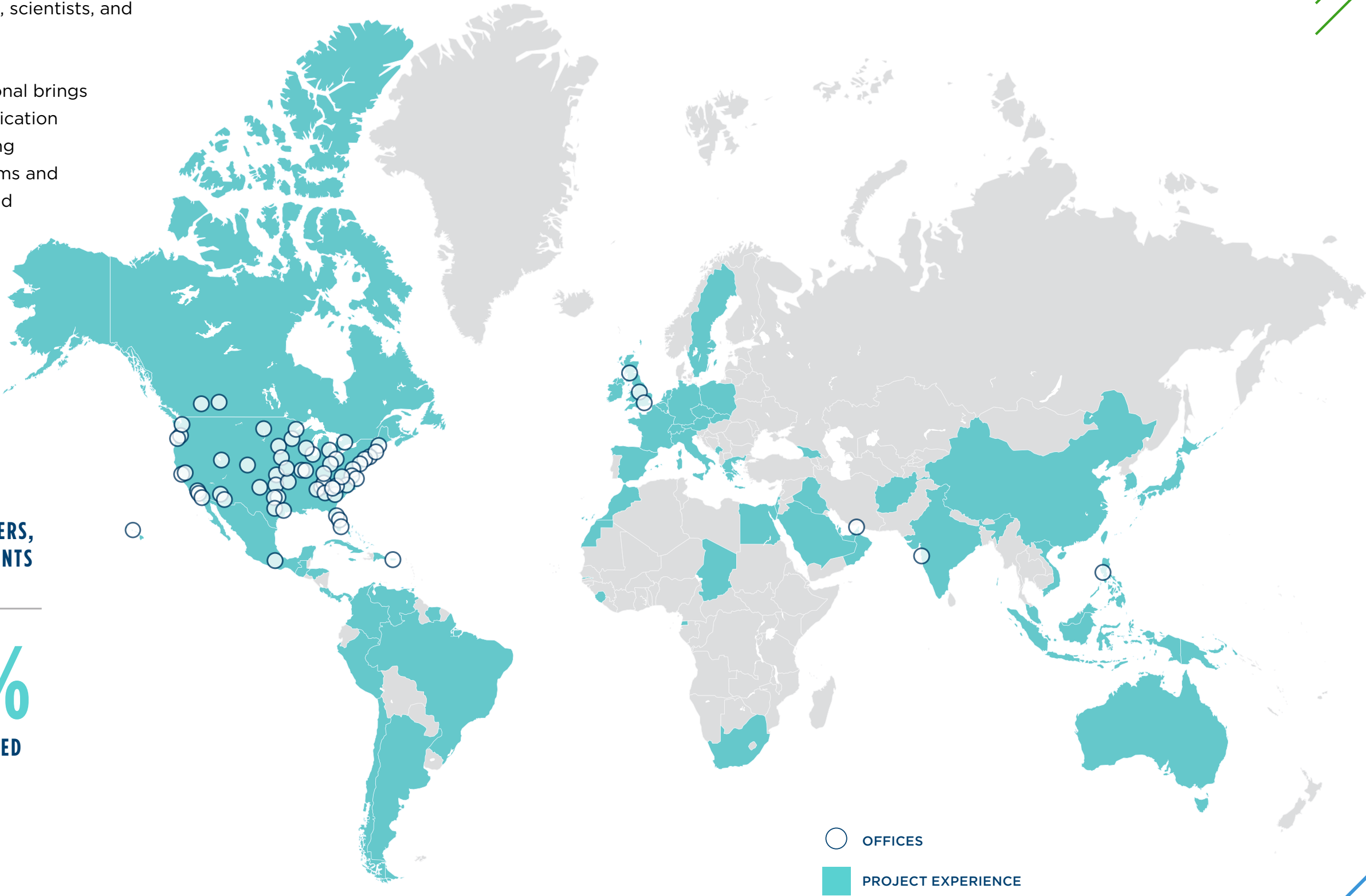
ENGINEERS, CONSTRUCTION AND
CRAFT PROFESSIONALS, ARCHITECTS, PLANNERS,
TECHNOLOGISTS, SCIENTISTS, AND CONSULTANTS

70+
OFFICES
WORLDWIDE

100%
EMPLOYEE-OWNED

LOCATIONS

From our headquarters in Kansas City, Missouri — where we began in 1898 — our reach continues to expand. Our more than 70 offices dot the map across the globe, rising out of our philosophy of serving our clients where they operate.



INDUSTRY RANKINGS AND AWARDS

Burns & McDonnell consistently ranks among leading design and construction firms in the U.S. Among our most recent rankings from *Engineering News-Record**:

#6 IN TOP 100
DESIGN-BUILD
FIRMS

#18 IN TOP 100
GREEN BUILDINGS
DESIGN FIRMS

#21 IN TOP 200
ENVIRONMENTAL
FIRMS

#1 IN POWER

#1 IN TRANSMISSION
AND DISTRIBUTION

#3 IN DATA CENTERS

#4 IN AIRPORTS

#4 IN WIND POWER

#6 IN SOLAR POWER

#9 IN COGENERATION

#10 IN SITE ASSESSMENT
AND COMPLIANCE

#10 IN WATER TREATMENT

#11 IN WASTEWATER
TREATMENT

#12 IN CHEMICAL AND
SOIL REMEDIATION

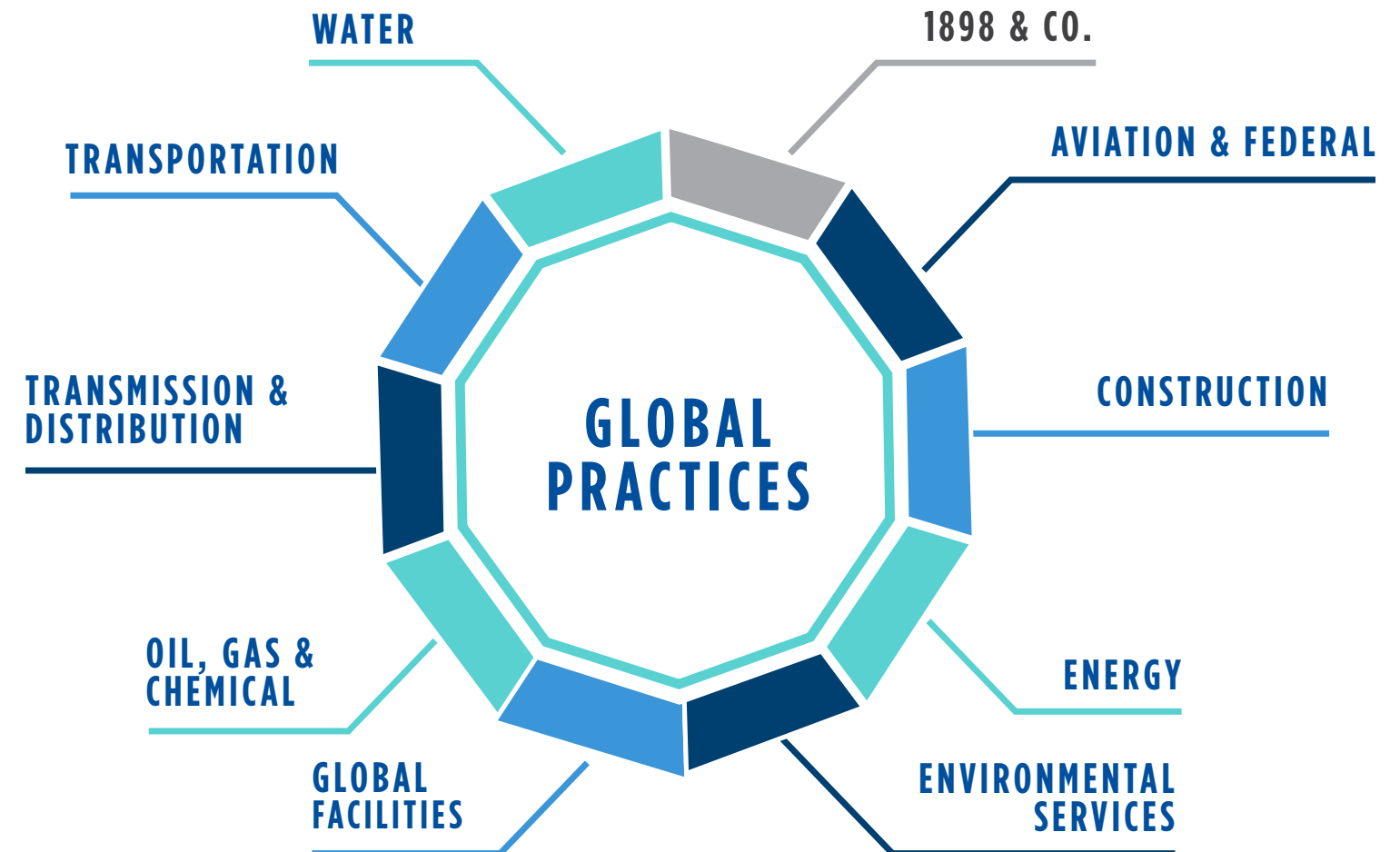
#19 IN SEWER AND WASTE

*Rankings are based on ENR's 2023 Top Lists, which report 2022 results

[Environmental Business Journal](#) honored us with three EBJ Business Achievement Awards for 2022: in the Technology Merit category for our Digital Site Management Tool (DSMT); in the Information Management category for our Envolve geospatial and data management tool; and in the Project Merit category for the Oklahoma Department of Environmental Quality (ODEQ) Tar Creek Operable Unit 2 Superfund Site project.

GLOBAL PRACTICES

Across our global practices, we seek to be resourceful stewards of our environment and develop sustainable solutions that support our clients' goals.



SUPPORTING A SUSTAINABLE FUTURE

We help our clients identify, prioritize and implement sustainability initiatives, offering sustainability solutions ranging from greenhouse gas and air emissions to material management and sustainable siting and development. Whether helping our clients adapt to climate change or remediate previous environmental damage, we support efforts to build a sustainable future.

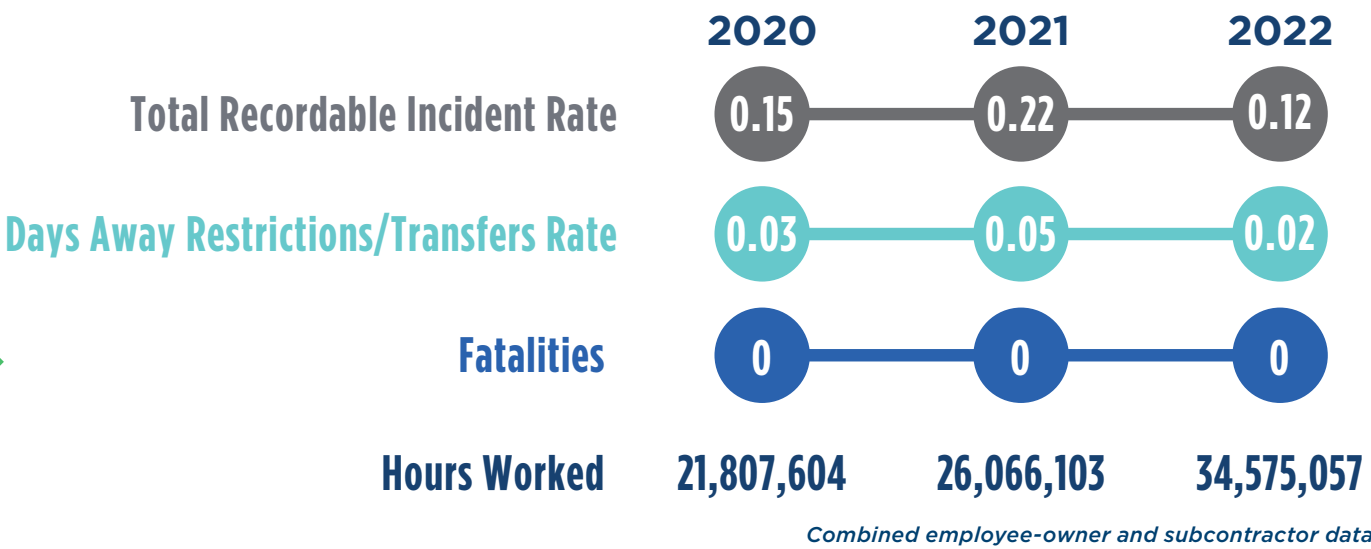
We understand the importance of our work in communities around the world and have developed future-focused, [environmentally responsible solutions](#) across our clients’ industries. We have formed an inter-global-practice working group that focuses on sustainability initiatives, insights and trends across all clients, markets and communities that we serve.

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SAFETY

Maintaining a safe work environment is our first and highest priority, as demonstrated by our top-tier safety results companywide in 2022.



Tools we utilize to promote safety include:

- 40-hour HAZWOPER training
- Onboarding
- Safety toolbox talks
- First-aid and CPR training
- OSHA 30-hour construction/general industry safety training
- Site and workplace signage
- FleetDefense (safe driver) training
- Site safety orientation
- Hazard-specific training
- Pre task analyses on-site
- Task safety observation



QUALITY AND CYBERSECURITY

Burns & McDonnell possesses a strong commitment to quality. Every aspect of what we do — from engineering to management oversight and client consulting — is guided by consistent quality standards and processes, which are constantly reviewed and adhered to across all stages of our projects.

Our Quality Management System (QMS) provides a basis for offering services and deliverables in a manner that supports successful project execution, meets our clients’ needs and expectations, and facilitates continued quality improvements across the organization. Our quality program is applicable to all Global Practices (GP) and US Regional Offices (RO), except when superseded by an alternate Quality Management System (e.g. ISO 9001:2015 QMS, NQA-1 Quality Program, GP-specific QMS, etc.).

As a part of our quality process, Burns & McDonnell is constantly evaluating ways to integrate sustainability into projects across the firm. Where appropriate, an analysis of sustainability options are considered. This supports our efforts to educate clients on sustainable alternatives and provides clients with more sustainable-friendly solutions, regardless of project scope.

Certifications

- Burns & McDonnell is certified to ISO 9001:2015 for selected global practices in the U.S., U.K., and India offices. ISO 9001:2015 is an international standard for quality management systems. Many of our clients require that their suppliers, contractors and consultants be certified to this standard as evidence of having an effective quality system. The certification process requires annual third-party audits and evaluations of organizational performance and improvement.
- In the U.K., Burns & McDonnell is certified to ISO 14001:2015 for environmental management and ISO 45001:2018 for occupational health and safety management.

Cybersecurity

- In the U.K., Burns & McDonnell has CyberEssentials certification for guarding against the most common cyberthreats, demonstrating our commitment to cybersecurity.
- Burns & McDonnell Corporate Services, our group of operational services that supports our global practices, is certified to ISO/IEC 27001:2013 Information Security Management System. This certifies that Corporate Services preserves the confidentiality, integrity and availability of information by applying a risk management process that gives confidence to interested parties that risks are being adequately managed.

ENVIRONMENT

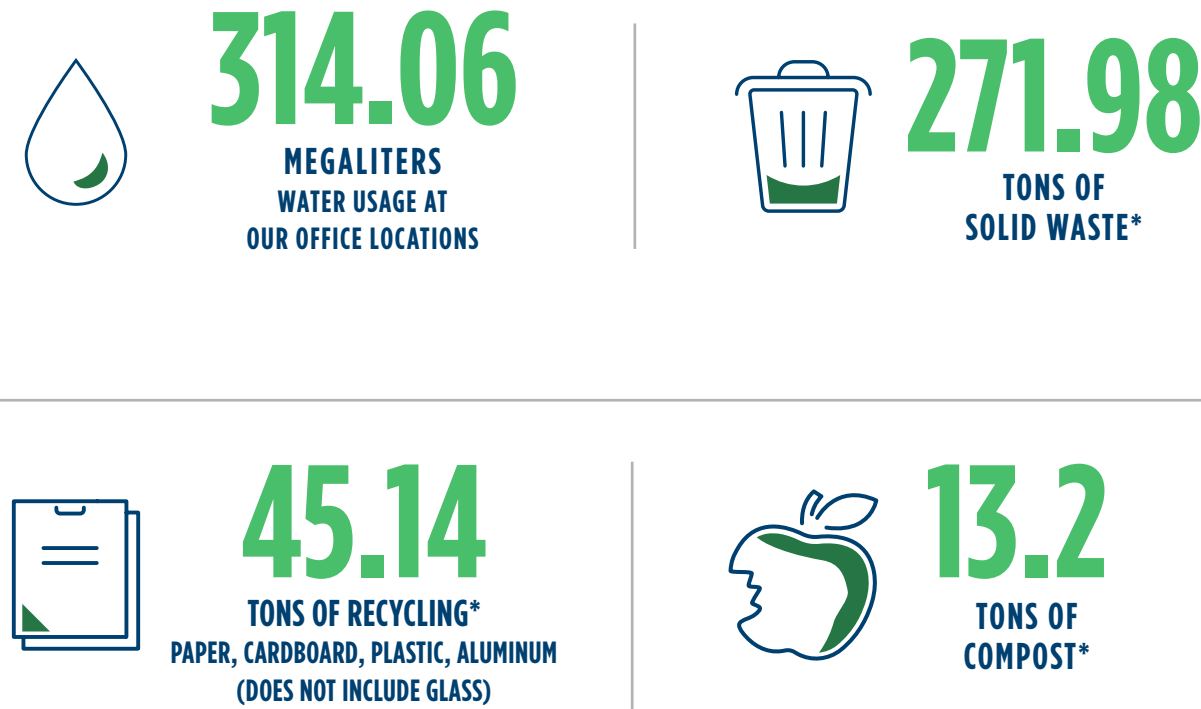
ENERGY

As we aim to reduce our own Scope 1 and Scope 2 greenhouse gas (GHG) emissions 50% by 2030, we incorporate energy-saving technologies to lessen the impact of electricity and natural gas consumption in the operation of our offices



WATER AND MATERIALS MANAGEMENT

At our office locations, we pursue efficiency and resource recovery solutions to conserve resources, minimize waste, and protect human health and the environment.



**World headquarters campus only*

IT Asset Stewardship



SUSTAINABILITY CREDENTIALS

Guided by our Envision-credentialed and LEED-accredited professionals, we design and conserve natural resources, protect biodiversity, improve air, water and soil quality, and enhance public health and wellness.

283

PROFESSIONALS WITH LEED CREDENTIALS
(INCLUDING LEED AP, FELLOW, BD+C, ND, O+M
AND GREEN ASSOCIATE)

113

ENVISION SUSTAINABILITY
PROFESSIONALS (ENV SPs)



Solar Output and Storage

2,712

TOTAL MW
IN COMPANY HISTORY

462.5

TOTAL MW
SOLAR IN 2022

30

TOTAL MW
STORAGE IN 2022

This information applies to solar projects that had commercial operation dates in 2022.



FACILITIES

We are leading by example when it comes to sustainable facilities. In 2022, we implemented the following upgrades to improve sustainability at our world headquarters campus in Kansas City, Missouri.

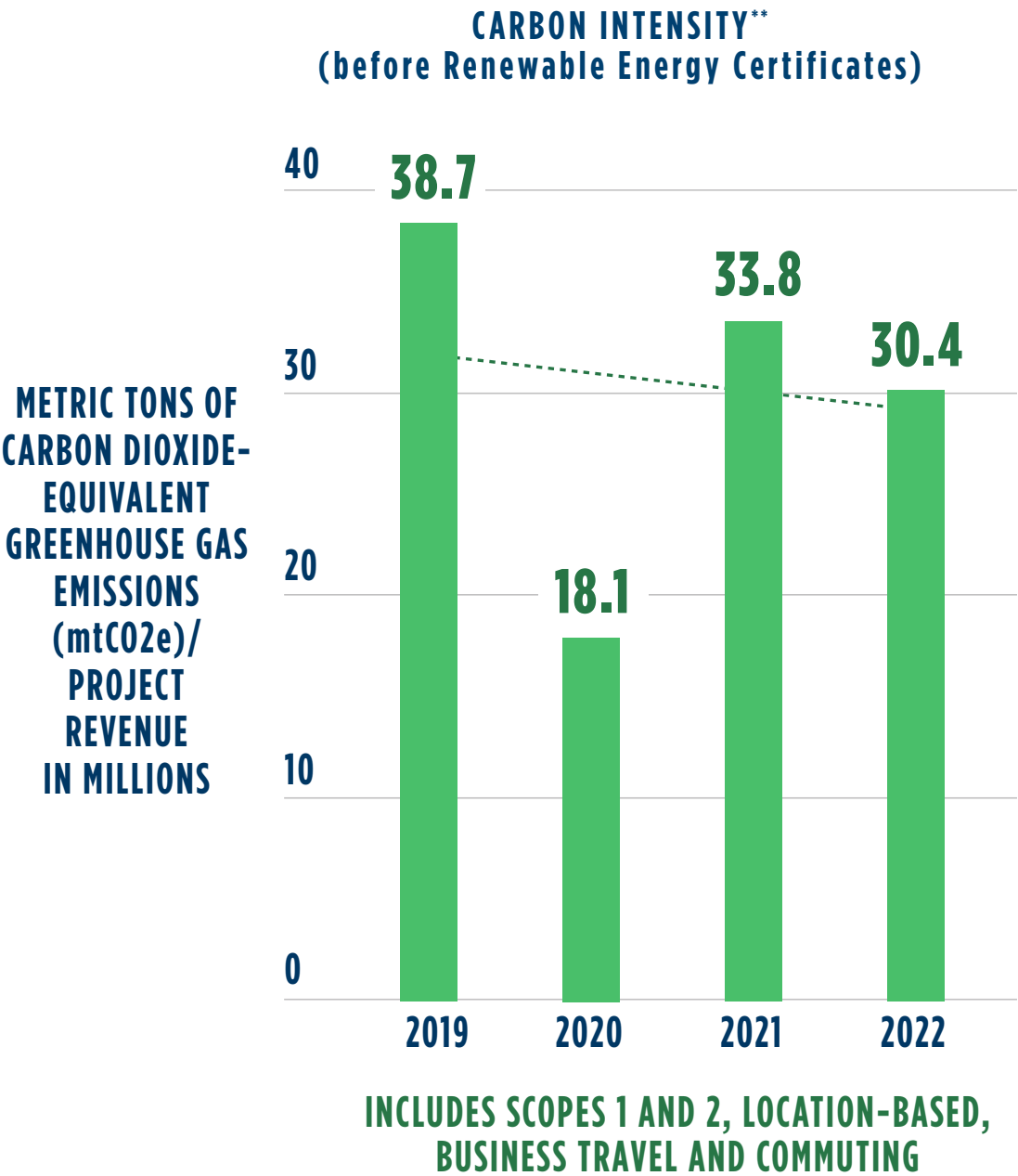
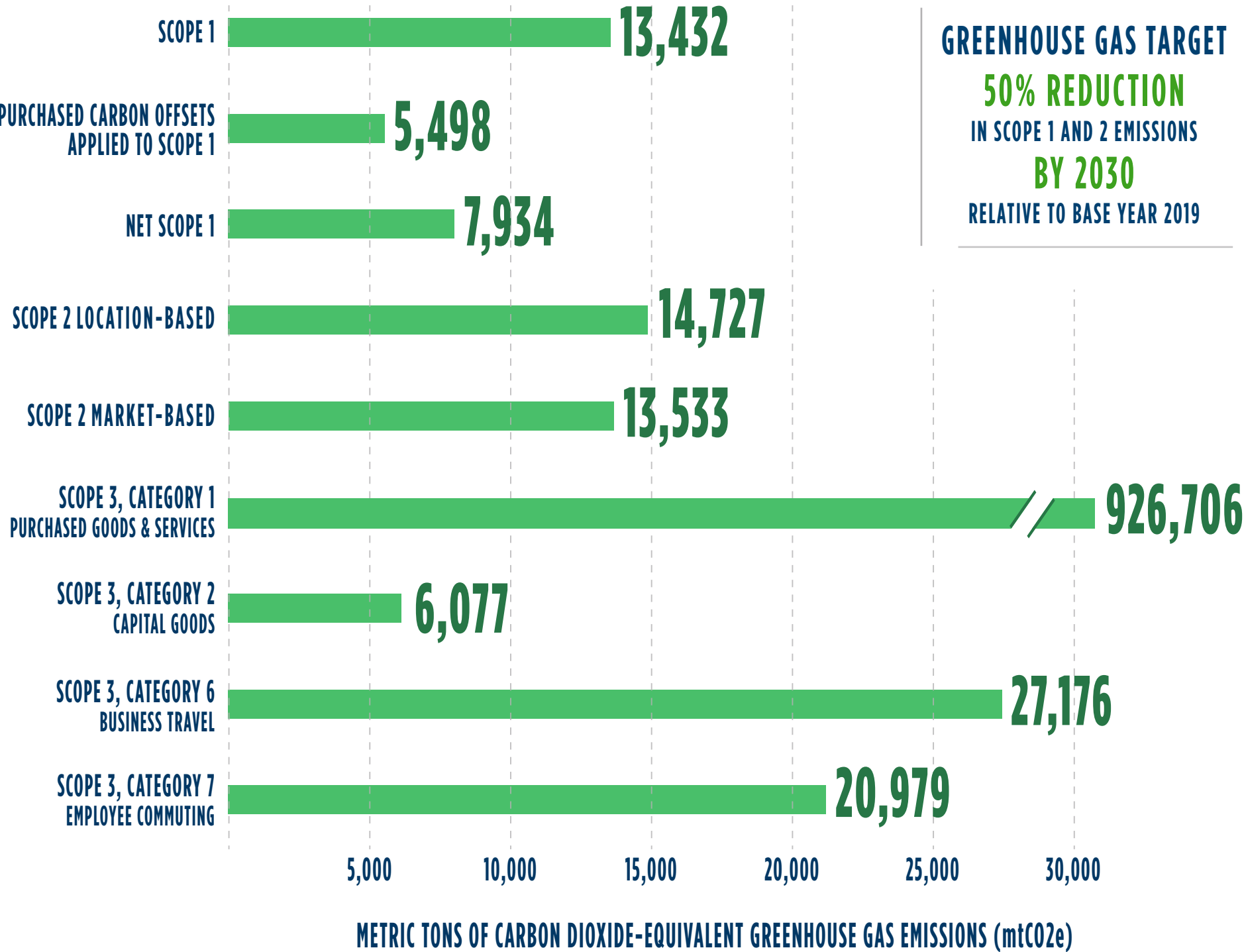
9300/9400 boiler replacements

- Replaced original 1985 steam boilers with high-efficiency water boilers
 - Replaced (2) original 1985 200HP steam boilers
 - Replaced (2) 1,500 MBH condensing boilers
- Includes (4) new 2,000 MBH boilers
 - Low-NOx certified
 - Thermal efficiency of 96.2%

Replacement of fluorescent lighting with LED

Replaced approximately 1,500+ fluorescent light bulbs with LED equivalent

EMISSIONS



**Independent, third-party verification conducted to a limited assurance level in accordance with the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), the WRI/WBCSD GHG Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3), and ISO 14064-3 Second Edition 2019-04: Greenhouse gases-Part 3*

***Data represents all Burns & McDonnell companies and locations, including Burns & McDonnell Constructors, RefChem, U.S., U.K., Canada, India and Mexico. Figures include fuel consumed by our company-owned fleet vehicles. Figures do not include supply chain emissions, construction activity emissions or operational emissions related to the lifetime of assets designed or built for Burns & McDonnell clients.*

PEOPLE

COMMUNITY

From teaching STEM concepts to young people or funding programs that support veterans who are unhoused, we invest our time and money in ways that make a sustained positive impact on the communities where we live and work.

 **\$11M**

TOTAL GIVING IN 2022
BURNS & McDONNELL FOUNDATION GRANTS AND
EMPLOYEE-OWNER CONTRIBUTIONS

 **\$650K**

IN GRANTS FOR STEM INITIATIVES
AND PROJECT LEAD THE WAY
GIVEN TO 60+ SCHOOLS

 **\$4.4M+**

DONATED TO UNITED WAY
THROUGH OUR ANNUAL WORKPLACE
GIVING CAMPAIGN

\$1.2M

IN COMMUNITY INVESTMENTS BENEFITING
CAUSES INCLUDING HEALTH, CHILDREN AND
FAMILIES, AND VETERANS

 **\$215K**

DONATED THROUGH OUR
MATCHING GIFTS PROGRAM
TO CAUSES OUR EMPLOYEE-OWNERS
SUPPORT FOR A TOTAL OF

\$430K
IN DONATIONS

 **3.6K**

LIVES SAVED FROM BLOOD DONATED
THROUGH DRIVES HOSTED AT
BURNS & McDONNELL LOCATIONS

 **\$630K**

DIRECTED BY EMPLOYEE-OWNERS TO LOCAL
ORGANIZATIONS ON GIVING TUESDAY AS PART OF
A SPECIAL GRATITUDE INITIATIVE

\$20K

RAISED TO SUPPORT
AMERICAN CANCER SOCIETY
AND ENGINEERS WITHOUT BORDERS

 **200+**

CYCLISTS PARTICIPATED IN
BIKE MS EVENTS AROUND THE COUNTRY

\$300K

DONATED TO COMBAT HUMAN TRAFFICKING
THROUGH THIS YEAR'S CHARITY OF CHOICE CAMPAIGN

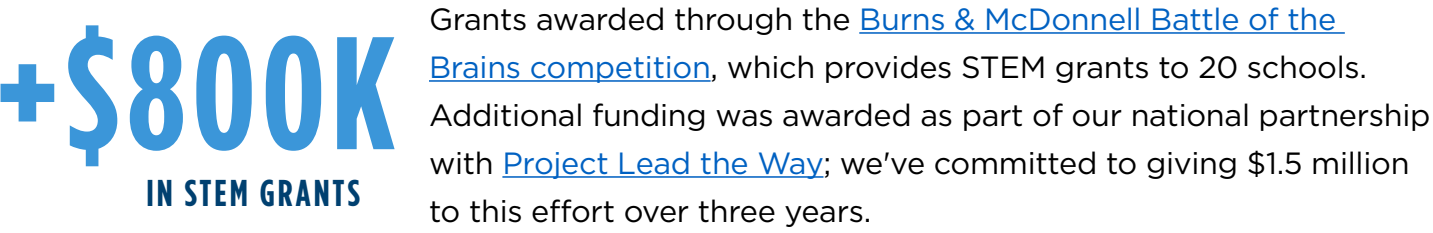


BUSINESS DIVERSITY

With vendor selection policies and procedures that support diverse business inclusion, we are engaging, utilizing and assisting in the growth of diverse firms across the world.



DIVERSITY OUTREACH



EMPLOYEE-OWNERS

Our people deliver world-changing solutions to all of our clients, give of themselves to help their communities, and support one another at every turn.

Burns & McDonnell provides industry-leading benefits that keep our employee-owners safe, healthy, happy and fulfilled. From meeting client needs to everyone reaching their own personal and professional goals, our corporate culture focuses on others while helping our employee-owners realize their highest level of potential.

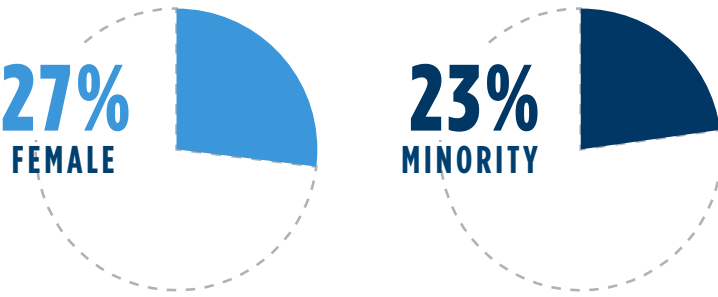
HIRING AND RETENTION

As a 100% employee-owned enterprise, we seek to provide a “best place to work” environment for our employee-owners, enabling us to recruit and retain top talent worldwide.



BURNS & McDONNELL
2022 EMPLOYEE-OWNER
DEMOGRAPHICS**

**For anyone that worked in a Burns & McDonnell Engineering company as either an employee-owner or officer in 2022



DIVERSITY, EQUITY AND INCLUSION

BUILDING A CULTURE OF BELONGING

Adopting a continuous learning mindset is crucial to building a truly inclusive culture. In 2022, we provided employees with a variety of educational resources, including cultural events, designed to educate, facilitate conversations and increase awareness, so that we can all better understand our differences and commonalities.

Our corporate DE&I Alliance is proud of the strides we’re making that allow employee-owners to feel seen, heard and appreciated. To help with this, our company wholeheartedly supports Employee Resource Groups (ERGs) for LGBTQIA+, women, veterans, Blacks, Hispanics, Asian & Pacific Islanders and new employee-owners. These passionate ERGs advance diversity, equity and inclusion principles through education, outreach, training and cultural programming across all facets of the company.

7
EMPLOYEE
RESOURCE GROUPS

3K
EMPLOYEES ENGAGED
IN ERGs

150+
DE&I MEETINGS, EVENTS
AND PANEL DISCUSSIONS

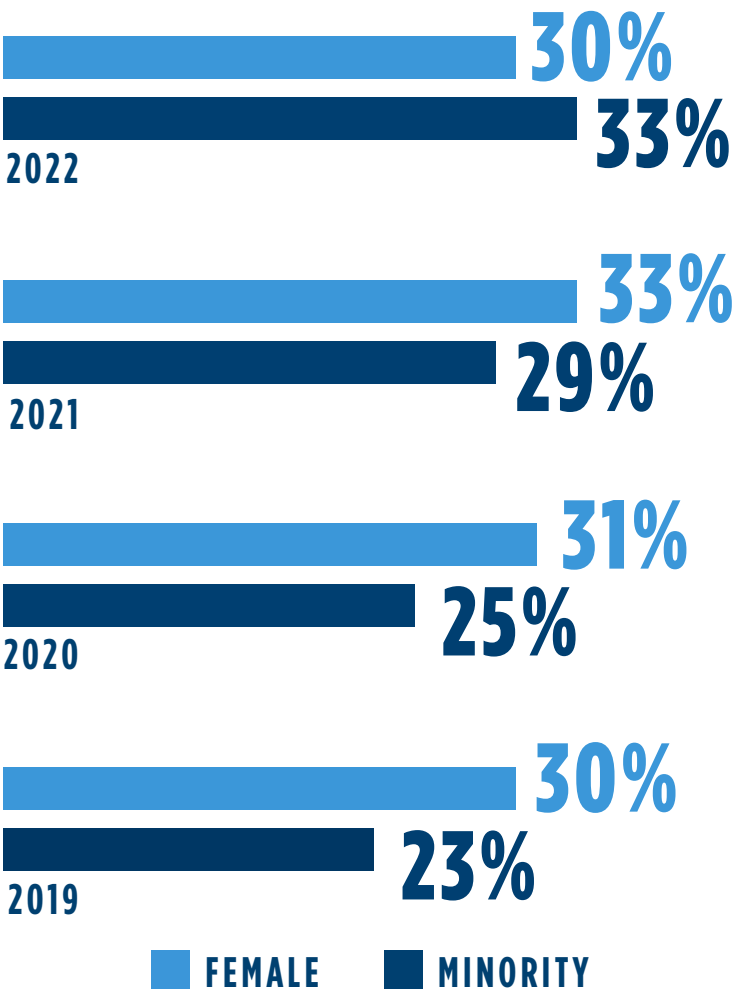


I am honored to be the first DE&I strategy manager at Burns & McDonnell. This role has proven what I’ve always believed to be true: that we have more in common than in difference. The year 2022 showed that we are committed to making our workplace, our communities and our world better for each other. The possibilities for a truly inclusive workplace are endless, and we will continue building a culture that allows all of our employees to work authentically as themselves.”

— Leon Harden
Diversity, Equity & Inclusion Strategy Manager

RECRUITMENT AND WORKFORCE TRENDS

FEMALE AND MINORITY HIRES AS A PERCENTAGE OF TOTAL HIRES*



*For U.S. offices only.



INTERNS IN 2022**



**Burns & McDonnell engineering companies for those hired in 2022 as interns

PARTICIPATED IN:

68 MINORITY
RECRUITMENT
EVENTS

40 FEMALE
RECRUITMENT
EVENTS

23 DIVERSITY
CAREER FAIRS

10 MILITARY/VETERAN
RECRUITMENT
EVENTS

3 RECRUITMENT EVENTS
FOR PEOPLE WITH
DISABILITIES

SPONSORED AND RECRUITED AT



NATIONAL DIVERSITY
ORGANIZATION CONFERENCES

HEALTH AND WELLNESS

We value the health and well-being of our employee-owners and we seek to develop a culture, health benefits and wellness programs that make living healthier lives convenient and accessible.



PROFESSIONAL DEVELOPMENT

From tuition assistance for advanced technical degrees to on-demand classes through Burns & McDonnell University, we invest in education that maximizes career potential and pursuit of professional interests.



**Includes employees and craft professionals of global Burns & McDonnell companies/subsidiaries*



