

Willdan Environmental Policy

Willdan recognizes that, in our day-to-day operations, we inevitably impact the environment in a number of ways, and we are committed to reducing that impact through continual improvement in our environmental performance.

Willdan is a nationwide provider of professional technical and consulting services to utilities, government agencies, and private industry. Willdan's service offerings span a broad set of complementary disciplines that include electric grid solutions, energy efficiency and sustainability, engineering and planning, and municipal financial consulting. The Willdan Environmental Policy will be implemented at Willdan's more than 50 offices and other worksites throughout the U.S. Our goal is to have 100% of our offices participating in recycling activities by 2025.

Our policy is to:

- Integrate the consideration of environmental concerns and impacts into our decision-making activities
- Minimize our waste and then reuse or recycle as much of it as is possible. Through recycling programs and employee-supported waste collection campaigns, Willdan staff are working to reduce the volume of office materials entering waste streams, including paper goods, cans and bottles, batteries, e-waste, and printer ink
- Minimize energy and water use year-over-year within our offices and processes in order to minimize the consumption of natural resources by implementing energy-saving practices, including energy-efficient lighting, occupancy sensors, and programmable thermostats
- To the extent possible, purchase products and services that do the least damage to the environment
- Reduce carbon emissions through using low-impact transportation options whenever possible when traveling to and from work and work-related events
- Promote environmental awareness among our employees and encourage them to act in an environmentally responsible manner
- Communicate our environmental commitment to clients, customers, and the public and encourage them to support the Willdan Environmental Policy

This policy is communicated to all employees and organizations working for our company or on our behalf. Employees and organizations working for or on our behalf are expected to cooperate and assist in the implementation of this policy, while ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.

This policy will be reviewed annually by Willdan senior management to ensure the policy's effectiveness and, if deemed necessary, amended and re-issued.



Thomas D. Brisbin
Chairman and Chief Executive Officer
January 9, 2021