



CORPORATE SOCIAL RESPONSIBILITY STATEMENT

HELIX's commitment to benefiting our communities and the environment is integral to our firm's mission, culture, and corporate practices. Key components of our commitment include the following:

Business Ethics & Transparency

Integrity is HELIX's top-listed core value. We implement good governance practices at all levels of our company. Transparency is critical to HELIX's core services of helping clients and government agencies document the existing human and natural environment, assess potential project impacts, mitigate impacts, and restore habitat. We do not invest financially in the projects that we work on so that we will avoid even the perception of a conflict of interest in the services that we provide.

Sustainability Practices

Sustainability is another of HELIX's core values. We help clients design and implement projects in a way that lessens their impact on the environment, including measures to lessen community disruptions during construction, reduce the loss of native habitat, protect water quality, minimize energy use, and reduce emissions of greenhouse gases and other pollutants. HELIX helps clients comply with Executive Order 12898: Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations. Our Biological and Construction Group disciplines help actively restore degraded ecosystems to improve their ability to provide habitat for threatened and endangered native plants and animals. We also implement sustainable practices in our own business, such as converting the grounds of our headquarters building to a drought-tolerant landscape that was certified by the Sustainable SITES Initiative®.

Subconsultant and Supplier Relations

HELIX requires that all of our subconsultants adopt and abide by HELIX's nondiscrimination policies and provide workplaces that are free of discrimination,

harassment, retaliation, and bullying based on sex, gender, gender identity, gender expression, race, color, religion, national origin, ancestry, age, physical disability, mental disability, medical condition, marital status, sexual orientation, or military/veteran status. We also require that our subconsultants provide written work products that are consistent with the document accessibility requirements of Section 508 of the Rehabilitation Act and the Americans with Disabilities Act. We work with suppliers to obtain office supplies that have a high percentage of post-consumer recycled content and that are recyclable.

Employee Relations

HELIX is a 100% employee-owned company. A substantial portion of the company is owned by our Employee Stock Ownership Plan, which shares company ownership among all employees who meet federal eligibility requirements. We provide employees with personal time off, paid health care, flexible work schedules, and career development opportunities. HELIX also shares a majority of the firm's profits each year with our employees.

Community Involvement

HELIX employees are actively involved in the communities in which we are located. With corporate support, our employees participate in community-based activities including park improvements and cleanups, tree planting, and educational outreach. HELIX also donates a portion of our profits each year to charitable organizations, including groups that work in the communities in which our offices are located. We also strive to provide employment opportunities in the communities in which we operate.