

Our Commitment to
a Sustainable Future

Integrity. Innovation. Partnership.

2024 SUSTAINABILITY REPORT

ENTECH



OUR ESG JOURNEY

At EnTech, sustainability has long been a core focus, with eco-friendly and community-driven practices embedded into our operations for years. However, this environmental, social, and governance (ESG) report marks our first step toward a more structured, transparent, and data-driven approach to assessing our impact. We see this effort as a launching point for ongoing learning, enhanced collaboration, and strengthened accountability, which will align future efforts with both our internal values and the evolving expectations of our clients, partners, and project stakeholders.

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A Message from Our President



The AEC industry is one of the largest in the world. It shapes the buildings and infrastructure that define our daily lives—where we live, work, learn, and grow. Commensurate with its size and impact on the built environment, the AEC industry holds great environmental responsibility. Across the industry, public and private entities alike must adopt and implement responsible, sustainable practices, to reduce the environmental impact of construction activities and protect environmental resources.

As a trusted and active partner in the AEC industry, EnTech takes pride in our contributions to improving the built environment. From transportation and water systems to schools, residential and commercial developments, parks, and cultural institutions, the impact of our work is visible in communities across the country.

Just as important as what we build is how we build it—with commitments environmental stewardship sustainability, along with our paramount commitments to safety and collaboration. EnTech is committed to maintaining high standards of resource efficiency and sustainable material use, and furthering leading standards for environmentally responsible practices in design and construction.

The AEC industry is evolving through growing sustainability demands, advancing technology, shifting regulations, and market forces. EnTech is proud to be at the forefront of these changes. By proactively pursuing responsible practices, we benefit everyone—our clients, our communities, and the natural world.

Sue Bayat, PE
President



Introduction

At EnTech, we get the job done, and we get it done well. That’s why EnTech is trusted to advise, trusted to design, and trusted to inspect—in short, trusted to deliver.

IN THIS SECTION

- Who We Are
- Our Vision for Sustainability
- Process and Framework



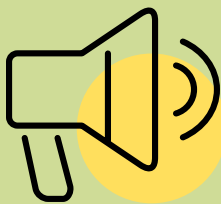
INTRODUCTION



WHO WE ARE

EnTech is a team of engineers, construction managers, inspectors, environmental scientists, technologists, project controls managers, compliance experts, and consultants who are passionate about improving the buildings and infrastructure that shape our cities, communities, and daily lives.

Our employees have deep roots in the cities we serve, a passion for improving their communities, and a commitment to continuous personal, professional, and team growth.



ENTECH AT A GLANCE

- > Women-owned business enterprise (WBE), with certifications from numerous states and public agencies. One of the largest founder-led WBE firms in the country.
- > Deep experience in airport, bridge, park/recreational, rail/transit, resilience, roadway/highway, buildings/facilities, and water infrastructure markets.
- > 100+ projects for clients including MTA, PANYNJ, NYCDDC, and NYCDEP.
- > The largest virtual design and construction (VDC) department in the New York metropolitan area.
- > Big firm depth, with small firm responsiveness.

Our People

EnTech's greatest asset is its people—an agile, innovative team of seasoned leaders, dedicated professionals, emerging talent, and specialists. Our collective expertise allows us to tackle complex engineering and field challenges while delivering exceptional results for our clients. We are committed to helping every employee reach their full potential by offering rewarding and challenging experiences on meaningful projects.

Community

Community is at the heart of everything we do. We are dedicated to improving daily life and enhancing connectivity by improving parks, streets, and public spaces. By helping build and rehabilitate roads, bridges, airports, and transit facilities, we strengthen community connections. Our work in water resources supports public health and fosters sustainable, thriving communities.

Environment and Resilience

Respecting and protecting the environment is central to our mission. Founded in 2000 as an environmental services consulting firm, EnTech

continues to prioritize environmental engineering as a core practice. We are committed to advancing sustainability, preserving natural resources, mitigating and remediating environmental hazards, and enhancing the resilience of street grids, public facilities, and infrastructure against climate change and extreme weather.

Technology and Efficiency

We believe in the power of technology to drive better outcomes and improve workflows. Our industry-leading Virtual Design and Construction (VDC) practice leverages Building Information Modeling (BIM), 4D modeling, visualizations, reality capture, and other advanced technologies to design and deliver complex projects with greater efficiency and cost-effectiveness.

Diversity

We embrace diversity and inclusion as essential to our success. We value the unique perspectives, backgrounds, and expertise of our workforce, clients, team partners, and the communities we serve. By fostering a workplace where differences are not only accepted but celebrated, we create

an environment where collaboration thrives and projects succeed.

Partnership

EnTech is proud to be a trusted partner to numerous public agencies, partner firms, and contractors. Our mission is to drive the growth of infrastructure and communities by consistently adding value to design and construction teams. We are committed to understanding the unique needs and constraints of each project and client, delivering solutions that foster successful outcomes.

Safety

At EnTech, the health and safety of our employees and all those impacted by our projects is our highest priority. We are committed to fostering a culture where safety is ingrained in every stage of our work, both on-site and in the office. Our employee-led safety program emphasizes proactive leadership, individual accountability, and collaboration to achieve accident-free environments and ensure the well-being of our team and communities.



OUR VISION FOR SUSTAINABILITY

At EnTech, our commitment to sustainability is driven by our responsibility to protect the planet, support our people, and build resilient communities. We believe engineering and construction should not only shape the built environment but also preserve it for future generations. By integrating environmental stewardship, social inclusivity, and strong governance into all aspects of our operations, we aim to deliver long-term value to our clients and stakeholders while driving positive, lasting change in every project we undertake.

As part of our comprehensive environmental, social, and governance (ESG) framework, EnTech is committed to maintaining the highest standards of resource efficiency, ethical leadership, and community involvement. We prioritize energy efficiency, sustainable material use, and the well-being of our employees, ensuring that economic growth is harmonized with environmental stewardship and social responsibility. By aligning our efforts with global sustainability goals, we are dedicated to creating a more equitable, prosperous, and sustainable future for all stakeholders.

PROCESS AND FRAMEWORK

This ESG report represents EnTech's inaugural effort to assess and communicate our ESG performance. Crafted by our dedicated Sustainability Team and aligned with the Global Reporting Initiative (GRI) Standards, our approach underscores our commitment to transparency and credible sustainability reporting.

Through extensive internal research, data collection, and collaboration across departments, we have gained valuable insights into our operations, impacts, and opportunities for ongoing improvement. By establishing a clear baseline in this first report, we are laying the groundwork for refined metrics, deeper analysis, and annual updates that will track our progress moving forward.

GRI Metrics

- GRI 301 Materials
- GRI 302 Energy
- GRI 305 Emissions
- GRI 306 Waste
- GRI 401 Employment
- GRI 403 Occupational Health and Safety
- GRI 404 Training and Education
- GRI 405 Diversity and Equal Opportunity
- GRI 406 Non-Discrimination
- GRI 413 Local Communities



Environment

EnTech is dedicated to advancing sustainability and continually enhancing our practices to minimize our environmental footprint.

- IN THIS SECTION
- E-1. Energy Management

E-2. Waste and Material

E-3. Indoor Environmental Quality



ENVIRONMENT



EnTech is dedicated to advancing environmental sustainability and continually enhancing our practices to minimize our ecological footprint. For this year’s environmental reporting, we are focusing on our New York City headquarters, where we have the most direct oversight and the capacity to implement targeted improvements. EnTech operates offices in several other locations and has staff at client-managed field offices, but these locations are excluded from this report due to their unique operational structures and administrative frameworks.

IN THIS SECTION

- E-1. Energy Management
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Headquarters Overview

Our New York City headquarters is located in a Covered Building, as defined by NYC Local Law 97, which mandates substantial reductions in greenhouse gas emissions from large buildings. This regulation aligns with EnTech’s dedication to environmental sustainability and provides a clear framework for enhancing energy performance and resource efficiency in our primary office. The building uses electricity and district steam as its energy sources.¹

While some key systems such as HVAC, water management, and overall energy infrastructure are managed by the building’s property owner, EnTech remains committed to promoting sustainability within the areas we can control. We actively take steps to improve resource efficiency and encourage eco-conscious behaviors among our employees, despite factors outside of our direct control. Our goal is to minimize our environmental impact while supporting long-term sustainability objectives.

¹[NYC Energy & Water Performance Map](#)

Building Features Supporting Sustainability

Our building incorporates several features that support our sustainability goals and contribute to the well-being of our employees:

Transparent Envelope: Our building offers a glass facade that maximizes natural light, reducing the need for artificial lighting and lowering overall energy consumption, while also creating a more comfortable and productive workspace.

Open Office Layout: Our open office layout is designed to enhance employee well-being and productivity by offering abundant natural light, expansive views, and flexible seating arrangements. This adaptable space fosters collaboration and creativity, while also supporting a comfortable and dynamic work environment.

Transit-Oriented Location: The building’s proximity to subway lines, bus stations, and ferry terminals promotes sustainable commuting options, helping to reduce the organization’s transportation-related carbon footprint.

Our environmental efforts are centered around the following key areas:

- > **Energy Management**
- > **Waste and Material Management**
- > **Indoor Environmental Quality (IEQ)**

Through these initiatives, EnTech aims to balance operational efficiency with environmental stewardship. By nurturing a culture of sustainability, we strive to make a positive impact within our office and in the communities we serve.

IN THIS SECTION

E-1. Energy Management

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E-1. ENERGY MANAGEMENT

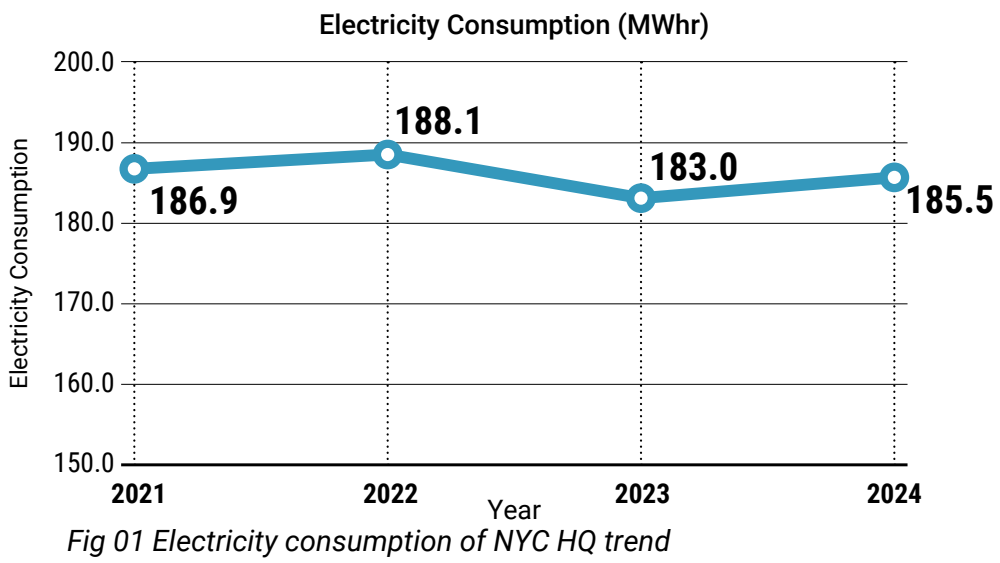
EnTech recognizes that efficient energy management (GRI 302) and the associated emissions impacts (GRI 305) are core components of environmental stewardship and regulatory compliance. While our base building’s HVAC and primary lighting systems fall under the purview of property management, we manage and monitor electricity usage within our leased space to reduce overall consumption, lower costs, and support the building’s compliance with NYC Local Law 97.

Reporting Extent: This section examines direct electricity consumption and estimates district steam use at EnTech’s New York City headquarters, where we have the most reliable data and operational oversight.

 PERFORMANCE

Energy Consumption Trends

- > **Baselines:** Since 2021 was atypical (with many employees working remotely), we use 2022 as our primary performance baseline.
- > **Trend:** In 2023, we achieved a 2.7% reduction compared to 2022. 2024 saw a slight increase in 2024, primarily due to the return of the majority of employees to the office rather than working from home (Fig 01).



As shown in the table on the next page, the electricity consumption intensity in our office is 42.48 kBTu/sqft, which falls below the average consumption of office buildings in the Northeast United States.

Electricity Consumption Intensity

EnTech HQ Office Electricity Consumption	kBTU/Sqft
2021	42.8
2022 (Baseline)	43.06
2023	41.9
2024	42.48
US National Office Average:	47.1 ²

Fig 02 EnTech NYC headquarters 2021-2024 Electricity Consumption Intensity

Energy Use Intensity

Our office building is powered by electricity and district steam. To calculate the Energy Use Intensity (EUI) for our leased office, we use electricity consumption data from utility bills and incorporate district steam data from Local Law 33 disclosure reports (2022–present, updated November 2024) to estimate the proportion of energy attributed to district steam.



Fig 03 presents the EUI for the NYC headquarters in 2022 and 2023, recorded at 60.4 kBTu/sqft and 52.6 kBTu/sqft, respectively. Our most recent EUI data, for 2023, shows a 35.8% reduction compared to the average EUI of similar buildings, highlighting the strong operational efficiency of our facility.³

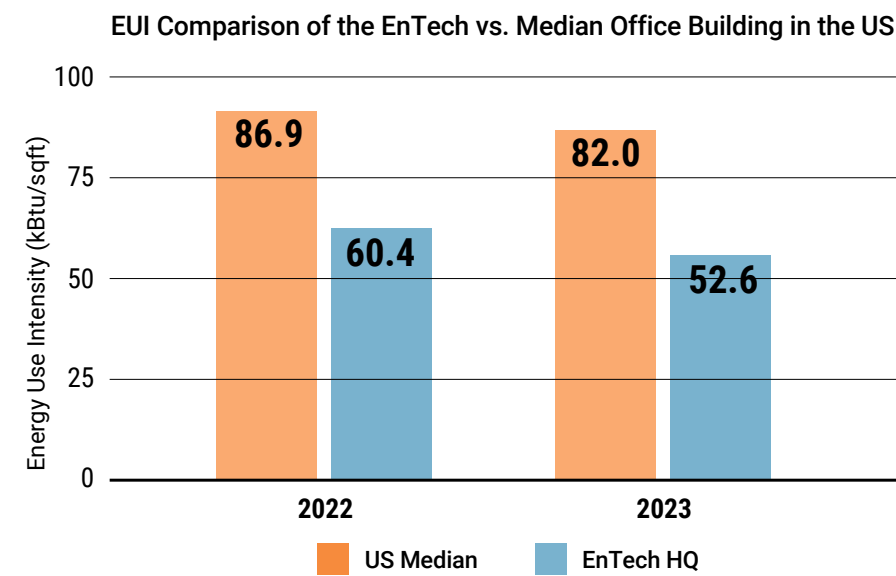


Fig 03 Energy Use Intensity (EUI) in our office compared to the median for similar office buildings

Greenhouse Gas Emissions

Under the Greenhouse Gas (GHG) Protocol, emissions are classified into three distinct scopes:

Scope 1 – Direct Emissions

Emissions from sources owned or controlled by the organization, such as on-site fuel combustion (e.g., boilers, furnaces) or company-owned vehicles.

Scope 2 – Indirect Emissions

Emissions generated off-site but purchased by the organization, including electricity, steam, heating, and cooling.

Scope 3 – Other Indirect Emissions

Emissions from activities not covered under Scope 1 or 2, including business travel, waste disposal, purchased goods, and leased assets not under direct operational control.

² U.S. Energy Information Administration. (2022). Table C15. Electricity consumption and conditional energy intensity by census region, 2018. U.S. Department of Energy. Retrieved from <https://www.eia.gov/consumption/commercial/data/2018/index.php?view=consumption#electricity>

³ All data for this section are based on electricity consumption and NYC building Local Law 33 Disclosure found in [NYC Building Energy and Water Data Disclosure for Local Law 84 \(2022-Present\) | NYC Open Data](#).

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E-1. Energy Management

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For the purposes of this report, **Scope 1** emissions are excluded from our GHG calculations, as there is no on-site fuel combustion at the facility. Likewise, **Scope 3** emissions are excluded due to the absence of direct operational control over upstream and downstream activities and the unavailability of the required data. Therefore, this report focuses on **Scope 2** emissions, which are derived from the electricity and district steam purchased for our daily operations.

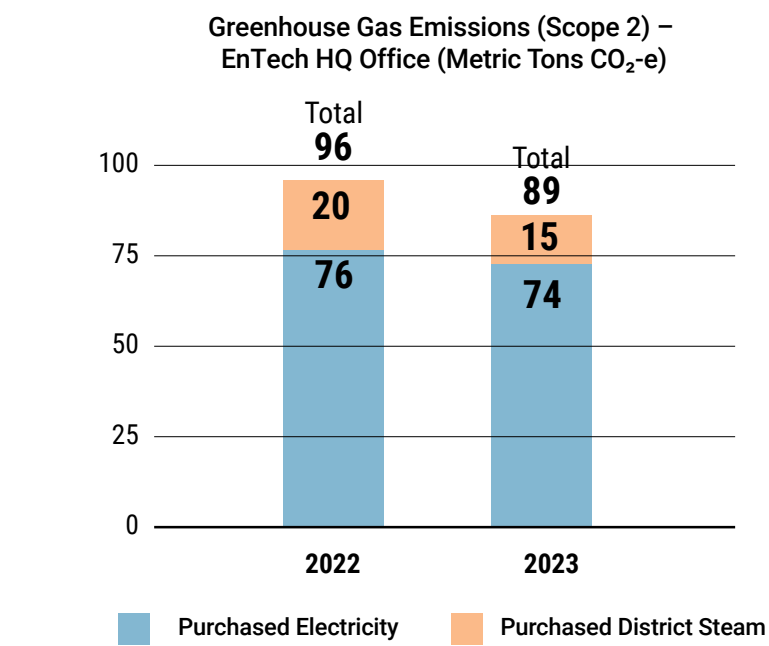


Fig 04: GHG Emissions (Scope 2) at EnTech HQ Office

In 2022, EnTech’s GHG emissions were 96 CO₂-e metric tons. In 2023, emissions decreased to 89 CO₂-e metric tons, representing a 7.3% reduction in office carbon emissions.

As of March 2025, district steam data for 2024 is not yet available. Based on current electricity consumption trends, we anticipate that 2024 electricity usage will exceed that of 2023. However, lower steam usage could potentially offset this increase, keeping total GHG emissions below 2023 levels.

Energy Star Grade B Certification

Our headquarters is located in an **Energy Star Grade B** building (Score of 79 on 2023 record) at 17 State Street, indicating energy performance that exceeds the median for similar properties.

TARGETS

Short and Mid-term Targets (2025)

Electricity Consumption Reduction: Reduce electricity consumption by 5% by the end of 2025.

Enhanced Energy Monitoring: Identify key consumption sources and implement tools (e.g., software tracking, plug-level meters) by the end of 2025 for improved data insights.

Long-Term Vision (2030 and Beyond)

Alignment with Net-Zero Target: Develop a roadmap aligned with NYC’s net-zero ambitions, with a focus on renewable energy procurement and energy efficiency improvements over time.

Emissions Reduction via HVAC and Lighting

Controls: Collaborate with building management on HVAC and lighting system improvements for deeper emissions cuts.

Integrated Carbon Reduction Metrics: Continue reducing Scope 2 emissions based on 2024 data, aiming for a 30-40% reduction by 2030. This includes scaling offset programs and renewable sourcing.

ACTION PLAN

Lighting Optimization

Partner with building management to replace existing lighting fixtures with energy-efficient LED fixtures in shared spaces.

Implement Automated Lighting Controls (e.g., occupancy sensors, daylight sensors) to ensure lights are only on when necessary.

Office Devices Energy Consumption Optimization

Power-Down Policies:

- > Implement Enterprise Software that automatically puts devices such as monitors into Sleep or Shutdown mode after periods of inactivity.
- > Ensure devices such as computers and printers are powered off completely outside of business hours.

Smart Timers & Motion Sensors:

- > Install **Smart Timers** and **Motion Sensors** on high-energy equipment such as printers and shared devices to ensure they are only powered when in use and minimize idle energy consumption.

HVAC System Optimization

Partner with building management to review and optimize HVAC schedules. Adjust temperature setpoints in tenant areas to achieve an optimal balance between energy savings and tenant comfort.

Explore the potential for implementing Smart HVAC controls that adjust heating and cooling based on occupancy levels and external weather conditions, further enhancing energy efficiency and reducing unnecessary energy consumption.

Carbon Offset Program

Purchase Renewable Energy Credits (RECs) to offset 10% of the office’s annual electricity consumption initially.

Increase the amount of RECs purchased as energy efficiency measures are implemented, ensuring continued reductions in carbon emissions.



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E-2. WASTE AND MATERIAL

At EnTech, we recognize that efficient management of materials (GRI 301) and waste (GRI 306) is essential to minimizing our environmental footprint. Although property management oversees waste disposal to comply with New York City regulations, we take proactive measures within our office to reduce waste, encourage proper waste separation, and prioritize the use of sustainable materials.

Reporting Extent: The waste data and material usage presented here primarily reflect operations at our New York City headquarters, where we have the most control over material flows.

 PERFORMANCE

Our current practices are centered around minimizing waste, improving segregation, and prioritizing the use of sustainable materials. Key initiatives include:

Reusable Alternatives

Employee Engagement: We encourage employees to reduce disposable materials by using reusable kitchenware, such as ceramic cups, stainless-steel utensils, and plates.

Compostable Items: For situations where single-use items are necessary (e.g., large meetings), we provide compostable utensils and paper cups. In 2024, over 97% of the kitchen utensils used were compostable.

Waste Segregation

NYC Compliance: Our waste and recycling bins are fully aligned with local regulations.

Sustainable Procurement

Equipment & Supplies: We prioritize purchasing second-hand and energy-efficient devices, such as monitors and coffee makers. Where possible, we choose reusable office supplies to minimize waste.

E-Waste Management:

Lifecycle Extension: EnTech refurbishes and donates electronics to reduce both hazardous and non-hazardous waste.

End-of-life Disposal: E-waste that cannot be recycled is managed through qualified channels, including building management.

 TARGETS

To ensure measurable progress, we have established SMART (Specific, Measurable, Achievable, Relevant, Time-bound) targets that align with our environmental goals.

Enhance Waste Segregation Practices

Compost Implementation by the end of 2025:

Install compost bins in kitchens with clear signage to further minimize landfill waste.

Employee Education: In 2025, we will offer targeted training on proper e-waste handling to enhance our tracking of electronic waste volumes and disposal methods.



Single-Use Items Minimization

Reduce Single-Use Paper Cups and Utensils by 40% by the end of 2025: Decrease the use of disposable paper cups and utensils compared to 2024 levels. Maintain compostable options for necessary disposables.

Sustainable Printing Practices

Default Duplex by the end of 2025: Configure all printers to automatically print double-sided, reducing paper consumption.

Digital Adoption: Encourage the use of electronic document sharing and workflows to reduce reliance on printed materials.

E-Waste Management Optimization

Refurbishing and Donating Electronics: Continue refurbishing and donating electronic devices to extend their lifespans.

Responsible Disposal: Dispose of non-recyclable items responsibly through building management.

E-Waste Tracking: Begin tracking the weight and quantity of e-waste collected annually for more accurate reporting in future disclosures.

Sustainable Procurement

Certification Alignment by 2026: Prioritize the purchase of goods that meet established environmental certifications (e.g., Energy Star, FSC, Green Seal, Cradle to Cradle).

Recycled/Upcycled Sourcing: Increase the share of second-life items (furniture, equipment) to support a circular economy.

Vendor Collaboration: Partner with suppliers who implement sustainable practices throughout their product lifecycles.

 ACTION PLAN

To further enhance our sustainability impact, we plan to implement the following long-term strategies:

Development of Comprehensive Material Tracking

Data Collection Systems: Implement enhanced tracking for waste volumes (trash, recycling, compost, e-waste) to gain more accurate insights into material flows and identify areas for further improvement.

Circular Material Practices

Refurbishment & Donation: Expand our current reuse programs for furniture and office supplies to extend product lifespans and reduce the need for new purchases.

Packaging & Refillable: Explore refillable supply programs (e.g., bulk office supplies, ink cartridges) to minimize single-use packaging and reduce waste.

Explore Certification Programs

ISO 20400 & GRI 301: Align our procurement practices with these sustainable purchasing standards and foster long-term relationships with eco-conscious vendors to enhance our sustainability impact.

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Long-Term Supplier Partnerships

Collaborative Development of Sustainable Materials: Partner with suppliers to create new, sustainable materials tailored to our office needs. This could include packaging-free deliveries or products designed for multiple lifecycles.

Take-Back Programs: Work with suppliers to establish “take-back” programs where they accept used items (e.g., cartridges, furniture) for recycling or refurbishment.

Employee Engagement

Ongoing Awareness Sessions: Host lunch-and-learn events to keep staff informed about new waste processes, encourage broader participation, and share success stories from different departments.

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E-3. INDOOR ENVIRONMENTAL QUALITY

At EnTech, we recognize that Indoor Environmental Quality (IEQ)—encompassing lighting, air quality, thermal comfort, and noise levels—is vital to employee well-being, satisfaction, and productivity. While IEQ is not directly linked to a specific GRI standard, we view it as an essential aspect of our broader commitment to occupational health and safety (GRI 403) and fostering a supportive working environment.

Our focus on improving IEQ reflects our dedication to promoting personal well-being, reducing absenteeism, and fostering innovation. We are committed to maintaining a workplace that not only prioritizes energy efficiency but also enhances employee health and satisfaction, ultimately strengthening both individual and organizational performance.



PERFORMANCE

Natural Light and Views

Maximizing Daylight: The building’s transparent envelope allows for abundant natural light, reducing reliance on artificial lighting and creating a bright, inviting workspace. Expansive views not only improve the office environment but also support employee well-being—research indicates that access to natural light and outdoor views can lower stress levels, enhance mental health, and increase job satisfaction.

Flexible Open Office Layout

Adaptive Workspaces: Our open office design offers employees the flexibility to choose seating arrangements that align with their collaboration needs, lighting preferences, or the need for quiet focus. This adaptable layout fosters both comfort and productivity by accommodating diverse work styles and promoting a dynamic, supportive environment.

TARGETS

By the end of 2025, EnTech plans to:

Conduct an IEQ Survey

Gather employee feedback on key factors such as lighting, air quality, thermal comfort, and noise levels to identify areas for improvement while aligning with energy efficiency priorities.

Prioritize Action Based on Feedback

Use survey insights to guide targeted improvements, such as noise reduction measures or workstation reconfiguration.

Collaborate with Building Management

Work closely with building management to address thermal comfort or air quality concerns and implement necessary adjustments.



ACTION PLAN

While the current design provides a strong IEQ (Indoor Environmental Quality) foundation, EnTech recognizes opportunities for continuous improvement to enhance employee well-being and operational efficiency.

Employee Feedback Integration

Collect and act on insights from the 2025 survey to address potential concerns and ensure the workspace supports both employee well-being and productivity.

HVAC Optimization

Collaborate with building management to enhance HVAC system performance, ensuring consistent ventilation, improved thermal comfort, and optimal indoor air quality.

Air Monitoring

Implement indoor air quality monitoring systems to track key parameters such as CO₂, PM2.5, and PM10 levels. Regular monitoring will help maintain a healthy indoor environment, reduce the risk of airborne disease transmission, and optimize air quality for employees.



Social

We recognize that our people are our most valuable asset, and fostering an inclusive, safe, and supportive workplace is essential to our long-term success.

IN THIS SECTION

- S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
- S-2. Community Engagement
- S-3. Safety, Health, and Wellbeing



SOCIAL



At EnTech, our commitment to social responsibility is deeply embedded in our corporate values and daily operations. We recognize that our people are our most valuable asset, and fostering an inclusive, safe, and supportive workplace is essential to our long-term success. Our social initiatives focus on promoting Justice, Equity, Diversity, and Inclusion (J.E.D.I.), furthering employee well-being, advancing workforce development, and actively engaging with local communities.

IN THIS SECTION

- S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
- S-2. Community Engagement
- S-3. Safety, Health, and Wellbeing

Through structured policies, transparent practices, and measurable targets, we aim to create an environment where every employee feels valued, respected, and empowered to thrive. From offering robust health and safety protocols, professional development opportunities, and comprehensive employee benefits to supporting community engagement initiatives, we prioritize both individual and collective growth.

This section highlights our efforts, achievements, and ongoing goals aligned with globally recognized standards such as GRI. This section discusses:

- > Justice, Equity, Diversity, and Inclusion (J.E.D.I.)
- > Community Engagement
- > Safety, Health, and Wellbeing

EnTech actively participates in career fairs to engage with emerging talent, promote career opportunities, and attract candidates from diverse backgrounds. These efforts demonstrate our dedication to cultivating a strong and inclusive talent pipeline that reflects our commitment to diversity and inclusion.

Fall Career Fair at Manhattan College ▶



EnTech’s internship program offers valuable hands-on experience, mentorship, and professional development for students and early-career professionals. This initiative is part of our ongoing commitment to cultivating future talent and fostering a culture of continuous learning and growth.

◀ A group of EnTech’s Interns on National Intern Day

IN THIS SECTION

S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I.)

S-2. Community Engagement

S-3. Safety, Health, and Wellbeing

S-1. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (J.E.D.I.)

EnTech is committed to fostering an inclusive workplace where diversity is valued as a key driver of innovation and collaboration. We take a structured approach to hiring that ensures representation from a wide range of backgrounds, providing equal opportunities for growth and advancement. Our leadership diversity metrics reflect our commitment to creating pathways for all employees to thrive. We uphold strict anti-discrimination policies, ensuring a safe and inclusive environment where every individual can reach his or her full potential.

Employment Structure

EnTech is committed to providing stable, long-term opportunities, as reflected in our high retention rates. The majority of our workforce, 85.5%, is composed of regular full-time employees, demonstrating our focus on fostering long-term careers. Additionally, 13% of employees are regular part-time, while 1.2% work as temporary part-time. The remainder of our workforce consists of temporary full-time roles, further emphasizing our dedication to employee stability and retention.

In 2024, the **employee retention rate for regular full-time employees was 82%**, reflecting our commitment to maintaining a stable and engaged workforce.

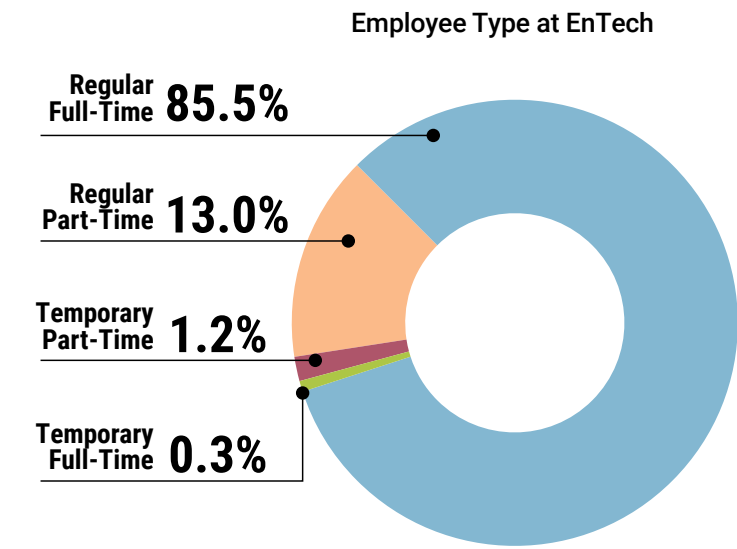


Fig 05: Employee Type Descriptions at EnTech

Employee Retention Rate at EnTech in 2024 was **82%**.

Gender Diversity

Women make up 31.2% of our workforce. Nearly three times the national average. In the US in 2024, women accounted for 11.2% of the construction industry workforce.⁴

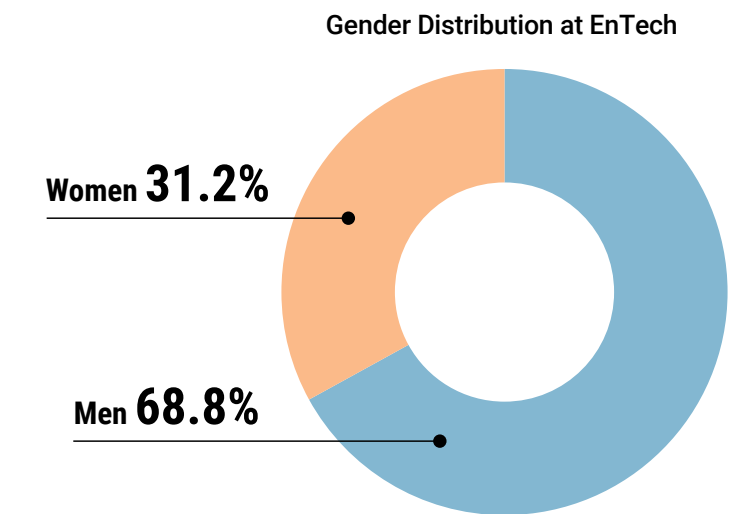


Fig 06: Gender Distribution at EnTech

⁴ <https://www.laborfinders.com/employers/blog/women-in-construction/#:~:text=In%202024%2C%20about%201.34%20million,construction%20over%20the%20last%20decade.>



#EnTechWomenInCharge

IN THIS SECTION
S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
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S-3. Safety, Health, and Wellbeing

Age Diversity

The majority of Entech’s workforce is between the ages of 30 and 49, making up 58.6% of our team.

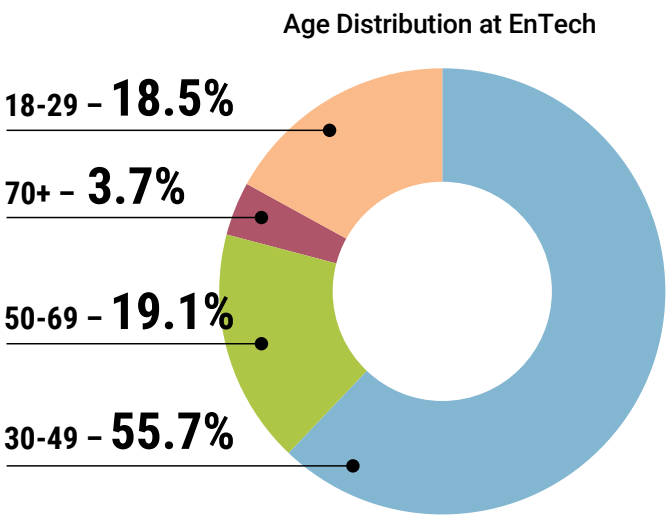


Fig 07: Age Distribution at EnTech

Ethnicity Diversity

Our workforce is composed of a diverse range of backgrounds, with 50% identifying as White and 50% representing various ethnic communities, including Hispanic, Asian, Black, and others.

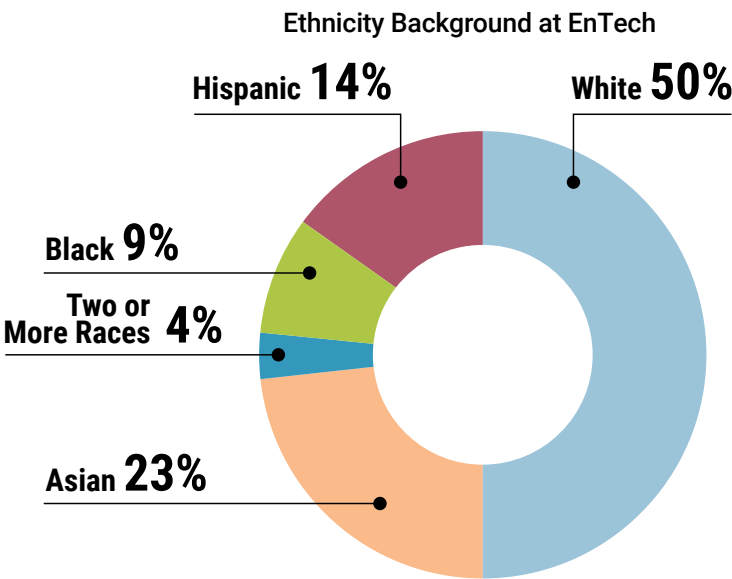


Fig 08: Diverse ethnicity Background at EnTech

New Employee Age and Ethnicity in Fiscal Year 2024

In FY2024, EnTech demonstrated its commitment to inclusive hiring practices by attracting a diverse group of new employees. Among our new hires, 28.4% were under 30, 50.6% were aged 30-50, and 21% were above 50. This balanced age distribution reflects our dedication to creating a workforce that promotes knowledge sharing and innovation across generations.

In terms of racial, ethnic, and cultural diversity, 46.4% of our new hires identified as White, and 53.6% identified otherwise, including Black, Asian, Hispanic, and other communities.

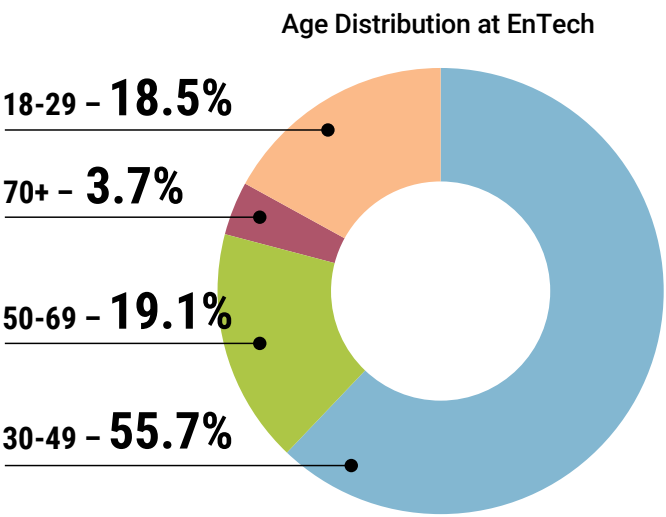


Fig 9: New Employees Age Category

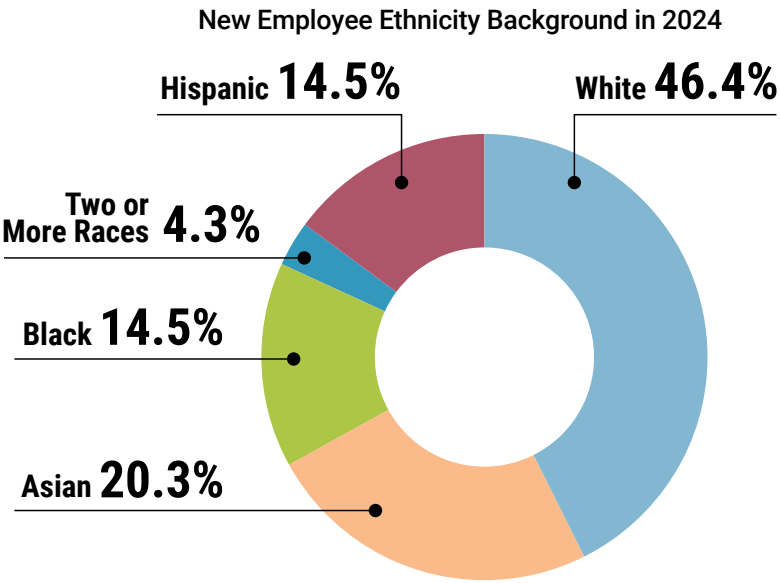


Fig 10: New Employees Racial Background





EnTech Celebrates Pride Month every year



“Be You” Philosophy: This initiative encourages employees to embrace their unique identities, creating a work environment that values and celebrates individual contributions.

Honoring Cultural and Ethnic Traditions
Our firm values diversity and inclusivity by recognizing and honoring the cultural and ethnic traditions of our workforce, creating a workplace that embraces and respects individuals from all backgrounds.



IN THIS SECTION

- S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
- S-2. Community Engagement
- S-3. Safety, Health, and Wellbeing

About this channel

We'd love to hear when you have an idea for a post!
When the thought comes to you, shoot us an email!
The email: communications@entech.nyc

#weareentech

#WeAreEnTech



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314

“The time is always right to do what is right.”

Martin Luther King Jr.

ENTECH

As we honor this day, we reflect on the words of Dr. King: "The time is always right to do what is right." Here at EnTech, we're dedicated to doing the right thing, guided by our core values every day.

#mlkday #dotherightthing

IN THIS SECTION

- S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
- S-2. Community Engagement
- S-3. Safety, Health, and Wellbeing



In celebration of Engineers Week, @Karim Palomino shared a glimpse into the field of engineering with students at her grandchildren's elementary school. This year's theme, "Design Your Future," inspired conversations about the limitless possibilities of engineering.

#weareentech #designyourfuture #engineersweek

Happeo as a communication platform

#GoGreen

CELEBRATE EARTH DAY WITH US!

BERRY STREET GARDEN EARTH DAY

Saturday, April 12 | 1 PM
Berry Street Garden
303 Berry St, Brooklyn, NY 11249

ENTECH

With Earth Day coming up, a few of us will be volunteering at a community garden this Saturday, April 12. We'll be helping gardeners plant seeds and create recycled art.

If you'd like to volunteer, join us at the [Berry Street Garden](#), in Brooklyn, between 1:00 and 3:00 PM.

Have a question? Contact me at yduka@entech.nyc

#gogreen #weareentech

TARGETS

EnTech is setting clear, measurable goals to integrate J.E.D.I. into the core of our organization:

- Workforce Diversity:** Increase the representation of underrepresented groups in various roles by 15% by the end of 2025.
- Inclusive Recruitment:** Achieve an 80% positive response rate on our annual diversity and inclusion surveys by 2025.
- Talent Development:** Expand our mentorship and internship programs, aiming for a 20% increase in participation from underrepresented groups by the end of 2025.

S-2. COMMUNITY ENGAGEMENT

Community and industry engagement are central to EnTech’s mission and values. We are committed to making a positive, lasting impact by fostering strong connections within the communities we serve and the broader AEC industry. Through charitable initiatives, local partnerships, and employee-led efforts, we support local charities, promote diversity, and encourage volunteerism. Additionally, we actively engage with industry professionals to share knowledge, collaborate on innovative solutions, and drive positive change. By strengthening these connections, we aim to build a more inclusive future for all.

Creating Impact Together

We take pride in cultivating a culture of compassion and generosity. Our team actively participates in initiatives that create lasting positive impacts, reflecting our core values. Together, we work toward making a meaningful difference in the communities we serve.

ENTECH



NOV 1 - 26 | FOOD DRIVE | NYC Office

EnTech Charity Food Drive



Bake Sale to Support Children’s Cancer Research



Christmas Gifts Donation

Industry Engagement and Knowledge Exchange

EnTech is committed to engaging with the industry through active participation in conferences and forums, where we share insights, collaborate with peers, and drive advancements in sustainable technologies. These engagements allow us to stay ahead of emerging trends, exchange best practices, and strengthen partnerships with key industry stakeholders. Our involvement reinforces our role as a thought leader in sustainability, while supporting knowledge-sharing initiatives that contribute to the advancement of environmental stewardship and innovative solutions within the sector.

EnTech’s VDC Team at NY Build 2023



EnTech VDC and Technology team during drone operations

IN THIS SECTION

- S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
- S-2. Community Engagement
- S-3. Safety, Health, and Wellbeing

IN THIS SECTION

- S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)
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S-3. SAFETY, HEALTH, AND WELL-BEING

Safety First

EnTech's safety policy is straightforward: **If it is not safe, do not proceed.**

Our health and safety approach is rooted in a commitment to eliminating personal injuries, occupational illnesses, and damage to property and equipment. We prioritize protecting the environment and safeguarding EnTech employees, subcontractors, subconsultants, and the public impacted by our work and that of our subcontractors.

To reinforce this commitment, EnTech maintains an active Safety Committee that meets regularly to ensure ongoing safety measures are adhered to.

Safety Culture and Governance

Policy and Commitment: EnTech is committed to a comprehensive safety policy, as outlined in our company Health and Safety Manual, which is designed to prevent personal injuries, occupational illnesses, equipment damage, and environmental harm. This commitment underscores our dedication to maintaining a secure and healthy work environment for all employees and project stakeholders.

Safety Committee: Our dedicated Safety Committee meets regularly to review safety protocols, update site-specific Health and Safety Plans (HASP), and ensure full compliance with OSHA regulations. This continuous oversight strengthens our safety culture.

Mandatory Training: All field employees are required to complete the OSHA 10-hour program as a baseline. Advanced training, such as OSHA 30 or OSHA 40 HAZWOPER, is provided based on specific needs to ensure a higher level of safety awareness and readiness.

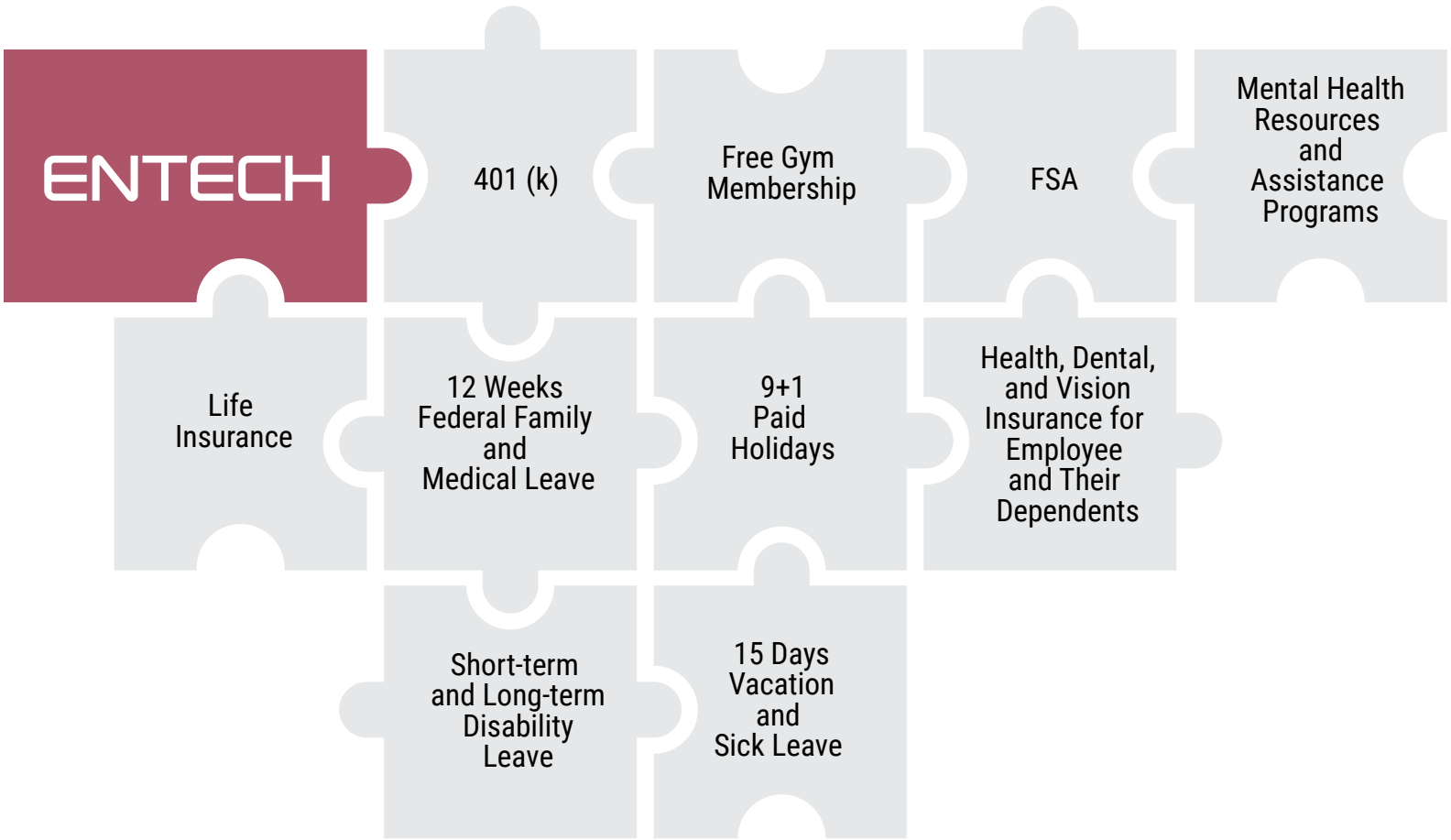
Incident Reporting: We emphasize immediate reporting of unsafe conditions, accidents, or injuries. This allows us to take swift corrective actions, continually improving our safety practices and preventing future incidents.

Employee Health and Well-being

Comprehensive Benefits: We offer a range of benefits that prioritize the well-being of our employees and their families, including accessible healthcare, financial security, and wellness programs to support both physical and mental health.

Indoor Environmental Quality (IEQ): understanding the importance of factors such as lighting, air quality, and thermal comfort in promoting employee well-being, we are committed to continually evaluating and enhancing our office environments. An upcoming employee survey will provide valuable feedback to guide ongoing improvements in this area.

Team Development and Collaboration: We are dedicated to cultivating a positive and collaborative workplace culture through a variety of team-building initiatives. We regularly organize events such as our



Christmas Ornament Party, Fun Run Picnic, Sailing Match, and Weekly Soccer Game, which provide opportunities for employees to connect outside of their typical work environments.

Photos Below: EnTech Holiday Ornament Party



By investing in these experiences, we aim to create an atmosphere where employees feel valued, engaged, and motivated to work together towards common goals.



EnTech Sailing Team

IN THIS SECTION

S-1. Justice, Equity, Diversity, and Inclusion (J.E.D.I)

S-2. Community Engagement

S-3. Safety, Health, and Wellbeing

TARGETS

Training & Compliance

Achieve and maintain 100% compliance with mandatory safety training (OSHA 10 and additional certifications) annually.

Employee Feedback & IEQ Improvement

Launch an annual employee survey by 2025 to assess safety, health benefits, and IEQ satisfaction.

Target at least an 80% positive response rate and a 10% improvement in IEQ satisfaction scores within one year.

Inclusive Safety Leadership

Increase the representation of women and underrepresented groups in safety leadership roles by 15% by 2026.

Engagement in Wellness Initiatives

Expand wellness and team-building programs to increase employee participation in engagement activities by 20% by the end of 2025.

ACTION PLAN

To ensure continuous progress in safety, health, and well-being, EnTech Engineering will implement the following strategies:

Integrate Advanced Safety Technologies: Explore and implement digital reporting tools and real-time monitoring solutions to enhance our ability to manage and respond to safety risks.

Enhance IEQ Monitoring: Collaborate with building management to refine indoor air quality and thermal comfort, using insights from the annual employee survey to guide improvements.



JP Morgan Corporate Challenge

Strengthen Leadership Development: Introduce mentorship and leadership programs with a focus on safety and well-being, prioritizing the development of underrepresented groups.

Expand Employee Wellness Programs: Build on existing initiatives by adding new programs that support mental health, stress management, and overall well-being, further enhancing employee engagement and satisfaction.





Governance

EnTech’s governance framework is designed to uphold transparency, ethical leadership, and accountability throughout the organization.

IN THIS SECTION

- G-1. EnTech’s Core Values
- G-2. Governance Performance and Organizational Structure
- G-3. Ethics and Compliance
- G-4. Commitments and Certifications



GOVERNANCE

EnTech’s governance framework is designed to uphold transparency, ethical leadership, and accountability throughout the organization. We regularly review and update our policies and procedures to align with evolving business needs, regulatory standards, and industry best practices. Any updates or changes are communicated to employees promptly through official channels, such as email, ensuring everyone remains informed and aligned.

IN THIS SECTION

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With a well-defined leadership structure, comprehensive compliance policies, and an ongoing commitment to continuous improvement, we ensure operational excellence throughout the organization. By making strategic investments in cutting-edge technology, workforce development, and sustainability initiatives, we are dedicated to delivering sustained value to our clients, empowering our workforce, and contributing to the communities we serve. This section explores:

- > **EnTech’s Core Values**
- > **Governance Performance and Organizational Structure**
- > **Ethics and Compliance**
- > **Commitments and Certifications**



ENTECH QUICK FACTS

- > Founded in 2000 by Sue Bayat, PE
- > Multi-Disciplined Local Engineering/CM/Technology Professional Services Team
- > Offices in: New York, NY, Jericho, NY, Iselin, NJ, and Oakland, CA
- > ENR Top 100 National CM-for-Fee Firms (2021, 2022, 2023, and 2024)
- > ENR NY/NJ Top Design Firm (2021, 2022, 2023, and 2024)
- > Certified women-owned business (WBE) in: NY, NJ, CA, MA, OH, PA, TX, VA, and New York City
- > Certified small-business enterprise (SBE) in: NJ



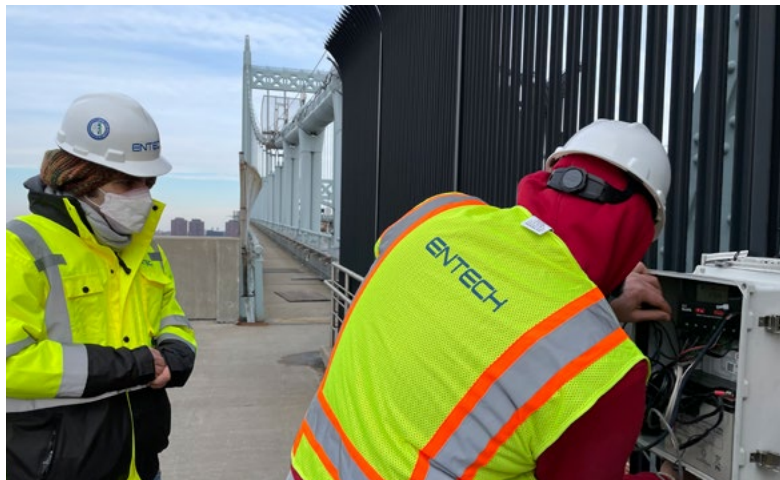
IN THIS SECTION

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G-4. Commitments and Certifications



G-1. ENTECH'S CORE VALUES

EnTech's governance framework is grounded in transparency, accountability, and integrity, driven by our core values. These principles guide our operations from decision-making to employee engagement, ensuring that we consistently uphold high standards of ethics and responsibility.



Safety First

Our primary responsibility is to protect the health and safety of our employees and those impacted by our projects.



Think Beyond

We develop forward-thinking solutions for complex challenges and foster inspiring careers for our team members.



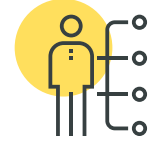
Go Green

We are committed to environmental stewardship and sustainability, both in our work and our lives.



Learn Every Day

We view every task as an opportunity to learn, constantly applying our knowledge to improve and innovate on each project.



Take Ownership

We are dedicated to making a lasting impact by going the extra mile to deliver excellence to our clients.



Celebrate Diversity

We bring together top global talent, fostering a diverse and inclusive team that ensures outstanding results and experiences.



Do the Right Thing

Integrity is the foundation of all our relationships, whether with employees, clients, or partners.



Have Fun

We believe that work should be enjoyable. We cultivate a positive, supportive environment where success is shared and celebrated.

G-2. GOVERNANCE PERFORMANCE AND ORGANIZATIONAL STRUCTURE

Our organizational structure is carefully crafted to support our strategic goals and operational excellence, with a strong emphasis on promoting diversity and fostering sustainable growth. This

structure enables us to effectively navigate challenges, innovate, and achieve long-term success, while staying true to our values and commitment to inclusivity.

ENTECH LEADERSHIP TEAM



Sue Bayat, PE
Founder / President



Mohammad Ullah, PE, CCM
Senior Vice President,
Managing Director



Karim Palomino, PE
Senior Vice President,
Transportation



Mehdi Asharian, PE
Senior Vice President,
Construction Management



Samsudeen Arakhan, PE
Senior Vice President,
Environmental



Richard Zetterlund, PE
Senior Vice President,
CM / Claims



George Sholy
Senior Vice President,
NJ Office Head



Ali Vedavarz, PhD, PE
Senior Vice President,
Building Construction



Saeedeh Rezaei, PE
Vice President,
Geotechnical



Pierce Reynoldson, AIA
Vice President,
Technology & Innovation



Russ Reardon
Vice President, Marketing &
Business Development



Daniel Warren, PE
Vice President, Design



Suzan Sharifan, PhD, PE
Senior Project Manager



Mehdi Sameti, PE, DBIA
Associate Vice President,
Construction Management



Samantha Adelson, MBA
Legal and Risk Management

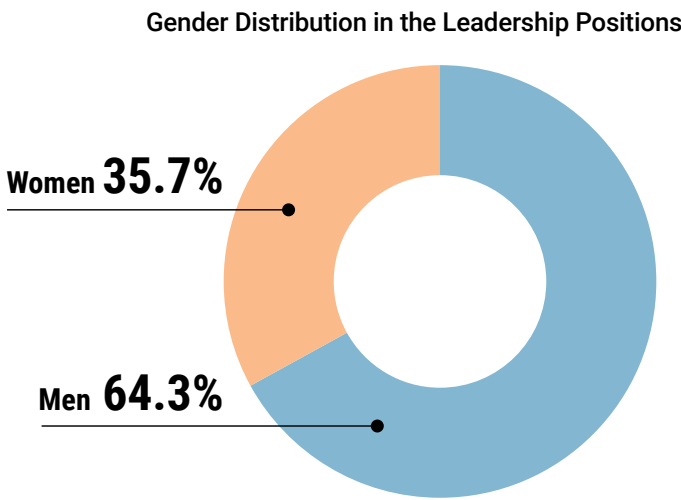


Fig 11: Gender Diversity in the Leadership Positions

Leadership Diversity

35.7% of leadership positions at EnTech are held by women, underscoring our commitment to inclusive governance and equal representation in decision-making roles.

Workforce Growth and Stability

EnTech supports job creation and workforce development by providing opportunities for professionals, emerging talent, and specialists. Our workforce is well-balanced, with 25% of employees being recent hires (within the last year) and 15% having been with us for over 7 years, offering valuable institutional knowledge and mentorship.

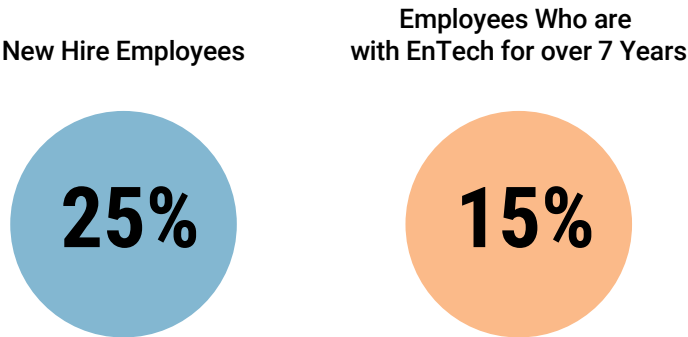


Fig 12: New Hire (Under 1 year) and Percentage of employees with EnTech over 7 years

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G-4. Commitments and Certifications

Departmental Structure

Our departmental structure is designed to align talent, expertise, and resources with our strategic objectives, ensuring efficient project delivery and operational excellence. We are organized into teams including Design Services, Construction Services, Virtual Design and Construction (VDC)/ Building Information Modeling (BIM), Infrastructure, and Environmental Engineering and Protection.

Each department operates with a clear mandate, cultivating collaboration and innovation while maintaining a focus on quality, sustainability, and client satisfaction. We deliver comprehensive solutions that address the complex challenges of modern engineering and construction projects.

CM & Advisory

PM/CM
REI
Construction Claims Resolution
Permit Expediting
Design-Build
Quality & Safety



Engineering & Design

Civil
Traffic
Geotechnical
Geo-Instrumentation & Structural
Health Monitoring
MEP
Structural



Digital Delivery

Reality Capture
BIM & VDC
AI, Data Intelligence & Automation
Information Technology
Digital Innovation Strategy



Environmental

Permitting & Regulatory Compliance
Environmental Assessment and Due Diligence
Remedial Investigation / Design
Hazmat Investigation & Abatement Services



Size of Departments Based on the Number of Employees

Department	Number of Employees %
CM: Transportation	10.3%
CM: Infrastructure	7.3%
CM: Other	32.0%
Virtual Design and Construction (VDC)	12.7%
Environmental	11.7%
Geotechnical	2.4%
Civil / Design	7.3%
Administration	12.0%
Marketing	4.3%

Figure 13: Size of Departments Based on the Number of Employees

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G-3. ETHICS AND COMPLIANCE

EnTech is dedicated to achieving the highest standards of ethics, compliance, and inclusivity in our operations. Through clear policies, comprehensive training, and proactive oversight, we maintain a workplace grounded in respect, fairness, and accountability.

A Culture of Ethics and Inclusion

As an Affirmative Action/Equal Opportunity Employer, we ensure employment decisions are made based on merit and qualifications, strictly prohibiting any form of discrimination.

Anti-Harassment and Reporting

We enforce strong anti-harassment policies and offer annual training in line with the New York State Sexual Harassment Prevention Law. Employees are encouraged to confidentially report any incidents of harassment without fear of retaliation.

Confidentiality and Fair Employment Practices

All employees are required to protect sensitive business information. Our Equal Opportunity and Equal Pay policies guarantee fairness and prevent discrimination, fostering a work environment built on trust, transparency, and ethical behavior.

G-4. COMMITMENTS AND CERTIFICATIONS

EnTech's long-term commitments reflect our leadership in diversity, ethical governance, and sustainable growth:

Diverse Partnerships

We are committed to maintaining and expanding partnerships with public agencies, MWBE-certified partners, and industry organizations that share our dedication to diversity, sustainability, and innovation.

Accountability and Reporting

We pledge to provide annual reports on our certifications, progress, and achievements, ensuring transparency and keeping pace with evolving industry standards.

Applied Research and Innovation

We will invest in applied research to foster innovation across our service areas, driving continuous improvement and enhancing our offerings.

Certifications and Industry Recognition

EnTech is proudly certified as a Women-Owned Business Enterprise (WBE) and/or Small Business Enterprise (SBE) by numerous agencies, including:

- > **New York:** NYCDDC, NYCDOT, Port Authority of NY/NJ, New York City Department of Small Business Services (SBS), New York State Department of Economic Development—Empire State Development (ESD)

- > **New Jersey:** Department of the Treasury WBE/SBE Certifications
- > **California:** Bay Area Rapid Transit (BART), CPUC Supplier Clearinghouse
- > **Regional Recognitions:** Massachusetts, Ohio, Pennsylvania, Washington D.C., Rhode Island, Texas, and Virginia

These certifications affirm our leadership as a diverse organization and our ongoing commitment to promoting inclusive economic growth.

TARGETS

We are in the early stages of integrating sustainability into our governance practices and are outlining plans for future enhancements:

- Align all employees** with EnTech's governance and ethical principles through enhanced engagement initiatives.
- Embed sustainability-driven decision-making** across all projects by 2026.
- Increase women's representation** in leadership roles to 40% by 2027.
- Ensure 100% compliance** with all labor laws, including anti-harassment, equal pay, and fair employment practices.
- Expand partnerships with MWBE-certified businesses** by 15% by 2026.

Publish an annual Governance & Sustainability Report to ensure transparency and accountability.

Set measurable sustainability KPIs, including reducing embodied carbon in materials and enhancing energy efficiency in infrastructure projects.

ACTION PLAN

To ensure transparency and accountability we are aiming to publish our annual Governance & Sustainability Report by the end of Q4.

- > Compile data on governance practices, sustainability initiatives, and progress made throughout the year.
- > Coordinate with relevant departments (e.g., Legal, Compliance, Sustainability) to gather and validate required information.
- > Design and format the report to align with industry standards and company branding.
- > Review and approve the draft report with senior leadership and key stakeholders.
- > Publish the final report on the company website and distribute to key stakeholders (investors, partners, employees).
- > Track and communicate the impact of the report, addressing any feedback or questions from stakeholders.



Appendix

IN THIS SECTION

- GRI Alignment – Environment
- GRI Alignment – Social
- GRI Alignment – Governance



APPENDIX

IN THIS SECTION

- GRI Alignment – Environment
- GRI Alignment – Social
- GRI Alignment – Governance

GRI Alignment – Environment

GRI Standard	Title	Alignment with our practice
GRI 302-1	Energy Consumption within the Organization	EnTech tracks electricity consumption from 2021-2024 through utility bills. Annual usage for 2023: 183,016 kWh
GRI 302-2	Energy Use Intensity	EnTech's EUI for 2023: 41.9 kBTU/SqFt, which is 21% below the national average of 52.9 kBTU/SqFt.
GRI 302-3	Energy Intensity	Targeting 10% reduction in electricity consumption by the end of 2025
GRI 302-4	Reduction of Energy Consumption	Initiatives include transitioning to energy-efficient lighting, promoting energy-saving behaviors, and enhancing monitoring capabilities.
GRI 302-5	Reductions in Energy Requirements of Products and Services	Energy Star-certified devices across the office minimize power use without compromising functionality.
GRI 305-2	Energy Indirect (Scope 2) GHG emissions	2023 based on electricity Bill and EPA eGRID it is 73.55 tons CO2 from purchased electricity.
GRI 305-5	Reduction of GHG emissions	Considering the purchase of RECs to offset Scope 2 emissions and align with LL97
GRI 301-1	Materials used by weight or volume	The office promotes reusable kitchenware to reduce reliance on single-use items.
GRI 301-2	Recycled Input Materials Used	Sourcing second-hand energy-efficient equipment (e.g., monitors, coffee makers) and exploring materials certified by FSC and Cradle to Cradle standards.
GRI 306-2	Waste by type and disposal method	Compliance with NYC regulations for trash and recycling. Plans to introduce compost bins for organic waste by 2025.
GRI 306-3	Waste generated	No tracking of waste volumes currently, but targets include improved segregation practices and employee awareness initiatives.
GRI 306-4	Waste Diverted from Disposal	Refurbishing and donating electronics devices to extend lifespans, reducing e-waste sent to landfills.
GRI 306-5	Waste Directed to Disposal	Non-recyclable e-waste is responsibly disposed of through building management, ensuring environmentally safe practices.

GRI Alignment – Social

GRI Standard	Title	Alignment with our practice
GRI 405	Justice, Equity, Diversity, and Inclusion (J.E.D.I.)	EnTech fosters diversity, equity, and inclusion through structured hiring, representation from diverse backgrounds, and equal opportunities for growth and advancement.
GRI 403	Safety, Health, and Well-Being	EnTech prioritizes employee safety with mandatory OSHA training, compliance with safety protocols, and proactive health measures to ensure a secure working environment.
GRI 403	Indoor Environmental Quality and Employee Well-Being	EnTech emphasizes the importance of indoor environmental quality (IEQ) in workplace satisfaction and productivity, integrating lighting, air quality, and thermal comfort into office design.
GRI 401	Employment Type and Workplace Stability	EnTech's high retention rate reflects a strong commitment to stable, long-term employment, offering employees both job security and meaningful opportunities for career growth.
GRI 413	Community Engagement	EnTech actively supports local charities, promotes volunteerism, and fosters partnerships to positively impact communities.
GRI 403	Employee Benefits and Well-Being	EnTech offers healthcare, financial security benefits, and recreational activities to ensure employee well-being and satisfaction. Benefits include health insurance (65% company contribution), dental and vision insurance (100% company contribution), flexible spending arrangements, short-term and long-term disability insurance, life insurance, commuter benefits, and a 401(k) retirement plan with matching contributions.
GRI 405	Workforce Demographics	EnTech maintains a multigenerational, ethically diverse workforce, promoting innovation and collaboration through varied perspectives.
GRI 406-1	Ethics and Compliance	Anti-Harassment and Anti-Discrimination policies highlighted, including reporting mechanisms and annual training compliance.
GRI 401-1	Employee Benefits	EnTech supports employees with parental leave policies that ensure work-life balance and family well-being.
GRI 404	Employee Benefits and Workforce Development	EnTech supports workforce development through training, certifications, and continued education aligned with employees' roles and responsibilities.

GRI Alignment – Governance

GRI Standard	Title	Alignment with our practice
GRI 2-9	Governance Structure and Composition	EnTech's leadership structure, including roles of the President, Strategic Advisory Board, and executive team, is clearly defined.
GRI 2-23	Policy Commitments	Commitment to ethical behavior, anti-discrimination policies, and equal employment practices are highlighted.
GRI 2-24	Embedding Policy Commitments	Anti-harassment training, confidentiality safeguards, and affirmative action are embedded into company culture and training programs
GRI 2-25	Process to remediate negative impacts	Reporting mechanisms ensure concerns are addressed confidentially and without retaliation.
GRI 2-27	Compliance with laws and regulations	EnTech complies with state and federal laws, including the New York State Sexual Harassment Prevention Law and Equal Pay Act.
GRI 3-3	Management of Material Topic	Governance practices are periodically reviewed to ensure compliance with evolving business needs and regulations.



ENTECH

2024 SUSTAINABILITY REPORT