



In Effect: August 2014

Review Date: August 2016

SUSTAINABILITY POLICY

Purpose:

To define the Company's policy regarding sustainability and the protection of natural resources.

Scope:

This policy applies to all Abt subsidiaries and organizations.

Policy:

Sustainability is deeply engrained within the mission of Abt Associates, to improve the quality of life and economic well-being of people worldwide. Abt's multidisciplinary approach to solving the world's most difficult problems, and its inherent focus on balancing social and environmental considerations to achieve best economic outcome, has been part of Abt's fabric from the company's inception. To this end our Global Sustainability Program (GSP) is derived from our mission, our core values, and our strategy, and will drive strategic alignment, accountability, and progress.

Respect for People

At Abt Associates, we envision a world in which all individuals have the opportunity to realize their full potential. We treat our employees in a respectful and fair way. We commit to recruit, hire, train and promote people in all job classifications without consideration of age, race, color, sex, or creed. Gender norms and other social determinants of health play an important role in well-being. We recognize this relationship and explicitly address gender in both our internal operations and in program implementation.

We are committed to helping our employees enhance their professional knowledge and skills. This not only helps us provide superior services to clients, it also enables our people to enjoy more fulfilling careers. We are committed to empowering our employees to live Abt's mission, and committed to engaging and supporting communities in which we live and operate in as an extension of that mission.

Respect for Natural Resources and the Environment

Recognizing that protection of natural resources is a vital element of achieving our mission, we pledge to apply our creativity, technical expertise and collective efforts to reduce our own environmental footprint and the footprint of services we offer our clients.

We are committed to incorporating environmental sustainability throughout our operations. Our system of accountability includes a comprehensive framework through our GSP where impact of material activities is assessed, evaluated, mitigated, and monitored.

Through this framework we will develop and execute projects to minimize our environmental impacts in the following areas of activity: energy use, water use, materials consumption, waste generation, purchasing, travel, and greenhouse gas emissions.

To hold ourselves accountable, environmental goals and performance targets will be set for each mitigation effort carried out under the GSP. Performance will be tracked on an ongoing basis and results will be communicated internally to all staff on a quarterly basis. Progress and activities under the GSP will be annually published in a sustainability report, in print or digitally.

We are committed to minimizing the creation of pollution and managing unavoidable waste responsibly. We further pledge to strive for continual improvement in environmental performance through active involvement of all our employees and partners, and to exceed all relevant legislative and contractual requirements.

A handwritten signature in black ink, reading "Kathleen L. Flanagan", written over a horizontal line.

Kathleen L. Flanagan
President & CEO