



Business Process: BP.06.0814
In Effect: August 2016
Review Date: August 2018

SUSTAINABILITY POLICY

Supersedes: BP.06.0312

Pages: 2

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 commitment to sustainability is derived from our mission, our core values, and our strategy, and will drive strategic alignment, accountability, and progress.

Definition

To Abt, sustainability is an approach to decision-making that evaluates choices based on their impacts on our business, our colleagues, our environment and our communities – so that a balanced and informed decision is reached ensuring long-term prosperity. This approach permeates how we run the company and the solutions we offer our clients.

Governance

A corporate-wide institutional framework, the Global Sustainability Program (GSP), is charged with evaluating Abt's sustainability performance, developing mitigation measures, and measuring and reporting progress on a regular basis. The GSP's primary governance and accountability mechanism is the GSP Operations Committee, which is an executive-level body responsible for guiding the meaningful integration of sustainability into decision-making, business processes, and department strategies. The GSP Operations Committee has representation from all functional areas across Abt. Transparency is a key pillar of our sustainability efforts. To this end, progress and activities under the GSP will be annually published in a sustainability report, in print or digitally.

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.

To ensure accountability and measurable progress, we commit to holding ourselves accountable through regular review of metrics on diversity, inclusion, engagement, and employee development, and through the transparent reporting of progress.

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.

Through the GSP, we will develop and execute projects to minimize our environmental impacts in the following areas of activity: energy use, materials consumption, waste generation, procurement, 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.

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.



Kathleen L. Flanagan
President & CEO