

Biodiversity Policy

Policy Statement

Tetra Tech recognizes the importance of biodiversity conservation and the role it plays in maintaining our natural environment. Our aim is to make a positive impact on nature, and we are committed to biodiversity protection within land, marine and freshwater ecosystems, and minimizing environmental impacts in the execution of our global projects. We work with clients, partners, and suppliers using *Leading with Science*® approaches that are grounded in science, best practices, and stakeholder needs to protect, enhance, and improve biodiversity conservation around the world.

Purpose

The Biodiversity Policy provides guidance on integrating biodiversity considerations into our operations and promoting biodiversity protection by:

- Continuing to identify potential environmental impacts associated with our daily business practices in both office and field settings, and developing mitigation measures to address those impacts by maintaining, enhancing, and conserving biodiversity and ecosystems.
- Applying the mitigation hierarchy principles of avoid, minimize, mitigate through restoration, and offset during all lifecycle stages of our operations.
- Working with our clients to encourage them to assess their impacts and dependencies on the natural environment and supporting them to avoid or mitigate those impacts, with the goal of restoring and protecting biodiverse ecosystems.
- Applying the precautionary principle in our client work (i.e., to safeguard biodiversity and to use prudence whenever evidence is lacking).
- Engaging with local communities, stakeholders, and conservation organizations to contribute to regional and global biodiversity conservation efforts.

Commitment

Tetra Tech is committed to planning and executing our projects, and operating and maintaining our offices worldwide in a manner that protects biodiversity. Our holistic view of ecosystems and multidisciplinary approach to biodiversity conservation and restoration are carried through our work, providing solutions that are both feasible for our clients and sustainable for our future.

To demonstrate our commitment activities, we will:

- Conduct business in an environmentally sound manner, applying mitigation hierarchy principles in respect of biodiversity management in our business practices and throughout our operations.
- Comply with all local, national, and international environmental regulations.

- Assess and manage environmental and biodiversity risks and liabilities during all lifecycle stages of our operations.
- Engage with regulators, governments, conservation organizations, academia, and other stakeholders on biodiversity management and mitigation of risk. We are at the forefront of developing metrics to measure and track biodiversity and ecosystem health and will use our latest tools and expertise to further education, data gathering and analysis, and support the development of protocols to improve biodiversity protection.
- Track our progress annually on ecosystem protection, management, and restoration, including increased biodiversity across both aquatic and terrestrial ecosystems through our ecosystem and biodiversity metric, one of the key measures in our 1 Billion People Challenge. This program measures the impact of our projects on the lives of people around the world, and we report annually against five key metrics that align with the United Nations Sustainable Development Goals.
- Consider and contribute to the development of emerging frameworks, such as the Science Based Targets for Nature (SBTN) and the Taskforce on Nature-related Financial Disclosures (TNFD), to guide us in further defining our approach to biodiversity management, governance, and reporting.
- Work with and encourage our Vendors to share our commitment to enhance and protect biodiversity, encourage land conservation, and avoid deforestation.

This policy is reviewed annually by our Sustainability Council, which is led by our Chief Innovation and Sustainability Officer, and reported on to our Board of Directors who provide oversight of our programs.