

SUSTAINABILITY COMMITMENT & STRATEGY

2025



SOLUTIONS YOU CAN COUNT ON. PEOPLE YOU CAN TRUST.

Trihydro is dedicated to upholding a company culture that embodies integrity, honesty, and respect. The quality of our work, the value of our brand, and the dedication of our employees are evident in our approach to each and every project. We work to create innovative, adaptive, sustainable solutions that exceed our clients' expectations, uphold environmental standards, and support conservation objectives.



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Viable Solutions – It's What We Do

In 2005, Trihydro adopted James P. Owen's *Code of the West* as a reflection of our corporate conduct and a way to communicate our core values to employees, clients, and the communities we serve. In 2017, Trihydro added an 11th tenet, one which reflects our dedication to the future: "Leave It Better Than You Found It."



Environmental Cultivation – Engagement and Growth

Through education, engagement, and community involvement, Trihydro continues to demonstrate that sustainability is integral to our company culture. Some examples of our conservation ethic include:

- Trihydro employees at offices throughout the country take the initiative to organize events in their communities. In locations where our offices border natural spaces, such as rivers, wetlands, or hiking trails, efforts to maintain, clean up, and restore these environments have become annual events.
- Trihydro employees have found intentional ways to get more involved in their local communities and share practical knowledge of environmental stewardship. Whether hosting Earth Day events or speaking at school functions, Trihydro employees welcome opportunities to share knowledge and engage the community in meaningful discussions.
- Trihydro encourages sustainable choices for employees by supporting bike-to-work days, waste reduction/recycling, energy conservation, and so much more.

Conservation Consciousness – Our Accountability

At Trihydro, our commitment to sustainability is woven into many aspects of our operations. We believe in contributing to a more sustainable future by closely managing our environmental footprint. Trihydro is committed to monitoring and optimizing energy usage at our offices. Additionally, we track our Scope 1 and 2 emissions and look for common-sense strategies to reduce our impact. When purchasing for Trihydro offices, we look for items that contain recyclable materials or offer a level of energy efficiency. At the end of product use, we recycle paper products, containers, cardboard, furniture, and electronics.

Sustainability is an integral part of our culture and helps to guide decision-making at the project, office, and corporate levels. By actively embracing a strong conservation ethic, our goal is to *“Leave It Better Than We Found It.”*



Code of the West

1. Live each day with courage
2. Take pride in your work
3. Always finish what you start
4. Do what has to be done
5. Be tough, but fair
6. When you make a promise, keep it
7. Ride for the brand
8. Talk less and say more
9. Remember that some things aren't for sale
10. Know where to draw the line
11. *Leave it better than you found it**

**Added by Trihydro.*

