

Sustainability Program

RHWhite
CONSTRUCTION & SERVICE SOLUTIONS

WhiteWater
WATER & WASTEWATER SOLUTIONS

sustainability

R.H. White

is a family-owned business that was founded in 1923 by Ralph H. White to solve his customers' problems. This commitment to customer focus has enabled us to be a sustainable and profitable organization for more than 95 years. To further this commitment to our customers and to strengthen our obligation to our employees, their families, the community, and the environment, we have established this Sustainability Program.

As a company that constructs, operates and manages water and wastewater infrastructure, R.H. White protects one of the planet's most precious natural resources – water. R.H. White's approach to all of its business units is guided by a commitment to sustainable practices. These practices and programs benefit our employees and clients, as well as the communities where we work and live today, tomorrow and well into the future.

Through this commitment we are setting our vision and targets for sustainability. Our actions are constructed around the following four elements that are based on R.H. White's core principles and strategic initiatives:



We strive to deliver sustainable solutions guided by our values while engaging with our employees, customers, suppliers and service providers for the benefit of the wider community and environment in which we work and live. It's important to us to emphasize the social, economic, and environmental impact of our business in everything we do. Our sustainability program has been produced to endorse this commitment, guide staff, and promote this pledge to sustainability.

Safety is integral to the sustainability of R.H. White Companies because it protects the most valuable asset we have – our employees.

A strong safety culture benefits workers by decreasing the number of injuries, increasing engagement and satisfaction, and enabling them to continue to be productive participants in the organization, at home and in their communities. When emphasizing the safety of our employees, customers see benefits in decreased costs, increased productivity, and increased quality of work.

Our customers come to us repeatedly because of our focus on safety.

safety doesn't stop at work

All employees are expected to assist in these efforts by following the safety rules, observing safe practices 24/7 and reporting to their supervisors any jobs, operations, equipment, and other conditions that they may consider as unsafe. We live by the edict that if you see something; you say something. Safety 24/7 means we need to practice safe behaviors 24 hours per day, 7 days a week. We must instill the value that safety does not stop at work – it must be part of our routine even outside the workplace.

R.H. White strives to emphasize positive safety behaviors and acknowledge those employees who go above and beyond.

Safety all day, every day – it's what our families, friends and clients expect.





EMPLOYEE ENGAGEMENT

R.H. White is committed to be an organization that attracts and retains top talent, engaging employees, and fostering an environment and culture that sustains them. We must ensure that our core values and culture are evident, understood, and adopted company-wide.

Employee Engagement is the cornerstone of a successful sustainability program. We simply could not have sustained for three generations without employees who continuously participate in our growth. Worldwide, less than one-third of all workers are actively engaged in the workplace and this translates into low productivity, loss in revenues, and high employee turnover. At R.H. White, our goal is to offer employees opportunities to continuously participate in activities that are paired with the strategic growth initiatives of the company. Our employees are actively involved in planning at all levels, are offered continuous learning opportunities and receive regular cross-departmental communication to actively increase participation and engagement levels of employees throughout the organization.

At R.H. White, we provide services that minimize our impact on the environment without reducing the capacity for people to live well, now and in the future.

It's our responsibility to minimize our impact through sustainable design, construction, and business practices. We will mitigate our impact on the environment, be compliant with environmental regulations, and practice environmental sustainability on our projects as well as within our daily operations at our offices.

We understand the impact of our work on the environment and are committed to sustainable practices, such as incorporating recycled materials in our building projects, minimizing waste from our worksites, outfitting our service vehicles and equipment with Tier 4 compliant emission controls, and installing an environmentally-friendly wash bay for our equipment and vehicles.



ENVIRONMENT



ensuring water quality

While energy sustainability is at the forefront of many green initiatives, the quality of our nation's water supply is equally, if not more important. For decades, R.H. White has been one of the premier companies in New England for the construction, operation and maintenance of water and wastewater treatment plants. Our experience ranges from 15,000 gallons per day private systems to multimillion gallons per day municipal plants and everything in between.

We aim to be a leader in our industry and inspire others to do the same.



SOCIAL WELL-BEING

community service initiatives

As a family company, R.H. White is devoted to the communities in which we live and work.

Supporting efforts to help others in our neighborhood and around the world, we routinely organize charitable events involving employees and their families. In addition, we provide funds, labor, equipment, and other resources for a wide range of local and national causes and outreach programs, including:

- + Multiple Sclerosis Society
- + The Polycystic Kidney Disease Foundation
- + The Alzheimer's Association
- + American Cancer Society
- + Jimmy Fund
- + Easter Seals
- + Community Harvest Project
- + Water for People
- + Disaster Relief

The R.H. White Community Service Committee was established in 2017 to coordinate and organize various fundraisers and events our employees participate throughout the year.

Examples of activities include: an annual food drive for Worcester County Food Bank, a holiday Toys for Tots drive, volunteer time at Community Harvest Project – a non-profit farm that engages volunteers to grow fresh fruits and vegetables for those experiencing hunger. Moreover, we work with local schools donating supplies and creating safety-focused challenges. We get involved in neighborhoods too; participating in Revitalize CDC's annual GreenNFit city-block revitalization with more than 1,000 other volunteers in Springfield, MA.

Employees and their families participate in a wide range of company-sponsored events individually or as a team. Some events include the Pan Mass Challenge, the Easter Seals volleyball and softball tournaments, the Boston Jimmy Fund Walk, and the March of Dimes March for Babies.

R.H. White established its Charitable Trust in July of 1981 to fund its charitable endeavors and scholarship funds.

Annually, R.H. White has a goal of funding up to \$100,000 into the Trust as it believes in the importance of education for its employees and their families as well as supporting the community. Various scholarships are available for eligible individuals through the Worcester Community Foundation and the Leonard H. White and Ann H. White Scholarship Fund, as well as several programs at Worcester Polytechnic Institute (WPI) including the R.H. White Scholarship, the L.H. White Scholarship, and the Professorship Scholarship at this prestigious academic institution in Worcester, MA.



corporate responsibility report

The R.H. White Sustainability Program will be monitored and reported through an annual Corporate Responsibility Report.

The Corporate Responsibility Report will be used to measure the success of The Sustainability Program. This report will outline the previous year's initiatives, establish goals and develop new initiatives for the following year. It will be available to all employees and customers on our corporate website.

The first annual report will be available in June 2019.

statement of commitment

At R.H. White, we are devoted to creating a sustainable future for our employees, their families, our customers, and the communities in which we live and work.

We are dedicated to provide a safe work environment, opportunities for a fulfilling career, and continuous education. We are committed to be the company of choice that our customers can rely on to be here for them now and in the future.

For me, it's about providing for our families and keeping them safe, giving back to those around us, and preserving the environment for future generations. I am proud to be the third-generation owner surrounded by committed employees who focus on long-term sustainable growth of the organization and I am confident that with their dedication R.H. White will thrive for another 100 years.

David H. White
President & CEO

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