

APRIL 2019



# ENVIRONMENTAL RESPONSIBILITY POLICY

GLOBAL

---

EXPERTS WITH IMPACT

### Environmental Responsibility Policy

FTI Consulting, Inc. is committed to conducting business in an environmentally sound and resourceful manner. FTI Consulting will comply fully with environmental legislation and officially approved codes of practice in each of the geographies we conduct business.

FTI Consulting continuously seeks to promote environmental sustainability, to conserve and enhance natural resources and to prevent environmental pollution to bring about a continual improvement in our environmental performance. As a professional services firm with no manufacturing or product distribution activities, FTI Consulting's environmental footprint is relatively small. Nonetheless, FTI Consulting will make continued efforts to reduce its environmental impact through the implementation of an Environmental Plan, which sets out a range of objectives and targets related to its impact on the environment.

Our general intentions are:

- To promote sound environmental management policies and practices in the work of all our professionals;
- To increase awareness of environmental responsibilities amongst professionals and contractors;
- To minimize waste and pollution and to operate effective waste management procedures;
- To promote purchasing, as far as practicable, of those products and services that cause the least harm to the environment;
- To avoid use, wherever possible, of environmentally damaging substances, materials and processes;
- To implement policies and procedures that contribute to a reduction in FTI Consulting's carbon footprint;
- To have regard to environmental factors as far as practicable in respect to the growth of FTI Consulting and the integration of new developments into the local environment;
- To encourage modes of transport by professionals and contractors that minimize environmental impact; and
- To support interested parties, including employees, clients, shareholders and suppliers, on issues relating to FTI Consulting's Environmental Responsibility Policy in the communities in which we do business.

### **Real Estate Standards and Processes**

FTI Consulting's Environmental, Social and Governance team has formed an Environmental Oversight Committee to drive the Company's sustainability focus and continually refine real estate standards and processes. As of December 31, 2018, approximately 65% of employees worldwide were based out of LEED certified (or equivalent) offices. Additionally, FTI Consulting's London office has an environmental management system that is certified ISO 14001. The Company has incorporated best practices from this program at other FTI Consulting offices and is continuously evaluating the feasibility of expanding the ISO 14001 certification to additional office locations.

### **Energy Consumption**

FTI Consulting is committed to reducing energy consumption, particularly from non-renewable sources, through the following initiatives, among others:

- Better utilizing office designs to reduce the Company's physical office footprint;
- Leveraging energy efficiency measures, such as LED lighting and lighting controls, in new office build-outs and existing office operations;
- Actively pursuing opportunities to transition to renewable energy sources for office locations, as practical;
- At the end of fiscal 2018, FTI Consulting's server infrastructure was over 90% virtualized, and the Company initiated the migration of its North America data center to the cloud in 2017, which is on track to be completed by the end of fiscal 2019;
- Requiring materials purchased for new office space to meet stringent guidelines for reduced emissions, follow defined air quality guidelines and ensure pollutant source controls during construction;
- Deploying Energy Star certified (or equivalent) appliances and equipment in new office space; and
- Improving the Company's managed print services by reducing the overall printer fleet and upgrading to energy efficient printer equipment, resulting in a reduction in electricity consumption.

### **Water Consumption**

FTI Consulting ensures all office locations are equipped to provide drinking water stations and restrooms for employees. The Company is compliant with water quality and all regulatory requirements as governed by the jurisdiction of each office location.

FTI Consulting supports water conservation efforts and continually looks for opportunities to reduce water consumption at our office locations. FTI Consulting's offices do not have a high demand for water use given our business operations and therefore do not have water recycling programs in place.

Furthermore, the Company has not identified any risks associated with water withdrawal or scarcity and is not required to develop strategies to mitigate any associated risks.

### Waste

Given the nature of our work, FTI Consulting does not generate any hazardous waste from our business operations. Nonetheless, FTI Consulting is focused on reducing our environmental impact through minimizing the creation of waste, implementing waste diversion practices and participating in recycling programs. The following focus areas highlight the Company's commitment:

- All office build-outs target diverting at least 75% of total construction and demolition waste from landfills through recovering, reusing and recycling materials.
- Given that the Company only leases office space, and does not own office spaces, FTI Consulting partners with local building ownership to ensure compliance with all waste-related regulatory requirements and participates in recycling programs offered. FTI Consulting's offices are equipped with waste stations throughout the space, with the majority of offices having individual bins to collect trash, recycling and compost items separately.
- Driven by the Company's focus on reducing our overall printer fleet and encouraging duplex printing, paper usage has decreased by 17% in the past five years.
- FTI Consulting deploys an electronic waste program to ensure all electronic hardware is disposed of in an ethical and environmentally sensitive manner by reusing component parts where possible and leveraging only certified third-party disposal companies, as practical. As an example, in our London office, one of our strategies aimed at reusing assets is to sell the component parts to minimize our electronic waste and then donate the proceeds, from the sale of the parts, to our local charity partners.

### Travel

Recognizing that travel is a necessary part of conducting business at FTI Consulting, the Company works with Atmosfair, an independent non-profit organization, to obtain annual company-wide travel emissions reports. These reports allow the Company to monitor its travel-related environmental impact and create strategies to reduce it. In 2018, the Company's CO<sub>2</sub> emissions from air, rail, car and hotels per employee declined 3% compared to CO<sub>2</sub> emissions per employee in 2017.

In addition to proactively monitoring our carbon emissions related to air, rail, car and hotels, the Company has proactively taken actions to reduce the environmental impact of our employees' travel, including:

- Increasing the business class policy from a three-hour minimum to a five-hour minimum for all employees below the Managing Director level. This is a proactive effort to reduce emissions as business and first-class travel results in higher emissions due to the larger seats.
- Banning the use of Black Cars and endorsing ridesharing companies such as Lyft and Uber in an effort to reduce emissions.

- Investing in video conferencing via Skype for Business for all employees globally. This is a proactive effort to reduce carbon emissions from air, rail, car and hotel travel.

FTI Consulting's Global Travel Department regularly shares environmentally friendly travel information in company-wide internal communications and hosts educational Travel Fairs in various offices annually. Travel Fairs are attended by partner hotel, airline and car rental companies and promote ways in which employees can reduce their environmental impact while traveling, such as by renting hybrid vehicles, traveling by train instead of airplane and participating in hotel-specific environmental programs.