



Sustainability at Flatiron

At Flatiron, we will find the most sustainable ways to protect our environment, to run the company with the highest ethical standards and to ensure Flatiron is an integral part of the communities where we build.

The “Flatiron Sustainability Plan” is the framework of how we will do just that. It outlines the commitments to reducing our carbon emissions to become carbon neutral in support of the world’s objective of slowing

global warming. It also guides the company’s relationships with employees, vendors, partners and communities.

Our definition of sustainability encourages development that preserves the ability for future growth, without depleting resources that we currently rely on and will need in the future.

The environmental, social and governance (ESG) principles guide us to reach our sustainability commitments. ESG provides the framework for our commitments and is recognized by the industry, governing bodies and financial institutions.

Collaboration, innovation and digitalization are part of every aspect of the ESG pillars. More importantly, they’re part of how we already work every day.



Environmental Commitments

Throughout Flatiron, everyone has the ability to make a difference through sustainable and environmentally-conscious actions, both at work and at home. We emphasize awareness, communication, responsibility, accountability, environmental procedures, training and education.

Climate Change

Flatiron’s leadership and cooperation with our clients, partners and suppliers will help us all reach net zero by the end of 2045. Reaching “Net Zero” is when we remove, or balance, the same amount of greenhouse gases from the atmosphere that we emit as a company.

The sustainability plan addresses direct emissions from our fleets, equipment and facilities; indirect emissions from electricity we buy, and indirect emissions in the value chain.

Circular Economy

We will find new ways to reuse/recycle materials such as asphalt, concrete, steel and wood to eliminate waste. Through technology such as BIM, and an open exchange of ideas and best practices, we can have zero waste on our projects and in our facilities.

Biodiversity & Ecosystems

Flatiron is committed to avoidance and mitigation strategies, as well as promoting the resilience of our ecosystems. Stronger compliance and awareness ensures we proactively contribute to preserving ecosystems and when possible, increase biodiversity.

Sustainable Products and Services

We deliver sustainable products, services and solutions that solve our clients’ challenges and provide long-term solutions. With our collaborative delivery model, we help our clients navigate environmental risks.

Water Protection

Water is a vital, limited resource that must be protected on all of our projects. We measure and monitor water consumption on all projects, implement water protection plans for projects in water-stressed areas, reduce water consumption and increase recycling/reuse of water.

Global Environmental Management

Environmental management creates the foundation to deliver sustainable projects, manage environmental risk, increase knowledge and create new opportunities for business success. We will maintain our ISO 14001 certification, standardize accounting and reporting, continue training on environmental topics, as well as mitigate environmental incidents on project sites.



Social Commitments

Flatiron’s people are the heart of the business. We’re focused on building an environment where individuals:

- are healthy and work safely,
- are valued and feel that they belong
- have the opportunity to grow, (personally and professionally), and
- make a positive contribution to the business and the communities where we live and work.

Health & Safety

Getting our employees back home safely is our top priority. Our safety team continually trains employees and contractors on health and safety issues to lower accident rates so that we have no incidents on our job sites.

Training, Talent & Recruitment

Flatiron succeeds when individuals and teams make the most of their abilities, strengths, talents and opportunities. Our innovative and diverse programs support employee growth and career development.



Social Activities

It’s not enough to live where we build and build where we live. We create better communities through our volunteer activities and sponsorships. At Flatiron, we are creating a culture where people have a strong sense of belonging – to the company and to their community.

Workplace Variety

We hire locally and believe our workforce should reflect the community. We believe that diverse teams create more innovative, thoughtful solutions. Our leadership, strategies, policies and processes create a culture of inclusion and respect for everyone.

Working Environment

Employees who have a sense of belonging at Flatiron are more engaged in their career growth and in the future success of the company. Our job sites and projects are dynamic and ever changing. We focus on health and safety, collaboration and supporting one another’s success.



Governance Commitments

Flatiron has deeply ingrained ethical standards and strong compliance programs. At Flatiron, we run our projects and operations with the highest integrity and ethical standards. We take pride in our ethical operations and value our working relationships with clients, partners and suppliers who share our goals.

Sustainability Governance

Embracing environmental, social and governance topics is key to the future growth and success of the company. Our leadership, policies and procedures support our sustainability principles.

Human Rights

We’re an organization of people with diverse backgrounds and varied expertise who share a single focus on enhancing the well-being of people and communities. We rely on each other to make good decisions, to behave appropriately, to do the right thing.

Sustainable Finance

We encourage long-term investments in sustainable economic activities and projects. By taking environmental, social and governance considerations into account when making financial decisions, we promote sustainable development and innovation.

Anti-corruption and Anti-bribery

Operating with the highest integrity and ethics is key to Flatiron’s reputation and to earning new work. We take pride in our ethical operations and employees.

Responsible Supply Chain

Understanding our supply chain and our partners allows us to foresee and mitigate risks in our projects. We work with our vendors to help them understand the principles of environmental, social and governance and bring them along on our sustainability journey.

