

ROBINS & MORTON

Our lasting, positive

IMPACT

Sustainability
Commitment Report

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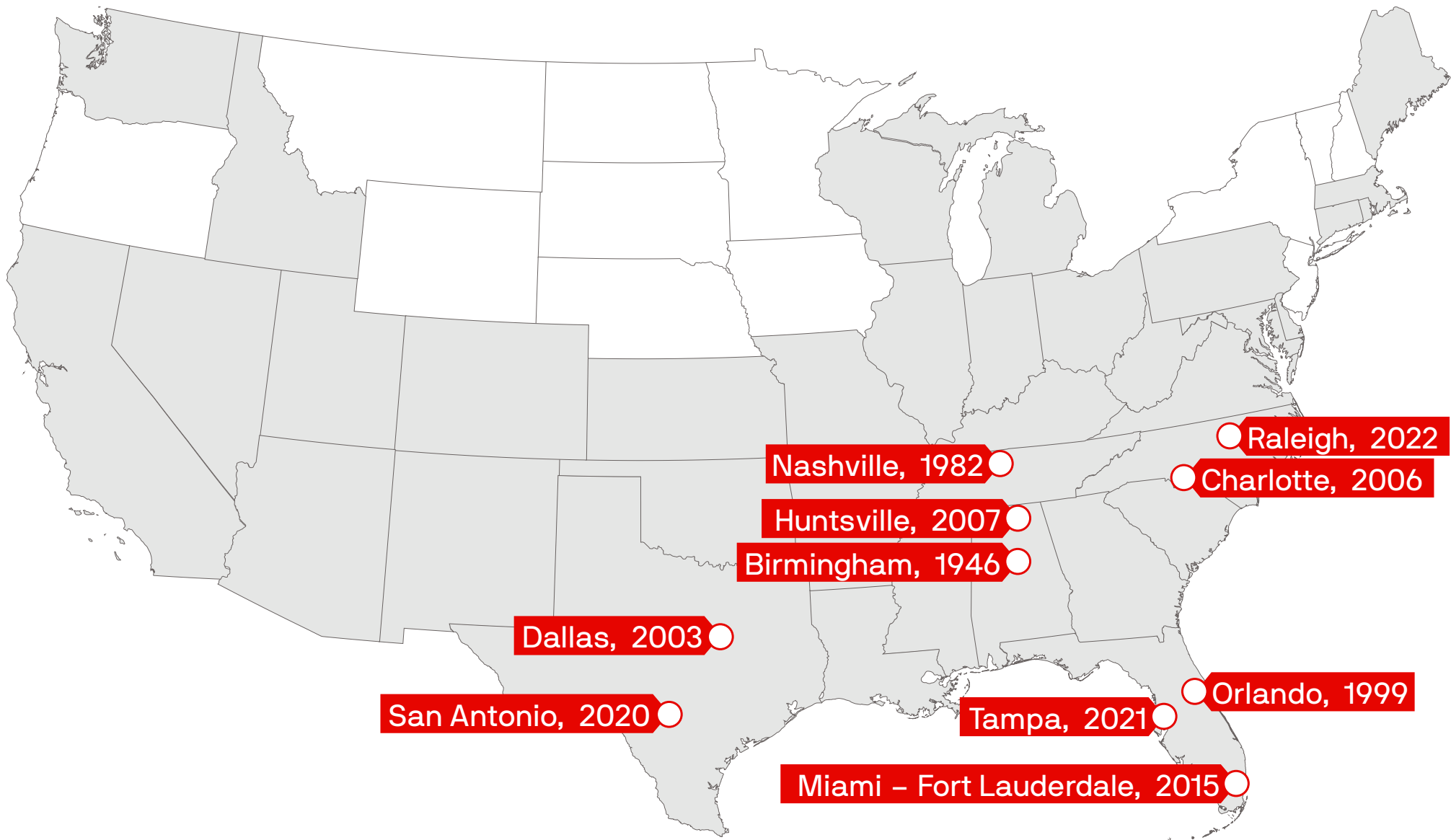
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Robins & Morton is a privately held construction firm based in Birmingham, Alabama, with nine regional offices. Our firm specializes in the construction of healthcare, hospitality, higher education, commercial office, entertainment, sports, and government buildings. Since 1946, we have built a reputation as a trusted advisor to clients nationwide by cultivating a high-performing team that values integrity, safety, and innovative thinking.

- States where we have completed projects
- Division office locations:
 - Birmingham
 - Charlotte
 - Dallas
 - Huntsville
 - Miami – Fort Lauderdale
 - Nashville
 - Orlando
 - Raleigh
 - San Antonio
 - Tampa



At Robins & Morton, we strive to promote healthy communities both during construction and long after we are gone. We employ a triple-bottom-line approach to sustainability, balancing our social, environmental, and economic responsibilities to enhance the built environment and create lasting value. A relentless pursuit of continuous improvement means we never stop learning and looking for ways to reduce waste in every aspect of our business.

With sales exceeding \$2 billion each year, Robins & Morton consistently ranks among the top 100 contractors in the country and the top 10 healthcare contractors according to Modern Healthcare magazine, Engineering News-Record, and Building Design + Construction magazine.





Leadership

The Robins & Morton Group is a Delaware General Partnership jointly owned by Robins & Morton Corporation (a Delaware S-Corporation) and Robins & Morton, L.L.C. (an Alabama Limited Liability Company). Robins & Morton Corporation is the Managing Partner of The Robins & Morton Group. The Robins & Morton Group is headquartered in Birmingham, Alabama. The partner entities are owned by officers and management. The officers of Robins & Morton Corporation are:

Chairman/CEO Bill Morton	Senior Vice President Phil Yance
President/COO Robin Savage	Vice President Richard Anderson
Chief Financial Officer Ben Leaver	Vice President Aimee Comer
Executive Vice President Derek Gregg	Vice President Katy Klaproth
Senior Vice President Bruce Adams	Vice President Mark Mattox
Senior Vice President Robert Gambrell	Vice President Jeff Palombo
Senior Vice President Glenn Myers	Vice President Bob Wall
Senior Vice President Mike Thompson	Vice President Donny Williams

Robins & Morton also has a nine-member advising board of directors.

Ethics

Robins & Morton was founded in 1946 on the principles of quality, integrity, and commitment. These principles remain the foundation of our relationships with our clients, team members, trade contractors, and communities. These principles are expressed through the Mission, Vision, Values, and Creed that shape our Building With Purpose® commitment and are carried forward through our Building Forward® approach.

Our Mission

Exceed the expectations of our clients and our people.

Our Vision

To be the construction services provider of choice by delivering superior value.

Our Values

Integrity, Safety,
Client Focused, Excellence

Our Creed

We believe our responsibilities extend to all who are touched by our activities.

To our clients: fairness and our best efforts to achieve a first-class job.

To our people: growth opportunities to reach their personal potential and career goals, rewards for their performance, and a positive climate for work and family.

To our industry partners: fair and just treatment and a collaborative effort.

To our shareholders: a fair return on their investment and retained earnings for future growth.

To the public: the conduct of a good citizen; respect for the rights and property of others.



CODE OF CONDUCT

It is our policy to conduct business fairly, impartially, in an ethical and proper manner, and in full compliance with all applicable company policies and procedures, as well as local, state and federal laws and regulations. In conducting Robins & Morton’s business, integrity must underlie all company relationships, including those with our clients, trade partners, vendors, communities, and among employees. Robins & Morton expects to meet or exceed all industry standards for compliant and ethical behavior. Ethical business conduct is required of Robins & Morton employees in the performance of their company responsibilities. Employees will not engage in conduct or activities that may conflict with the company’s

integrity and impartiality. Honesty and integrity are the basic principles of the Robins & Morton Code of Conduct. Our personal standards and ethics must always be our top priority. We must conduct ourselves in a manner that is honest, ethical, and legally compliant in all our relationships. It is the responsibility of each and every Robins & Morton employee to maintain the highest standards of business ethics, including taking positive action to prevent and report any improper acts that may come to your attention.

Our Code of Conduct applies to all Robins & Morton employees, vendors, and trade contractors (hereafter referred to as “employees and applicable third parties”).

Members of the Board of Directors of Robins & Morton are also covered under our Code of Conduct to the same extent as employees of the Company.

Reporting Concerns

Employees and applicable third parties with knowledge of a violation of our Code of Conduct or Business Practices policy, or the laws or regulations governing our business, are expected to promptly report such violations to their leader, a Human Resources representative, or the Ethics and Compliance Officer. Any leader who receives a report is expected to promptly report the matter and any actions taken to higher management and to the Ethics and Compliance Officer.

ETHICS AND COMPLIANCE
OFFICER AND
SPEAK UP HELPLINE

Ethics and Compliance Officer
Scott Merritt
205-439-8626
smerritt@robinsmorton.com

Speak Up Helpline
800-795-2702
tnwgrc.com/robinsmorton



Making a Lasting, Positive Impact

Robins & Morton’s Building With Purpose[®] commitment defines us and the value we bring to others. This commitment — to deliver exceptional results on every project while making a lasting positive impact on our clients, communities, people, business partners, and our industry through the things we build and do — reinforces our dedication to integrating sustainability into our operations.

Our values of Integrity, Safety, Client Focus, and Excellence provide the foundation for our Building With Purpose[®] commitment. These values underpin our steadfast intent to maintain the highest standards in our role within our industry and communities.

We believe our clients, people, and partners care about big-picture priorities: the long-term health of their families, team members, and communities, the long-term health of our natural resources, and responsible corporate governance.

We care about those matters too, not only because we won’t succeed without them, but because our values demand it.

HISTORY OF OUR SUSTAINABILITY PROGRAM

Our Triple-Bottom-Line Approach to Sustainability

2008

Sustainability Council formed to identify, analyze, and implement opportunities to be more sustainable



2015

Building Forward® approach introduced and Sustainability Council reorganized into three focus groups



2009

Inaugural sustainability town hall



At Robins & Morton, our commitment to creating a positive, lasting impact drives everything we do. In the early 2000s, this focus led us to formalize our approach to sustainability—establishing clear guidelines and processes to better serve our clients and the communities we touch.

In 2008, we enlisted the help of a sustainability consultant to assess our operations and provide insight into how we could best move forward. We also created our Sustainability Council, which consists of Robins & Morton team members from different departments, experience levels, offices, and jobsites. The Sustainability Council's purpose was to identify, analyze, and implement our opportunities to be more sustainable.

The Council began by identifying measurable goals and outcomes that they felt were valuable to our team members and our clients. The result was the development of Robins & Morton's **triple-bottom-line approach to sustainability**, a balancing of the environmental, social, and economic needs of the present and future generations. They also drafted the “Environmental, Community, Opportunity” (ECO) initiative, the company's first formal declaration of its commitment to sustainable operations.

In 2009, Robins & Morton leadership held a company-wide town hall meeting to formally announce the company's commitment to sustainability. Recognizing that a sustainable mindset needed to be woven into our corporate fabric, they called for intentional sustainable action on our jobsites and in our offices.

Between 2009 and 2015, the company took significant strides in our sustainability journey, but introducing Building Forward® in 2015 fundamentally changed the way our company conducts business. In the wake of its launch, a reinvigorated Sustainability Council assessed how this new, innovative approach could amplify the value of sustainability to the company.

As the Council reassessed our sustainability goals and outcomes, it prioritized our initiatives by recategorizing them into three areas of sustainability — environmental, social, and economic — and restructured the Council into focus groups that represent them: Efficient Operations group (environmental), Team Member Engagement group (social), and Green Building Services group (economic).

SUSTAINABILITY AND GREEN BUILDING

Our sustainability focus centers on protecting our shared natural resources and reducing our environmental impact. Our corporate Creed binds us to respect the rights and property of others and to be good citizens, which requires that we be responsible stewards of the environment. To do so, we strive to reduce our environmental impact, including our carbon footprint.

Our approach to sustainability has helped our company flourish in key focus areas.



Efficient Operations

The Efficient Operations group represents the environmental focus area by analyzing and improving our practices both on our project sites and in our offices to minimize waste. Our definition of waste includes physical resources, such as materials, energy, and water, as well as wasted time — all of which result in wasted cost.

In addition to making our operations as efficient as possible, this group strives to ensure that all processes we establish for our team members are simple and easily put in place. The Efficient Operations group also ensures that our teams have all the tools and resources necessary to make these improvements, including identifying opportunities to improve our practices, minimize resource use, and decrease unnecessary spending.



Sustainability Policies

Robins & Morton’s commitment to sustainability begins with our internal sustainability policies, which are incorporated into our construction services and everyday operations.



POLICIES FOR SUSTAINABLE CONSTRUCTION SERVICES

Field-specific sustainability policies that we implement on every project include our Waste Management Policy, Environmental and Stormwater Management Policy, and Sustainable Jobsites Policy.

JOBSITE WASTE MANAGEMENT POLICY

The Jobsite Waste Management Policy intends to minimize the amount of waste we dispose of in landfills within the communities where we build. This policy puts guidelines in place for our project teams to create a waste management plan that is feasible not only for their project scope but also for their region of work and budget.

Robins & Morton’s goal is to recycle 65% of our waste companywide, and although we do not set a diversion requirement for individual projects, we require 100% of our jobsites to report their waste totals so that we may determine if the company as a whole is meeting that goal.

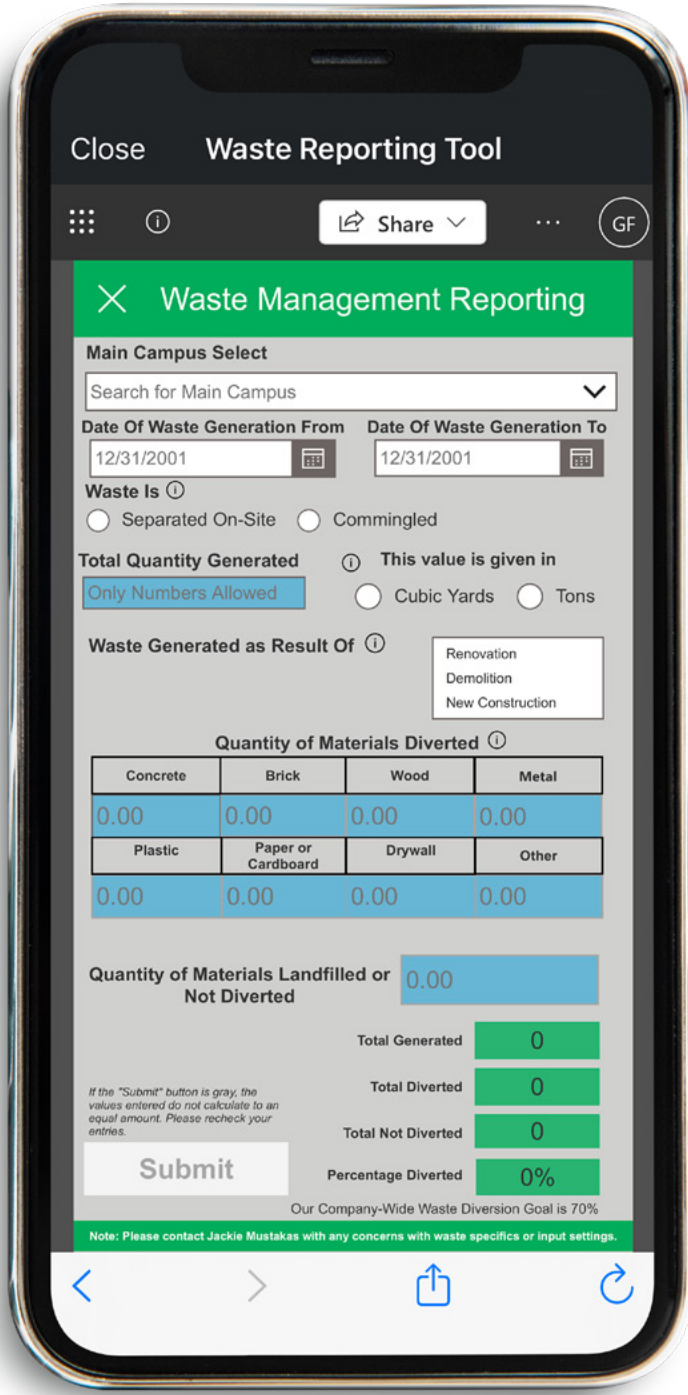
To simplify the reporting process, the Efficient Operations group created the Waste Reporting Tool, an app that streamlines the reporting process, making it easy for our jobsite teams to enter their waste totals and report their recycling efforts.

In addition, the group developed a Waste Management Dashboard to provide our field teams and clients with a visual summary of their waste diversion success as entered through the Waste Reporting Tool, and to illustrate how each project contributes to our corporate diversion goal. Using the Dashboard, our teams can:

- Review overall diversion percentage
- Investigate diversion fluctuation over time
- Understand diverted material, categorized by type
- View diverted material type by phase of project
- See all historical waste entries
- Compare their project’s totals to those of others

In addition to diverting waste, our company has committed to being mindful of the waste we are generating. We spend additional time and effort during the project planning process to work with our trade contractors and vendors to find opportunities to prefabricate, minimize unnecessary packaging, select reusable alternatives, and fully utilize technology to maximize resource use and minimize waste generation.

In 2024, Robins & Morton diverted more than 20,000 tons of waste from landfills.



ENVIRONMENTAL AND STORMWATER MANAGEMENT POLICY

This policy guides our onsite teams in protecting the project site and neighboring community from any possible pollution, erosion, or hazardous impacts that could result from construction.

SUSTAINABLE JOBSITES POLICY

The Sustainable Jobsites Policy defines Robins & Morton’s commitment to improving wellness and protecting our environment on every project site, even in the absence of client or community imperatives. This policy is designed to promote sustainability by conserving water and power, reducing carbon emissions, selecting healthy materials and using them efficiently, protecting the health of our workers and nearby communities, and educating others to increase awareness of our sustainability efforts on the jobsite.

This policy includes a checklist of both optional and required activities — within the areas we control as a contractor — that result in these sustainable outcomes. Most of the required items are cost-appropriate and applicable for all project types, allowing the majority of our projects to make a positive impact.

Our teams use another internally developed app, our Sustainable Jobsites Checklist Generator, to track their commitments and associated metrics. The checklist and app guide our teams in thoroughly investigating and implementing techniques that make the construction process more sustainable without negatively impacting safety, budget, or schedule.

Each jobsite is encouraged to submit this checklist, and Robins & Morton’s goal is for 100% of our projects to comply. This policy ensures our teams build sustainably on every project, every time. We have shared our process for developing this checklist with industry-focused publications and at industry conferences to help other contractors mirror our efforts, contributing to the greater good.

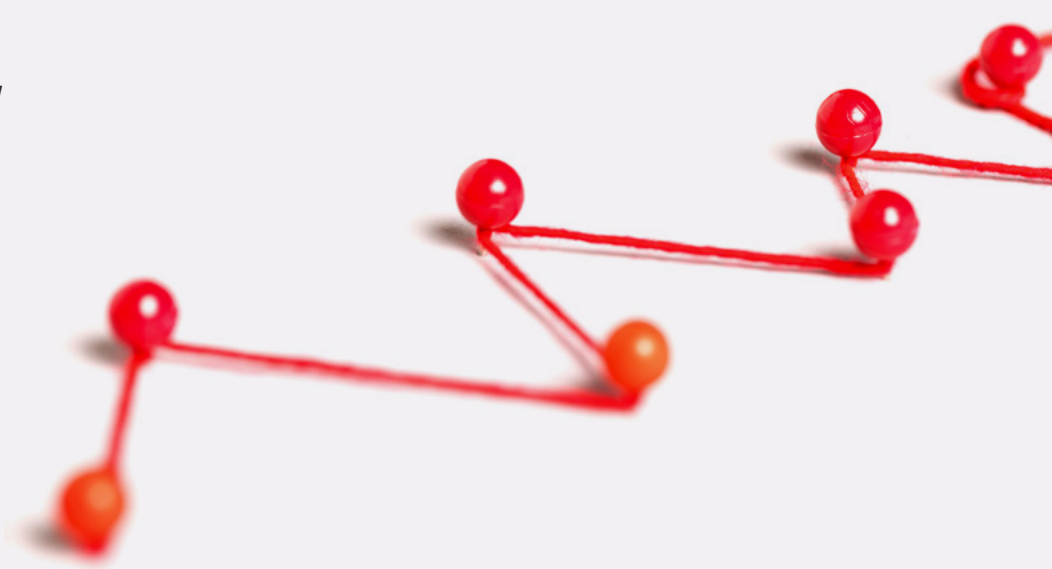


ROADMAP TO A SUSTAINABLE JOBSITE

Originally conceived as a visual representation of the Sustainable Jobsites and Jobsite Waste Management policies, the Roadmap to a Sustainable Jobsite doesn’t just help project teams follow policies — it creates engagement throughout the process.

Organized as a chronology of steps, the Roadmap includes prompts to motivate team members to minimize waste and provides resources to encourage involvement beyond the jobsite.

The Roadmap begins with reviewing policies and setting goals and continues into implementation and reporting. Links to key documents, policies, and resources make the Roadmap both a step-by-step guide and a toolkit. It also houses links to Building Forward® resources, underscoring the synergy between Building Forward® and sustainability.



CONTRACTORS’ COMMITMENT

Robins & Morton joined BuildingGreen’s Contractors’ Commitment to Sustainable Building Practices in late 2021, one of only 14 construction firms to become charter members of the program. Our goal at that time was to establish compliance metrics and a plan to have at least 30% of our projects, by revenue, meet all of the requirements within each of the five categories: Jobsite Wellness, Waste Management, Water Management, Material Selection, and Carbon Reduction.

Many of the activities in the Contractor’s Commitment overlap with actions already implemented in our Sustainable Jobsites Policy, but signing on steered us to consider additional opportunities to reduce and report our carbon emissions.

After refining our approaches each year, we assess our progress. These 2024 results represent our commitment to continuous

improvement in sustainability, supported by collaboration across the company:

- **61% of our projects met the Wellness requirements.** Our teams accomplished this by implementing project-specific wellness plans focused on each of these improvement areas: air quality, nourishment, hygiene, fitness, mental wellness, and severe weather exposure.
- **56% of our projects met the requirements for Waste Management.** Our teams accomplished this by using our Waste Management Policy as a foundation and diverting at least 50% of waste or generating less than 15 pounds of waste per square foot during the reporting year.
- **89% of our projects met the requirements for Water Management.** Our teams accomplished this by creating a water protection plan to identify water pollution risks and opportunities to save water.
- **36% of our projects met the requirements for Materials.** Our teams accomplished this by committing to procuring healthy

and sustainable materials and requesting Environmental Product Declarations (EPDs).

- **We also met the requirements for Carbon, now measured on a corporate scale.** We report all fuel and utility usage for corporate operations, including fuel purchases for owned, leased, or rented equipment/ vehicles and electric utilities for company-controlled facilities.
- **Robins & Morton exceeded our 30% participation goal of all jobsites in each applicable category and achieved our carbon reporting goal.**

Robins & Morton also joined the Green Commons [Sustainable Construction Leaders](#) peer network, a national community of construction professionals that collaborates to affect climate change and create healthy environments.

Note: All percentages are by project revenue, not by number of projects.



OFFICE OPERATIONS POLICIES

To ensure that our internal operational efforts were supporting and enhancing what we asked our field team members to achieve, the Sustainability Council created the Sustainable Operations Policy. The purpose of this policy is to make sure our operational activities are minimizing environmental impact, using resources efficiently, protecting the health of our team members, and maximizing outcomes for triple-bottom-line sustainability. Updated in 2022, the Sustainable Operations Policy remains foundational in defining and guiding our evolution as a sustainable company.

The goals of our Sustainable Operations Policy mirror those of the Sustainable Jobsites Policy, including minimizing and conserving our resources and minimizing waste. This policy sets forth tasks that are easily accomplished, such as turning off lights and optimizing computer settings to conserve energy, closing blinds rather than adjusting the thermostat

whenever possible to control the temperature, and printing documents double-sided when printing is necessary.

Our office sustainability champions and facility managers are encouraged to further support efficiency efforts by installing aerators at sinks, installing motion sensors and programmable thermostats, and coordinating recycling programs.

Combined, these simple yet effective actions make an impact. Teaming these actions with the completion of our first green building improvements to the Birmingham office in 2009, we lowered our utility bills, saving an average of 18% in energy use in subsequent years, which equates to \$391,000 in savings and more than 2,000 metric tons of carbon dioxide (CO2) emissions avoided to date. In 2024, we saved 18% in power usage compared to 2007, the baseline year before renovation — a testament to our sustained improvement.

Robins & Morton’s Birmingham office was the first LEED for Commercial Interiors Gold-certified project in Alabama. For years, we hosted educational tours of the office to show groups what our LEED effort entailed in hopes of encouraging other companies to pursue similar certifications.



Building on the Positive

We also take intentional steps to reinforce positive environmental activities. For example, as part of our goal of further reducing our environmental impact and creating a healthier office environment, we created our “Simple Steps to Make a Big Difference Together” campaign to raise awareness of the simple ways we can operate more sustainably.

This campaign, developed to support our updated Sustainable Operations Policy, provides helpful reminders of simple actions we can take in our offices to reduce various types of waste, such as using reusable dishware instead of single-use plastic and optimizing electronic settings to conserve energy. With time, these small actions have become part of our routine, adding up to supply and utility savings that benefit the company as well as the environment.

In addition, the Sustainable Operations Policy addresses the company's ongoing commitment to energy efficiency with a new practice of reporting our carbon emissions internally.

With an eye toward a more sustainable future, Robins & Morton partnered with Honda to test its all-electric Autonomous Work Vehicle (AWV) on our jobsites. This technology has the potential to handle repetitive tasks while leaving our workers available for more skilled work, and future adoption would also allow us to reduce our carbon emissions, a goal we fully embrace.



Reducing our Carbon Footprint

Our company culture motivates us to continuously improve for our people and the community. As part of our commitment to continuous improvement, we have worked for more than a decade to decrease our carbon emissions.

Although for many years we have tracked our Scope 2 emissions associated with our corporate office footprint, we now include additional sources, such as all Scope 1 emissions for our owned offices, equipment, and vehicles, so that we can accurately benchmark additional progress.

In 2024, our total emissions equaled 1,095 metric tons of carbon dioxide equivalent, and we partnered to responsibly offset over half of these emissions. Looking to the future, we have set internal goals to decrease carbon emissions and intensify tracking associated with our Scope 3 inventory, ensuring we proactively positioned to support our clients' transparency goals.

Scope 3 emissions are indirect emissions associated with supporting our value chain. Scope 3 includes items such as purchased materials and transportation of those goods to our project sites. This scope also includes emissions from the use of the buildings we create after we are finished constructing them. These emissions are not directly controlled by us, but we can indirectly impact those metrics through strategic improvements.



SCOPE 1
Direct emissions from operations



SCOPE 2
Indirect emissions from purchased energy



SCOPE 3
Supply chain, transportation, waste footprint, and materials sourcing



Green Building Engagement

The focus of Robins & Morton’s Green Building Services is to effectively serve and exceed our clients’ green certification and sustainable building needs, adding value to their investment. We continuously improve our green building program to incorporate new strategies and support evolving client preferences.

As one aspect of our Green Building Services efforts, Robins & Morton participates in national green organizations and rating/certification systems.



Huntsville Projects LEEDing the Way to a More Sustainable Rocket City

As Huntsville, Alabama, grows, Robins & Morton is contributing to its bustling, innovative culture by delivering exceptional projects across the Rocket City.

With the company’s commitment to sustainability and extensive experience in green building certifications, Robins & Morton is a standout choice for many Huntsville organizations striving to ensure a healthy future for their communities and the planet. Several of Robins & Morton’s clients have recognized the company’s expertise and invited us to act as a sustainability consultant, which is beyond the typical role of a construction manager.

Recently, Robins & Morton pursued certifications on several projects in the Huntsville area, including five certifications at Redstone Gateway, Lockheed Martin Building 412, and Signature Aviation’s Huntsville International Airport location.



[Learn more about our sustainable efforts in Huntsville.](#)

GREEN BUILDING CERTIFICATIONS

We have experience helping clients establish and achieve their LEED, Green Globes, WELL, Energy Star, and Parksmart goals. In LEED, specifically, we have experience certifying projects under the newest version in multiple LEED rating systems, including LEED for New Construction (NC), Healthcare (HC), Core and Shell (CS), and Commercial Interiors (CI).



Notably, Robins & Morton was the first general contractor to have multiple projects certified with the LEED HC rating system.

Because each project is unique, we work to understand environmental priorities, operational goals, wellness requirements, and cost parameters. We collaborate extensively to analyze high-performing system components, perform detailed material analyses, and validate innovative advancements. This proactive approach frequently elevates the certification level and associated sustainable outcomes for our projects.

Due to our experience and success with green building, Robins & Morton is frequently asked to consult with clients to develop strategies to achieve common green building certifications, including the U.S. Green Building Council's (USGBC) LEED rating systems, Green Building Initiative's (GBI) Green Globes certification programs, International WELL Building Institute's (IWBI) WELL Building Standard, and Parksmart's parking structure certification system.

When contracted in this role, we act as an advocate on the client's behalf, guiding the overall process, challenging the team to revisit typical strategies to find better ways, and packaging the green building and environmental effort for client reporting.

64 Currently, 64 of our projects achieved or are working toward green certifications.

20% In previous years, approximately 20% of our revenue resulted from projects that require one or more third-party-verified green building certifications.

#48 Robins & Morton consistently ranks in Engineering News-Record's (ENR) list of Top 100 Green Contractors.

Project's Dual Goals of LEED and WELL Certifications Influence Spectrum of Sustainability Strategies

Robins & Morton's seven-story, 417,000-square-foot patient tower project in Boca Raton, Florida, offers an example of our collaborative client-centered approach to sustainable healthcare construction.

Built for Baptist Health South Florida, the new Gloria Drummond Patient Tower at Boca Raton Regional Hospital meets the client's sustainability goals and will be among the first hospital facilities in the nation to earn both WELL and LEED certification.

Extensive collaboration with the architect and engineer in early preconstruction was aimed at reducing carbon emissions and implementing long-term material, energy efficiency, and wellness strategies to reduce operating costs and deliver a healthy, future-ready facility for the Boca Raton community.

The Boca Raton Regional Hospital team conducted a life-cycle analysis (LCA) using benchmark data and modeling to estimate the environmental impacts of carbon emissions throughout the expected life cycle of the building.



The team also methodically designed the building envelope to the local climate and appropriate orientation, incorporating passive shading strategies to reduce the impact of morning sun and locally sourced and prefabricated precast panels to mitigate the heat gain from the midday and afternoon sun.

Finally, the team addressed one of the largest sources of embodied carbon in construction, working to identify options to lower the carbon impacts of concrete and analyzing the cost and tradeoffs of new production methods and products. Although factors such as alternative concrete availability, transport cost, regulatory and structural code requirements, and achievable net carbon reduction data ruled out multiple options, the exercise provided a small reduction in embodied carbon and a wealth of information for future assessments.

Read more about the project and the lessons learned by the Boca Raton Regional Hospital project team in Robins & Morton's 2023 [State of Healthcare Construction](#) report.



BUILDING GREEN BEYOND CERTIFICATIONS: CARBON, LIFE-CYCLE ANALYSIS, AND RESILIENCY

Beyond assistance with green building certifications, we provide design-assist services that help reduce energy usage and operational costs, enhance carbon outcomes, and achieve resiliency expectations.

On each project, we work to fully understand the client's goals for the project and the community. After understanding these goals, we collaborate eagerly with both design professionals and key trade contractors to identify additional opportunities, strategies, and equipment within realistic cost parameters.

Our design-assist services have helped evaluate geothermal systems, photovoltaic panels, active chilled beams, displacement ventilation systems, efficient envelope systems, and other energy reduction strategies. Our mechanical, electrical, and plumbing preconstruction team members have a vast range of experience and frequently recommend more efficient systems at the same or lower initial cost.

We work to review innovative options alongside the entire team to ensure that alternatives are preferred and viable, all the while balancing the client's budget and anticipated operational savings — and ensuring both first cost and return on investment are not jeopardized. Providing early assessments aids clients' decision-making and encourages early incorporation of strategies that protect and encourage carbon and resiliency goals.

Similarly, our contribution toward lowering a building's embodied carbon and improving the overall LCA is founded on that same level of collaboration and a heightened focus on material transparency.

We study the embodied carbon of material alternatives, enhance our partnerships with trade contractors and material manufacturers, and remain committed to transparency so that we will continue to be able to tailor sustainable, knowledge-driven solutions to improve a building's LCA and lower carbon emissions for the project and the future.



Our collaborative culture and commitment to improvement help ensure our projects can meet initial resiliency, efficiency, and carbon requirements.

COMMUNITY IMPACT

Robins & Morton’s social and community impact encompasses care for our people, clients, industry partners, and communities.

Our social responsibility includes:

Ethical business practices and a promise to keep our commitments

Fair and just treatment for our industry partners

A safe, inclusive, and collaborative workplace

Making a lasting, positive impact on communities through the things we build and the causes we support





Cultural Foundation

Robins & Morton’s Building With Purpose® commitment and our Building Forward® approach are centered on purposefully acting with integrity, fostering a respectful and collaborative workplace, and treating our business partners fairly.

This cultural foundation is the cornerstone of our approach to addressing the unique needs of our clients, whether working within their spaces and alongside their staff or taking on their vision as we promote their mission.

Our award-winning Joe DiMaggio Children’s Hospital project is one example. Building on the hospital’s theme, The Power of Play, the expansion features play zones and family support areas, the most striking of which is the Hope Terrace, an outdoor play, respite, and healing space on the hospital’s fifth floor.

Inspired by a cherished tradition at Joe DiMaggio Children’s Hospital, the Robins & Morton team built and donated a meaningful space for patients and their families. [Learn more about the Hope Terrace and how this special project honors the hospital’s legacy of hope and healing.](#)



Wellness

Wellness is an important topic for our clients, and prioritizing the human experience in the spaces we build is a natural segue to attending to the well-being of occupants and the greater community. This emphasis leads us to address issues such as internal and external air quality and material selections, aspects of building that can have substantial impacts on improving human health.

For example, as part of our [Boca Raton Regional Hospital](#) project, we worked with HKS Architects and Baptist Health South Florida to document the hospital's performance in a set of healthy workplace standards and wellness best practices with the goal of earning WELL certification. Certification, and subsequent recertification, is based on meeting objective and evidence-based benchmarks. Only facilities that can demonstrate a high level of performance and pass building systems testing performed 18 to 22 months after occupancy can qualify for certification.

These types of wellness and health initiatives are closely linked with our clients' sustainability initiatives. Their goal is to design and build healthcare spaces that contribute to community health outcomes and have lasting positive impacts for everyone.

The design and construction teams work together to evaluate and help clients select healthy materials and products. Health product disclosures (HPDs) inform the selection of products based on associated human health outcomes, a process that differs from the assessment of environmental impact. Designers and builders use HPDs to determine if Red List ingredients, elements that may be toxic or emit volatile organic compounds, are among the materials specified on a project.

Human health goals are not solely focused on future occupants. We also have more immediate, onsite efforts to protect our construction workforce. During construction, our teams are required to create an air quality management plan to protect workers in the building and in accompanying jobsite offices. As part of this plan, teams select non-toxic materials and products and are required to enforce a no idling policy for equipment and vehicles to minimize unnecessary carbon emissions and the associated pollution impacts.



INTERNAL WELLNESS INITIATIVES

Robins & Morton's approach to wellness initiatives and benefits is shaped by our culture of caring for each other and our commitment to exceed the expectations of our people.

Healthy Spaces

In addition to increasing wellness in spaces we build, Robins & Morton emphasizes wellness in our corporate spaces. The 2022 update of our Sustainable Operations Policy maintains Robins & Morton's emphasis on saving resources, such as water and power, but it also deepens the company's focus on human health and wellness. These policy adjustments, such as stocking healthier food and drink options, selecting less toxic hand soaps and cleaning products, and purchasing ergonomic and low-emitting furniture, are additional ways of ensuring that the company continues to prioritize the best interest of our people in ways that have a positive impact.

This heightened attention to healthier workspaces reflects the company's care for our number one resource: our people. It also presents an opportunity for Robins & Morton team members to

join together and participate in creating a better work environment for themselves and each other. Sustainability champions at each office volunteer their time to support initiatives founded on the belief that together we can accomplish big sustainability goals and improve our workspaces one simple step at a time.

Mental Wellness

In alignment with our culture of caring, we support volunteerism and offer days off for philanthropic or volunteer events. For counseling and mental health support, we offer an Employee Assistance Program (EAP) as well as a telehealth counseling benefit for all team members and dependents covered by the Robins & Morton medical plan. The telehealth counseling benefit offers an affordable, easy, and convenient way to access a mental health professional beyond the counseling sessions available through the EAP.

Team Member Engagement

The Sustainability Council’s Team Member Engagement group underpins the social focus of our sustainability efforts by supporting the professional growth of our team members, developing an appropriate strategy for sustainability education, and developing ways to ingrain sustainability within the company culture.

In 2011 and 2018, the Team Member Engagement group surveyed Robins & Morton team members to gauge their perceptions of our sustainability efforts. While questions about our level of responsibility and concerns about how our efforts would affect daily operations marked the 2011 results, in 2018, 99% of our team members agreed that it is the company’s responsibility to assess environmental impact, 39% saw our company as a leader in the industry, and 36% believed we could do even more.

Since that time, the Sustainability Council has developed a robust approach to advancing team member awareness and boosting engagement.

Beginning with new hire training, Robins & Morton provides internal training and development opportunities to help our team members understand our sustainability approach and policies, as well as how to contribute to our goals. We also encourage and support our team members who choose to earn or maintain external green accreditations.

In 2024, team members dedicated 1,100 hours to internal sustainability training, and currently 93 team members have earned a total of 97 external green professional credentials.

50	42	3	1	1
LEED APs	LEED Green Associates	Green Globes Professionals	Parksmart Advisor	WELL AP

EARTH DAY IMPACT

Each year, beginning in 2010, the Sustainability Council engages our team members in supporting Earth Day through challenges that reduce our collective environmental footprint. In alignment with each year’s theme, team members are encouraged to pick a pledge from a list of provided actions. The Pick Your Pledge activity assigns each pledge a “people,” “planet,” and/or “profit” designation to demonstrate our ability to affect positive social, environmental, and economic change in our communities.

Building on an ongoing Simple Steps to Make a Big Difference Together campaign, the Sustainability Council challenged our team members to take action to improve our planet through small steps that benefit the environment and social well-being. The Council provided four avenues to make an impact, including holding e-waste recycling drives, submitting ideas to reduce single-use water bottles on jobsites, joining an Earth Day cleanup event, and committing to one or more sustainable actions through our annual Pick Your Pledge campaign.

Pledge options included purchasing one or more local goods or services (planet, people); replacing two or more lightbulbs with LEDs to save energy and money (planet, people, profit); making a more committed effort to remember reusable shopping bags to minimize single-use plastic bags (planet, people); and planting at least one native tree to restore the ecosystem and minimize irrigation needs (planet, people, profit), among several others.

The 2024 Pick Your Pledge initiative generated 384 pledges, and for each pledge, Robins & Morton planted a tree.

We planted 588 trees, reducing 294 metric tons of CO2 emissions and generating \$1,470 in downstream community income and benefits. Charlotte, Dallas, Miami–Fort Lauderdale, Nashville, Tampa, and Orlando offices held environmental education or clean-up day events. We also had jobsite participation and Community Network participation (NextGen).

JOBSITE WATER BOTTLE CHALLENGE



The Council’s call for ideas to reduce single-use water bottles on jobsites garnered 25 creative responses. One of those ideas spurred a collaboration between our Sustainability and Safety departments involving conversations with OSHA to discuss sustainable alternatives that support jobsite hydration. The Sustainability and Safety departments engaged our in-house Innovation Services team in developing a water source to eliminate all opportunities for cross-contamination.

The prototype is an enclosed trailer that requires only an outside power source and a water supply line. It is

capable of cooling 32 gallons of water per hour to 50 degrees and uses both carbon and UV filters for purification.

Robins & Morton estimates that on a 282,000-square-foot hospital project in Tampa, Florida, our staff and trade contractor spent about \$50,000 annually on single-use water bottles during peak workforce, so the savings generated by the new water supply prototype will be extensive when replicated on other projects across our company footprint.

Because of the success of the initial prototype, more are being delivered to our projects moving forward.

Giving With Purpose

Through Robins & Morton’s Giving With Purpose program, we give back with service, in-kind donations, and financial support to the communities that have given so much to us. Our [Community Impact Report](#) provides an annual snapshot of our efforts.



2024
Community
Impact Report



WORKFORCE AND INDUSTRY DEVELOPMENT

Robins & Morton believes that attracting and engaging people from all backgrounds brings distinct perspectives that enrich our culture, enhance our work, and make us stronger as an organization. We attract and develop a diverse workforce through our participation in industry outreach efforts in addition to our support programs providing education, mentorship, and professional development. We are committed to continually making Robins & Morton an inclusive and diverse organization.

Training for Excellence

Robins & Morton’s Training for Excellence Program is designed to promote continuous learning and career advancement for our team members. Innovation and leadership development are innate to our culture, and our training program focuses on creating opportunities for our teams to share their knowledge and experience with their peers. We also bring in experts to provide specialized tactical and soft-skill training.

Training for Excellence offers courses on a variety of topics, including safety, best practices, leadership, Lean tools, quality, technology, and sustainability. Through our combination of in-person and virtual courses, we make education accessible for regular participation, keeping our team members updated on the latest approaches to deliver unparalleled service for our clients.



Robins & Morton recognizes that mentorships can serve as effective paths to bring people who do not have a construction-related degree or previous experience into construction management roles. The company has three distinct mentorship programs to support nontraditional career paths: The Rocky McMichen Field Leadership Program, the Barbara Wilson Mentorship Program, and the Veteran Mentorship Program. These programs help us build upon the potential of nontraditional management candidates, addressing the shortage of qualified construction management professionals while also increasing our diversity.

Mentorship

ROCKY MCMICHEN FIELD LEADERSHIP PROGRAM

Named for our former Senior Vice President Rocky McMichen, who began his construction career as a laborer, this program creates growth opportunities for our craft professionals by pairing mentorships along with technical and soft skills training so that participants can grow into management positions.

The Rocky McMichen Field Leadership Program has helped people from diverse backgrounds attain management roles.

VETERAN MENTORSHIP PROGRAM

Robins & Morton’s Veteran Mentorship Program supports team members who are transitioning from military service into civilian careers with us — as well as our current veteran team members — by pairing members who would like to serve as, or seek, a mentor. The mentors provide one-on-one guidance to help other team members succeed professionally and personally while also creating a long-lasting support system.

Robins & Morton also expanded its career tracks for veterans with two positions that recognize the valuable leadership skills and experience veterans offer. The construction engineer role is aimed at individuals with eight or more years of military experience. Veterans with fewer than eight years of experience may qualify for the company’s construction coordinator position, which is designed for individuals who have an interest in construction and some relevant experience but may not have a construction-related degree.

For more information on our mentorship programs, see robinsmorton.com.

BARBARA WILSON MENTORSHIP PROGRAM

Seeing the success of the Rocky McMichen Field Leadership Program in creating a pathway for our craft team members to advance, Robins & Morton launched the Barbara Wilson Mentoring Program in 2020. Named after our former vice president of marketing who started her career in an administrative role, this program takes an individualized approach to helping team members transition from administrative support roles to operations positions.

Benefits

At Robins & Morton, our people are the heart of our business, and we believe our benefits help us retain our amazing team. From our medical plan to our 401k profit sharing, our benefit programs go beyond traditional healthcare to offer resources for holistic wellness and security. Refer to our [Benefits Guides](#) for complete information.



Diverse-Owned Business Outreach

DIVERSE-OWNED BUSINESS RECRUITMENT

Robins & Morton is committed to affording equal opportunity to all based upon job-relevant performance, experience, and accomplishments.

We are actively involved with the Small Business Administration (SBA) and have participated in its various programs, such as the Mentor Protégé Partnership Program, for years. Currently, Robins & Morton participates in a Mentor Protégé Partnership with a Service-Disabled Veteran-Owned Small Business. Through the Mentor Protégé Partnership and similar programs, we can help Small, Minority, Veteran, and Women-owned small business enterprises expand their footprint through meaningful partnerships in the construction industry.

Robins & Morton participates in partnerships with small and diverse-owned businesses because their participation in work strengthens communities and local economies. Through our participation in programs such as the SBA’s Mentor Protégé Partnership, we are able to help companies gain entry and experience with larger, more complex work. These partnerships better the construction industry, producing a continuously evolving workforce that is always growing in sophistication.

TRADE CONTRACTOR QUALIFICATION

Robins & Morton focuses significant effort on soliciting the interest of the trade contractor market as well as qualifying and engaging the trade contractors on each project. We advertise projects early in the preconstruction period to begin to refine and further develop a list of potential trade contractors for the project. We conduct “getting to know you” meetings to inform local contractors of the project and its requirements and to begin the qualification process.

When qualifying trade contractors, Robins & Morton requests detailed information, including a standard qualification form and financial statements. This allows us to perform an in-house review of each trade contractor’s financial and bonding stability, as well as their safety performance, to ensure that our project team is financially sound and not over-committed, and aligned with our safety standards. We also check the contractors’ listed references from their suppliers and other general contractors, ensuring that the trade contractors we are seeking to employ have a track record of satisfactory performance.

Safety

Of our key values at Robins & Morton, none are more ingrained in our culture than safety. Through proactive education for team members, trade contractors, and clients, we strive to ensure operational and safety excellence on every project. By coupling training with consistent onsite coaching, work planning, and continuous assessments of our project safety management system, we work to inspire ownership that creates the safest possible workplace. Each of these practices is supported by our safety vision: To provide a safe and healthy work environment for all who are touched by our business and a culture of safety commitment to each other.

Robins & Morton is consistently recognized nationally for our safety performance. While we are proud of these accomplishments, safety has never been about numbers, rates, awards, or policies. It is about actively caring for each other and having the determination to do what is necessary to ensure everyone touched by our business goes home safely to their families.

Human Performance Operating Philosophy

Robins & Morton’s Human Performance Operating Philosophy helps us achieve higher levels of safety on every task and every project. When we couple the Human Performance principles and tools with the four tenets of Building Forward® — Collaboration, Continuous Improvement, Leadership Development, and Creating a Learning Culture — we become more effective in our Pursuit of Safety Excellence®. A safety culture must be established and reinforced through engagement and alignment, factors that are fundamental to both Human Performance and Building Forward®.



2024 Key Safety Metrics

Robins & Morton is a 2024 Associated Builders and Contractors (ABC) Platinum STEP Safety Award Winner.

Work Hours: 3,913,824

Total Incidents Reported: 98

SIF/PSIF Rate: 0.43

Total Recordable Incident Rate: 0.76

Lost Time Incident Rate: 0.05

EMR: 0.48

KEY MATERIAL ISSUES

Labor Shortages and Procurement

For several years, the construction industry has been faced with two challenging realities: wildly escalating costs and a volatile supply chain creating unprecedented shortages and long lead times. Though the steep climb in prices has begun easing into a much gentler rise, we anticipate a still-significant escalation rate on top of already inflated prices.

In addition, the last several years have seen ongoing workforce shortages that impact costs and project schedules. Data suggest that this factor will continue to affect the industry for years to come.

Robins & Morton’s 2025 State of Healthcare Construction Report objectively assesses how these factors and current industry shifts will alter healthcare construction in the coming decades. For additional information, [refer to this report](#).



MANUFACTURING

Prefabrication, modular construction, and offsite manufacturing offer strategic options for addressing labor shortages. With intentional early integration, these alternative building methods have the potential to provide greater cost and schedule certainty. See our [2025 State of Healthcare Construction Report](#) for more information.

ENVIRONMENTAL EVENTS AND RESILIENCE

The impact of weather events highlights the need for greater attention to structural fortification and building resilience. Robins & Morton addresses these factors as part of our preconstruction exercises to help ensure that our clients’ projects remain durable and stand the test of time in reliably serving their communities.



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