



CONTRACTOR

OF THE YEAR

Application Packet



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GCA Contractor of the Year 2024

The **vision** of Amentum is to create a secure and vibrant future.

The **mission** of Amentum is bringing advanced engineering and technology solutions to the most significant challenges in science, security, and sustainability.

Company Overview:

Amentum is a worldwide company with a diverse presence in Guam and the CNMI.

- Amentum Guam BOS aka DZSP 21 LLC – Charles B Hazzard III - 670 employees including embedded subcontractors.
 - Amentum Guam BOS supports geographically-separated activities at the Nimitz Hill Joint Region Marianas Headquarters, Naval Hospital Guam, Radio Barrigada, the Naval Computer & Telecommunications site, the US Naval Ammunition Magazine, the Santa Rita Support Complex, and the Guam National Guard Complex.
- Amentum AFCAP TMR (Typhoon Mawar Repair) AAFB – Clint Easton – 457 employees including embedded subcontractors.
 - The Air Force Contractor Augmentation Program (AFCAP) awarded Amentum a contract to deliver recovery, restoration, repair, maintenance, and construction services for 99 facilities and 13 miles of perimeter fencing at Anderson Air Force Base, Guam which were adversely affected by Typhoon Mawar in May 2003. The successful completion of this work involves specialized skills, including engineering, construction, debris removal and asbestos/mold remediation.
- PACAF GPMS AFCENT WRM (War Reserve Maintenance) AAFB June Sanbower – 12 employees.
 - Mission: stock and pre-position materials needed in wartime. This allows the U.S. to quickly deploy forces with the resources they need to fight wars.
- Naval Expeditionary Forces Regional Services Contract (NEFRSC) primarily serves U.S. Navy activities in the following islands and regions – Brandy Adams – 50 employees including local hires.
 - Provide a wide range of professional, technical, and logistical services to support various U.S. military operations and infrastructure in the Pacific region. This may include aviation, maritime, construction, IT, and environmental services. Amentum has a strong track record of delivering large, complex services contracts to federal agencies.
 - Provide Logistics support for 30 NCR and other Seabees in the following locations:
 - Philippines
 - Tinian
 - Palau
 - Federated States of Micronesia
 - Papua New Guinea



Amentum Guam BOS is headquartered at Building 100, Naval Station, Navy Base Guam. We employ ~572 employees (518 local hire) supplemented by another ~98 employees of our subcontractor partners such as KIRA Services LLC, BMI Automotive LLC, CC Distributors Inc, and JTC Services Guam Inc. We provide products and services at nine locations in Guam (Naval Base Apra Harbor, Naval Base Munitions Site, Naval Hospital, Naval Base Telecommunications Site, Naval Base Barrigada, Nimitz Hill, Santa Rita Navy Complex, Andersen Air Force Base, and Marine Corps Base, Camp Blaz) to all military branches including the Guam Guard. Amentum has successfully been awarded the follow-on BOS contract taking us to 2028.

Vendor Size	2023-2024
Small	185
Local	142
Non-Local	43
Non-Small	87

The company’s exceptional performance has enabled Amentum to become the Navy’s BOS Contractor of Choice and led to significant contract growth. Since award, we have increased contract value since the contract began on 1 December 2020 with reported sales of \$93.47 million in 2021. Total sales for 2023 was \$102 million. We procure ~\$69 million worth of goods and services annually; about 88.9% of purchases are from small businesses. Of the 185 small business vendors, 76.8% are local small businesses. We continue to exceed the small business goals and received a "Good" performance rating from NAVFACMAR for our third contract option year. Moreover, we have consistently excelled in our commitment to collaborate with small businesses, particularly those that are locally owned, and we remain dedicated to actively seeking out opportunities to engage with such enterprises. We actively participate in GCA vendor events to network with new businesses and extend invitations for potential collaborations with our company and customers.





The mission of Amentum in this region is to support the warfighter and to provide safe, clean, and functional working and living environments and equipment for our valued customers. We exist to serve our customers. Through our efforts, we uphold our client's commitment to provide U.S., and coalition forces the most effective logistics, operations, and training support in the Western Pacific and to provide the highest quality of life for our service members and their families.

Ranking #9 in the 2023 Top Companies in Micronesia, Amentum knows that its success is dependent on the efforts of its people. We realize that we will be successful only if our time, talents, and energy are effectively used. We encourage creativity and innovation; support initiative and diligence; expect superior quality and excellent performance; and rely on teamwork and frequent communication to do our jobs well.



Amentum's Core Values:

- We Realize Breakthroughs by Continuously Reinventing
 - We apply undaunted curiosity, relentless ambition, and boundless imagination to challenge convention and drive progress.
- We Deliver on Missions by Meeting Every Commitment
 - We sweat the details, because success on even the largest projects requires consistently and ethically delivering on our promises with quality and integrity.
- We Take on Challenges with Courage
 - We willingly lean into challenges with the confidence of previous successes and with the conviction that, together, we can conquer anything we face.
- We Embrace Diversity & Collaboration
 - We actively seek to learn from others, knowing that the most future-ready solutions are built from communities that respect and include the broadest range of perspectives.
- We Believe Safety and Well-being are Integral to Success
 - Physical and emotional security and development are fundamental principles that govern every Amentum workplace and underpin the commitments we make to our community and planet.

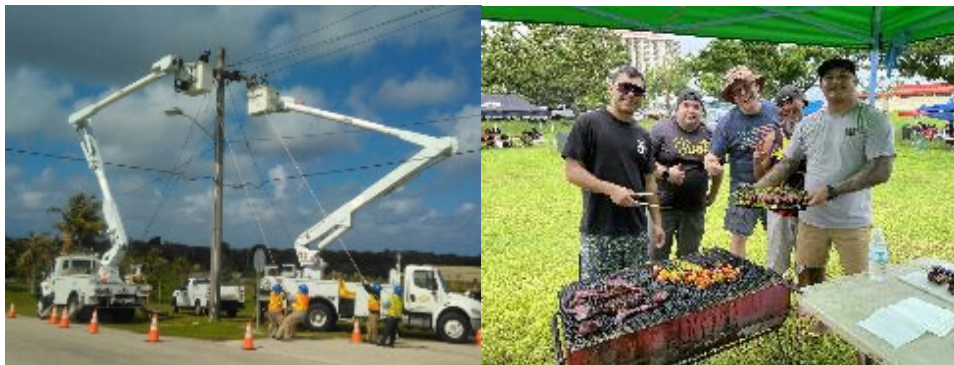


Why Amentum is worthy of the 2024 GCA Contractor of the Year

This year, Amentum's commitment to excellence shone through as we rebuilt from the several typhoons on our island. Our dedicated employees worked tirelessly to ensure our customer's needs were met as well as supporting the local Government in bringing power back to the island.

The span and scope of our company's operations are broad with island-wide impact and implications. We hold this as a sacred trust, not just to our military customers, but more importantly to our Guam community stakeholders who could be impacted by our operations. Therefore, we take a proactive quality approach in both our sustainment operations as well as environmental management activities. We aim to be good stewards of the island's land, water, and other natural resources.

Amentum has leadership teams to address issues that affect the company, to help optimize project performance, to create an attractive work environment, to ensure company participation in a community outreach program, and to create a company culture that is committed to excellence, safety, mutual respect, teamwork, loyalty, and trust. Teamwork is key to Amentum's success, and the company values individual differences and the diversity of its work force.



Amentum's ongoing support for small and local businesses in Guam is a significant contribution within the local business community and benefits the wider Guam community. As previously mentioned, over 88% of procurement is from 185 vendors, of which 76.8% were local small business vendors. Furthermore, Amentum counts on the professional services provided locally such as engineering, accounting, banking, payroll, healthcare, 401(k), insurance and equipment leasing. We exceeded our established utilization goals by over 81%, including small business goals in five different classifications: Small-Disadvantaged, Women-Owned, HUBZone, Veteran-Owned, and Service-Disabled Veteran-Owned. We are proud of our proactive approach to building relationships and teams with Guam small businesses. We enjoy the flexibility and adaptability these partnerships and relationships give us, while bolstering the local economy and overall community.

We engage in job fairs and small business events to grow our workforce, vendor network, and reaffirm Amentum's active involvement in Guam's community, our employees, and customers. With our strong track record in Base Operations Support Services, extensive operations, environmental stewardship, and robust small business subcontracting, we believe we deserve this year's Guam Contractor of the Year award.



Safety, Health, and Wellness

Success Starts with Safety

Amentum envisions a safer, smarter, cleaner world. That vision underpins our fierce commitment to environmental, health, and safety (EHS) excellence. Protecting our people, clients, and communities we serve and driving sustainable business practices is not just the right thing to do, it is essential to our success.

Amentum knows that “success starts with safety” because we have observed the correlation between excellence in safety and both improved financial performance and customer satisfaction.

In two separate studies, we have demonstrated programs that have strong leading and lagging KPI performance in safety have a strong correlation to higher customer satisfaction as measured by CPARS. This can be attributed to our risk reduction efforts improving overall reliability.

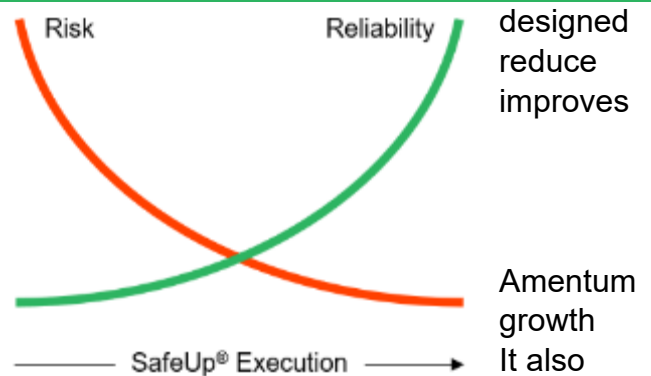
Amentum has also demonstrated that for every \$1 invested in our safety programs, \$3.10 were saved in avoided direct costs through injury prevention. By continually reducing our risks, we can offer a greater value than competitors whose risk, and resulting cost of operations, are higher.

Our EHS principles of excellence shape our organizational culture, reinforce leadership commitment, boost employee engagement, improve work planning, guide risk-based decision-making, and facilitate rigorous performance monitoring. These elements contribute to reducing risks and substantially enhancing our organization's reliability. As a result, we consistently meet our commitments on time and on budget, while avoiding unforeseen and undesirable outcomes.

SafeUp® – Our Path to World Class Safety Performance

SafeUp® is Amentum's versatile EHS program, to align with our EHS Principles of Excellence to risk and improve our reliability. The program employee well-being, drives environmental sustainability, and positively impacts the communities we serve.

SafeUp® offers a tailored approach for each project, enabling continual improvement and towards becoming a high-reliability organization. ensures our safety performance expectations are applied across our diverse global operations.









Industry Leading Results

Amentum's SafeUp® program delivers industry-leading results, as evidenced by our Recordable Injury and Lost Workday Case Rates, which are significantly below industry averages. Our commitment to safety has directly contributed to our industry-leading Experience Modification Rate (EMR) of 0.46, representing a 54% discount in workers' compensation costs. Compared to the average industry recordable (3.2) and DART (1.8) rates for the US Department of Labor, BLS data, with our current rates well below the average, Recordable at 1.39 and DART at 0.70, respectively.

Third-party recognition validates our commitment to EHS, with Amentum receiving accolades from clients, regulators, and professional organizations for delivering industry-leading results. We maintain corporate registration for ISO 14001:2015 and ISO 45001:2018, ensuring that employee health and safety, as well as environmental considerations, remain top priorities in our business operations.

The Framework

The EHS Principles of Excellence

<p>Lead EHS at all Levels</p>  <p>We execute a risk-based EHS program and foster an environment where everyone is a safety champion</p>	<p>Empower Employees</p>  <p>Every employee shows care for each other by speaking up, embracing safety and actively engaging in safe work practices and EHS improvements.</p>
<p>Managers and supervisors execute our EHS program, safeguard employees, and foster an environment where everyone is a safety champion. We prevent incidents and injuries by using risk-informed, conservative decision making.</p>	<p>We foster an environment where safety is embraced and acted upon by every employee. Employees actively engage in development of safe work practices and EHS improvements. Everyone shows care for people and have the courage to speak up regarding unsafe work practices.</p>
<p>Manage Operational Risk</p>  <p>We reduce risk through effective use of the hierarchy of controls and provide safe, healthy working conditions to prevent workplace incidents.</p>	<p>Advance Organizational Learning</p>  <p>We strive for continual improvement and optimize performance through open communications, EHS expertise, and the creation of best practices and innovative EHS solutions.</p>
<p>We recognize, evaluate, and manage risk to develop effective controls and provide safe and healthy working conditions to prevent incidents, injuries, illnesses, and environmental pollution. All EHS risks are reduced to levels as low as reasonably achievable.</p>	<p>We continually improve our EHS system through performance monitoring, sharing lessons learned, and creating best practices. As an organization, we openly communicate EHS information, challenge the status quo, and develop innovative solutions to optimize performance.</p>


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Management System



Amentum maintains a Corporate-office registration to ISO 14001:2015 & ISO 45001:2018 – Environmental Management System and Occupational Health & Safety Management System, respectively. These help to ensure that the health and safety of our employees and environment are prioritized in how we do business.

Amentum’s industry leading EHS management system ensures safe and reliable mission execution anywhere in the world. It is comprehensive and risk-based, designed to meet continually evolving business needs. Our approach offers flexibility, within designed boundaries, for alternative solutions to risk management needs. In line with this management approach, Amentum holds a Corporate joint certification for ISO 14001 & ISO 45001. With adherence to these systems, we ensure employee health and safety, along with environmental conservation, are at the forefront of our business decision making.

Our EHS manual provides direction, guidance, and tools for safe and effective work across our diverse work environments. This manual ensures new and existing projects have immediate access to EHS information necessary to ensure regulatory compliance from the start – resulting in a robust and successful EHS program. Our management system undergoes a rigorous and routine process of reviews and updates to provide up-to-date regulatory compliant business practices and cutting edge EHS innovations.

Key Elements of SafeUp®

Our People



Amentum has a vast talent pool of safety trained personnel and expertise to customize and implement a world class safety program. Our experts bring real-world experience and leadership to facilitate positive results. Our SafeUp® process is ready for immediate implementation and Amentum leadership is committed to supporting the safety program with the necessary resources



Certified Safety Professionals (CSP) – We employ hundreds of qualified safety, health, and environmental professionals around the world, including numerous CSPs – the gold standard in safety professional certification.



Diamond Level Sponsor of Safety Trained Supervisor (STS) Certification – Amentum currently employees 1,236 employees who have achieved the Safety Trained Supervisor certification – nearly 20% of all STS certified professionals and the most of any organization. Safety may not be a primary duty for employees who achieve this certification, but their knowledge of safety practices ensures safer and healthier worksites. This added competency strengthens the safety foundation in any organization.



Rising Stars of Safety – Amentum safety professionals actively participate in the National Safety Council and are regularly selected to the prestigious Rising Stars program for demonstrating excellence and leadership in managing safety and affecting culture. Six Amentum safety professionals have been named to this prestigious list since 2012.



Employee Training HSE

New Hire Orientation – Effective employee training starts with New Hire Orientation that immerses the employee in the Amentum safety culture from day one. We utilize an interactive new hire training program that is easily augmented with project-specific requirements. Expectations are set by our Chief Executive Officer and senior leadership, forming a powerful first impression of our fierce commitment to the health and safety of our people. Our new hires learn that we empower our people to embrace safety first to be well, excel at our mission, and achieve business success.

START/SULU Training – The START and SULU training programs are the cornerstones of the Amentum safety culture. 2,188 Amentum supervisors have completed Supervisor Training in Accountability and Recognition Techniques (START) which provides fundamental tools to help front-line managers and supervisors demonstrate expectations and accountability for safety. Speak Up! Listen Up! (SULU) provides simple tools and a practical process for all employees to give and receive safety feedback. Employees learn skills to help facilitate positive and constructive conversations about safety in the workplace.

Our employees also have access to Amentum Academy and other online training resources. These resources allow organizational learning to be shared across the business to ensure our people have access to the training programs they need to stay safe, meet mission requirements, and achieve success.





Our Processes

Safety Red Cards



One of the most fundamental elements of our safety program is that no one – fellow employees, customers, or supervisors – has the authority to direct people to violate or disregard any safety or environmental standard.

Every employee is given a Safety Red Card as a symbolic reminder that everyone on our job sites have the right and responsibility to stop work if a job is unsafe or poses a danger to the environment. All work on a red-carded job must immediately cease. Work stoppages are immediately reported to supervisors and only resume when a member of management clears it.

Safety Red Cards also provide an EHS hotline number for employees to report unresolved EHS violations. Hotline calls trigger internal investigations by EHS leadership to resolve any issues.

SOLAR – Empowering Employees



In addition, employees can report hazards with a simple click of a button- they can use their smart phone and scan the QR code that directs them to the Safety, Observation, Learning, Assessment and Response (SOLAR) site. This modern way of reporting is easy to use, intuitively accessible and in real time. This is one example of Continuous Safety Improvement (CSI) initiative and empowering our employees to report hazards.

Senior Management Engagements

Our executives and senior managers are expected to engage with employees and discuss the importance of safety on a routine basis. We measure this activity for each executive and report the results each month. This is an essential component to demonstrating our management commitment to environment, health, and safety.

Incident Prevention Model



Our Incident Prevention Model (IPM) maps the EHS and business results we seek to a balanced set leading indicators. We routinely analyze the performance of our projects and determine the validity of leading indicators in both predicting and ensuring good performance. Every year our IPM is refined

to drive consistent and predictable performance improvement.

Safety Moments

We believe that safety must be considered in all business decisions and use safety moments to keep safety top of mind. Each meeting begins with a safety moment to ensure important, germane safety information is discussed.



Project EHS Reviews

EHS leaders frequently conduct Project EHS Reviews throughout our business. These reviews cover the specifics of the contract and effectiveness of the EHS program to ensure safe and reliable operations. These scored assessments and accompanying formal reports are submitted directly to our Chief Executive Officer, copying senior executives and management.

Projects are selected for EHS review using predictive analytics to monitor known risk-factors that can indicate future under-performance. Project EHS Reviews can act as an intervention to mitigate risk and improve performance.

Lessons Learned


Learning from each failure is something that we are passionate about. We flag near misses and incidents based on their risk potential, not just their outcome. If no harm occurred, but there was the potential for serious injury, we investigate fully to prevent recurrence and share the information widely across applicable operations.

Executive Significant Incident Reviews

Our more serious incidents and near misses are reviewed by our most senior executives monthly. Project managers and supervisors prepare and present formal briefings to our executive team including what happened, why, and what actions we are taking to prevent recurrence.

The most important elements of Executive Significant Incident Reviews are the values placed on being candid and accountable. Acknowledging failure is essential to organizational learning in preventing future incidents. Identification and implementation of corrective actions in a timely manner is expected.

Cell phone policy

JUSTDRIVE.  Operating vehicles, both at work and off, represents one of the most significant risks of serious injury and fatality. Many years ago, we recognized the risks of distracted driving and established a company-wide policy called “JUSTDRIVE” which states no mobile communication devices, including hands-free, shall be used while operating a vehicle.

Further, we invested in highly effective driving training for professional drivers. Amentum Academy offers an interactive and adaptive training experience, which identifies specific opportunity areas for each trainee. It then prescribes a curriculum to strengthen drivers’ skills, effectively lowering risk of vehicle incidents.

Transition checklist – Implementing a high performing EHS management system takes time. Some elements, however, must be put in place right away to ensure safe and reliable operations. We developed and utilized an EHS transition checklist to prioritize EHS criteria important for project management and business success.

Pre-Task Planning

Two key processes in work planning are our Pre-Job Hazard Analysis and Task Hazard Assessment



Pre-Job Hazard Analyses (Pre-JHA) are completed to identify all anticipated risks and ensure they are properly mitigated to safe and acceptable levels. Pre-JHAs are part of the planning process, completed in advance and involve collaboration between technical and functional professionals.



Task Hazard Assessments (THA) are conducted at the location where the work will be conducted, by the employees performing that work, just prior to start. The objectives of this process are to identify any unanticipated, unplanned risks (such as inclement weather, equipment type and status, qualifications of personnel, etc.) and ensure they are controlled to safe and acceptable levels. This includes reviewing any associated pre-JHAs that exist. An integral part of our THA process is the START Card. This tool focuses the work team’s attention on the worst things that could happen (severity potential) and requires assessment of these items regardless of probability.

Serious Incident & Fatality (SIF) Prevention Model – Many of the controls prescribed to prevent the more common, less severe incidents are not effective in prevention of more serious incidents. Our risk-based strategy focuses on the mitigation of our Eight Critical Risks, also referred to as STCKY (Stuff that can kill you).



Uncontrolled release of non-electrical stored energy



Fall material/object



Impact with vehicle or mobile equipment



Failure of lifting equipment



Fall of person



Severe physical illness to workers or public



Contact with moving parts or machinery



Uncontrolled release of electricity



When hazards are identified in any of these risk categories, a supplementary Bowtie Risk Assessment is performed. This strategy drives incident prevention by emphasizing elimination, substitution, and the use of engineering controls. Bowtie Risk Assessment provides a visual representation of the strength of defense provided by this risk prevention and reduction strategy.



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Occupational Health Program

Injury Management – When employees experience a work-related injury, we recognize the impacts on the worker, their family members, their coworkers, and our company. By taking an active role in ensuring the injured employee gets the best treatment, immediately, we are providing the best setting for optimal recovery. Before any injury occurs, our project management team is tasked with establishing relationships with the best board-certified medical providers in the area who understand our workforce and work scope so they are prepared to provide the best treatment for our employees, should the need arise. We believe that getting the employee back to work as soon as possible helps with their mental and physical recovery and demonstrates the value they have to our company and in executing our work. We recognize there are adjacent risks associated with injuries, including overtreatment and opioid abuse. We take an active role in educating our employees about these risks and providing them with the necessary tools to avoid them.

Our team of occupational health nurses is available 24 hours a day to field calls from injured employees or their supervisors and stay engaged on cases to ensure progress in recovery.

WorkCare – In addition to our in-house team of nurses, we have reach back support from WorkCare, the physician-directed occupational health company with global outreach. This partnership makes doctors readily available to assist and conduct peer-to-peer discussions and reviews with treating physicians to ensure the most effective and responsible treatment possible.

Our Technology



Amentum’s robust EHS performance measurement system uses Power BI, the leader in business intelligence and analytics. We connect data from all business systems to provide rich insights into our risks, safeguards, and trends.

All our key performance indicators (KPI) are available for every level of the organization. Projects can view their performance against goals and their peers, adding context and focus for business leaders.





Environmental Responsibility and Sustainability

DZSP 21’s grand transition to Amentum has boosted a pivotal leap of our capabilities to a higher level, bound with our reinforced expertise and experience in successfully executing base operations support services contract (BOSC) with the Naval Base Guam (NBG). Amentum continues to strive for excellence, above and beyond the call of duty in aligning its environmental programs and policies with the organization’s machinery that focuses on mobilizing and sustaining its commitment to mission support every step of the way.

For more than 100 years, Amentum has provided innovative solutions to our energy and environment customers through our world class engineering, design, start-up and operations, project, and program management services. Amentum is holistically recognized for safe and innovative management of high-risk, technically complex projects and programs for the U.S. Department of Energy and other allied governments. Amentum makes the world safer, more secure, and cleaner by eliminating environmental hazards and strengthening our national security. We are a preferred partner that provides unique expertise, resilience, and commitment to excellence in delivering challenging projects that make a difference.

Amentum continuously takes its full-scale exceptional solutions and services for the betterment of environment:

- **Clean Energy Solutions**

As the global demand for clean and environmentally sustainable solutions increases, Amentum grows with it. We work closely with our customers to provide a comprehensive approach to reducing carbon emissions, building clean energy infrastructure, and developing energy resilience technologies. From an energy resiliency and sustainability perspective, we provide innovative solutions to support our customers’ evolving focus in emerging areas such as distributed energy systems, microgrids, fusion, and alternative energy sources. Amentum is accelerating our customers’ clean energy transition through fusion energy research and advanced nuclear energy development, aiming to bring clean energy project solutions to the field.

- ✓ Engineering a net zero carbon future.

Securing resilient, secure, and low- or no-carbon sources of power for government and private sector is today’s most pressing challenge. We successfully navigate regulations and funding requirements, develop transformative partnerships, leverage advanced technologies, engineer, install and manage innovative solutions. We understand our customers’ needs and will provide a roadmap to transition their operations from a reliance on carbon rich fuel to a source of energy that is resilient, secure and carbon free.

Our Unique Capabilities:

- Creating a clean energy roadmap

Developing a clean energy roadmap comprises a team of experts that understands how to assess our customers’ existing energy mix and provide a smart, scalable strategy to transition their operations to achieve their long-term energy goals.


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- **Environmental Remediation**

Our solutions in this area span environmental remediation, energy consulting, lab and research operations, engineering, and clean energy solutions.

- ✓ Cleaning up the environment for global sustainability.

At Amentum, we are uniquely positioned to deliver solutions faster and solve the world's most challenging problems. Like Environment and Climate Sustainability for a cleaner planet. Intelligence and National Security to protect our country. Engineering and Integration to keep our planet safe. We have earned our customers' confidence to deliver the right solutions to successfully manage and execute the most critical environmental missions anywhere in the world today.

Why do we do all this? Because we are eager to create a smarter, safer, and cleaner world. We are dedicated to solving challenges across the globe with you.

- ✓ Our environmental solutions rolls out from operational compliance as well as support to the Naval Base Guam Environmental programs, all the way to the following services we cater around the globe:

- Site Assessment & Characterization
 - Environmental Consulting
 - Remedial Design
 - Full Life Cycle Remedial Action
 - Environmental Risk Assessment; RCRA/CERCLA Regulatory Support
 - Eradication of Emerging Contaminants
 - Return to the Environment, Site Restoration and Reuse

- **Energy Consulting**

Our technical experience in high-hazard operations and clean energy brings expertise in capital project delivery, work control, conduct of operations, criticality safety, and operational readiness.

- **Laboratory and Research Operations**

Our operational laboratory analysis for the Naval Base Guam's water and wastewater treatment in compliance with the Safe Drinking Water Act (SDWA) and Clean Water Act (CWA) are just the tip of the iceberg for what Amentum is grandiosely capable of.

For the most part, our collaborative work for the US Department of Energy is making the world a safer place through the application of cutting-edge science in nuclear deterrence, counterterrorism, defense and intelligence and energy and environment security.

With Amentum, we begin our mission with the Naval Base Guam (NBG) Environmental Policy as our guiding light in delivering effective and efficient environmental support services.

Amentum adheres to the NBG Environmental Policy in the implementation of the following environmental key programs across its entire operations:



- **Environmental Management Systems (EMS): ISO 14001:2015**

Amentum maintains corporate registration for **ISO 14001:2015 Environmental Management Systems (EMS)** to ensure that environmental considerations remain top priorities in our business operations as we aim for:

- ✓ Enhanced environmental performance.
- ✓ Regulatory compliance
- ✓ Risk management
- ✓ Cost savings
- ✓ Operational excellence
- ✓ Stakeholder and customer trust



EMS is a continual business cycle of planning, implementing, reviewing, and improving the processes and actions that Amentum undertakes to meet its environmental obligations, comply with environmental regulations, and continually improve its environmental performance.

We have an evolving EMS Program comprising a synergistic perspective that addresses critical points laid out in the organizational plan including mitigation of adverse environmental impacts and enhancement of the mission’s beneficial facets. All employees are required to complete the annual EMS Awareness training to continuously shape solid efforts towards waste reduction, pollution prevention, and natural and cultural resources protection.

- **Energy Management**

Amentum complies with and supports the Installation’s Energy Management Program where meeting energy and water conservation and efficiency goals are our top priority.

- ✓ **Building Energy Monitor (BEM) Program**

The Energy Management Program streamlines to a more specific program, the Building Energy Monitor (BEM). It focuses on optimization and conservation of energy and water consumption, through assessment of the facilities’ condition of power and water utilities, rectification of defects, minimization of usage, replacement of units, efficiency improvement, and cost savings.

Amentum has designated BEMs, who are trained subject matter experts (SMEs) in the implementation of its energy and water conservation plan. They conduct periodical facility inspections to identify where essential solutions fit.

Amentum partners with NAVFAC Energy Project Management in planning and holding an environmental awareness campaign and outreach program to promote social responsibility of the community on the essence of energy and water conservation.



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- ✓ **Above and Beyond Accomplishment:** Our BEM Program faced an enormous challenge during the Typhoon Mawar as the latter lambasted our island and brought massive destruction to utilities in and out of the base on 25 May 2023. With the energy and water conservation practices in place, it successfully prevented extreme water scarcity during these times. There was enough water supply all throughout the base including the residential areas despite scheduled water treatment plant shutdown as a precautionary step in protecting the water output reserve. Our Power Division as well as Water Division relentlessly rendered a tremendous all-out support to our customer and the community in restoring power and water. Amentum worked hand in hand with Guam Power Authority in fixing and lighting up the whole island once again. Together we stood the test of time.

Amentum celebrates this year's **October National Energy Awareness Month 2024**, an annual national effort to highlight the importance of energy to our national prosperity and security. We launched a poster exhibiting recommended simple energy practices to encourage our community to take part in this advocacy.

For public information, this can be accessed through our DZSP 21 Amentum website: <https://www.dzsp21.com> > About Us > Environmental Bulletin



- **Environmental Compliance Program**

It is our civic responsibility to ensure compliance with all Environmental regulations. This program plays a vital role in carrying out the environmental principles Amentum is committed to uphold, by adhering to the Federal and local environmental laws, policies, and regulations, in protecting and conserving the environment and natural resources, air and water through following dynamic procedures of control, prevention, response, and recovery efforts. In all these programs, Amentum provides local and off-island training to ensure knowledge of the work done in every point of application. Amentum Environmental Compliance Program is the cornerstone of our environmental mission, vision, and core values:

- ✓ **Water and Wastewater Quality Management**

- **Safe Drinking Water Act (SDWA)** – Amentum efficiently operates FENA Water Treatment Plant by producing high quality of drinking water that strictly conforms to the standards of test parameters as set by SDWA, owed to its competent, professionally trained, and Guam Environmental Protection Agency (GEPA) Levels I to IV certified workforce. We have a certified Backflow Prevention and Cross-Connection Supervisor who heads the plumbing team that promptly responds 24/7 to emergency water line breaks, in coordination with the Environmental Department who keeps an eye on the repairs and water restoration. Environmental issues a Precautionary Boil Water Notice to advise the affected facilities/households to boil water before use. Environmental also issues a Clean Water Notice after obtaining a bacteriological water quality clearance from the US Navy Laboratory to advise the affected areas of clean and safe water use. We work hand in hand to efficiently deliver services, protect its customer and the environment.



- **Clean Water Act (CWA)** – Amentum efficaciously runs the Naval Base Guam (NBG) Apra Harbor Wastewater Treatment Plant (AHHWTP) through stringent compliance with the National Pollutant Discharge Elimination System (NDPES) permit requirements, ensuring that all the test parameters are within the standard limits as set by CWA, brought about by its competent, professionally trained, and Guam Environmental Protection Agency (GEPA) Levels I to IV certified workforce. Furthermore, the operators undergo training and compliance with Industrial Wastewater Discharge Certificate Program (IWDCP), Municipal Separate Storm Sewer System (MS4), and Multi-Sector General Permit (MSGP) for Stormwater Pollution Prevention Management.
 - **Spill Prevention, Control, and Countermeasure (SPCC)** – All personnel working around oil containing/operated equipment are required to take the SPCC training course annually. The Environmental team conducts routine site inspections of storage facilities, to ensure that secondary containment and berms are in place, regularly drained for proper waste oil disposal, cleaned, and checked for condition and integrity to avoid leaks and spills that could affect the navigable waters and harm the rest of the environment.
 - **Spill Containment and Clean-up** – The Amentum response team expeditiously delivers recovery and clean-up efforts during oil and hazardous substance spills in navigable waters as well as on land. These endeavors strongly support the NBG Environmental Spill Prevention, Control and Countermeasure (SPCC) Plan.
- ✓ **Air Quality Management**
- **Clean Air Act (CAA)** – Amentum monitors boilers and generators, imperatively operating within the permit conditions of air emission requirements. We maintain inventory of air emission sources updated periodically to make sure that all the equipment is in good running condition, therefore keeping a clean air environment for the workplace as well as the community.
 - **Hazardous Air Pollutant (HAP) and Volatile Organic Compound (VOC) Tracking**

We keep track of HAP and VOC quantities emitted by materials used in our contract maintenance and repair operations for consideration in health protection, environmental impact, regulatory compliance, air quality improvement, and public awareness and safety.
 - **Ozone Depleting Substances (ODS)** – Amentum maintains inventory of all ODS containing equipment and submits reports for any leaks and/or reclaimed Class I/Class II refrigerants. We support EPA’s regulation of Hydrofluorocarbons (HFCs) refrigerants beginning January 2025, in which restrictions will take effect on the use of higher-Global Warming Potential (GWP) HFCs in new aerosols, foams, and refrigeration, air conditioning, and heat pump equipment.



✓ **Hazardous Material and Solid Waste Management**

- **Resource Conservation and recovery Act (RCRA)** – Amentum delegated Environmental Representatives and RCRA-trained Hazwaste personnel who manage hazardous waste generated from our operations. We have designated waste accumulation sites where we collect, segregate, contain, label, and safely store waste for pick-up and proper disposal by the Hazardous Waste Contractor (HWC). Amentum Environmental conducts routine inspections of the waste accumulation site (WAS) to inculcate environmental compliance all throughout the hazardous material and solid waste management procedure.
- **Emergency Planning and Community Right-To-Know Act (EPCRA)** - Amentum strictly monitors the use of hazardous materials in our operations by maintaining a Hazardous Material Authorized Use List (HMAUL) which includes all pre-approved chemicals utilized by our operations. All new materials or chemicals are required to go through product evaluation and approval by Amentum prior to utilization.
- **Asbestos Containing Material (ACM)** – Environmental health and safety is a priority of Amentum in all its entire operations. ACM discoveries and encounters are properly addressed and handled through a licensed ACM subcontractor for ACM abatement, cutting, removing, and disposal services.

✓ **Sustainable Procurement and Practices Plan (SPPP)**

The Amentum Sustainable Procurement and Practices Plan (SPPP) nurtures the procurement of products that are valued as energy efficient, environmentally friendly, safe to use, recycled, and cost efficient. AMENTUM prohibits the use of hazardous substance containing material such as radioactive, asbestos, mercury, polychlorinated biphenyls (PCB), di-isocyanates, and lead-based paints and coatings.



AMENTUM supports sustainable growth by incorporating environmental considerations in the procurement process and decisions related to the purchase of products and services to minimize any environmental impact throughout the contract.

The key pillars of the AMENTUM SPPP comprise the following goals:


- Increase purchases of green products and services
- Reduce the amount of solid waste generated.
- Increase the use of renewable energy.
- Reduce the use of ozone depleting substances, and hazardous and toxic chemicals.
- Increase the use of biobased products.
- Reduce consumption of energy and natural resources

Amentum procures products and services adhering to the SPPP towards environmentally preferred products and services while considering its quality, life cycle cost, and potential environmental and health impacts.




References to some of our success stories are as follows:

- The introduction of Aluminum Chlorohydrate (ACH) to treat potable water has greatly reduced the treatment chemical cost due to its extremely low dosage requirement while improving the water quality. The ACH is NSF certified, with very minimal residual aluminum, and less acidic compared to aluminum sulfate, which gives a wide spectrum for the water to adjust its quality while maintaining a stable range of neutral pH.



- We use Energy Star certified energy-efficient equipment including pumps and transformers which promote superior energy performance, thereby helping sustain a good environmental impact.



AMENTUM’s unwavering accomplishments all through the years have proven our unified efforts in meeting our mission requirements successfully making compliance with environmental regulations always on top of our priorities.

Workforce And Professional Development

Amentum is honored to be recognized by industry peers and public sector awards, including the 2024 Global Impact Innovation Award, Newsweek’s 2024 America’s Greatest Workplaces, and Military.com’s 2024 Top Military Spouse Employer and Veteran Employer. Additionally, we have received accolades from the 2024 National Safety Council for the Industry Leader Award, Safety Leadership, and Superior Safety Performance. On a local level, we are proud to be named one of the “Best Companies to Work For” in 2023 by Guam Business Magazine and consistently honored with the Employer Recognition by the Employer Support of the Guard and Reserve.

Our unwavering commitment to our employees is reflected in Amentum’s extensive expertise in engineering, construction, environmental stewardship, consulting, program management, and cutting-edge technology. We emphasize operational excellence, mission focus, and effective implementation, all grounded in a robust culture of safety and ethics. We proudly support our team through ongoing investments in their professional growth and by cultivating a work environment that encourages growth, teamwork, and well-being. This empowers our employees to thrive and contribute their best to the company’s overall success. We believe that success comes from continuously pushing boundaries and learning from unique perspectives, fostering both professional and personal growth. Locally, our “Grow our Own” program emphasizes internal development through formal on-the-job training (OJT), mentorship from experienced subject matter experts, and compensation incentives tied to professional development achievements. This initiative promotes local hiring, with over 95% of our workforce being local or native to Guam, including our management team, who have advanced through the ranks.

Our professional development program encompasses internal job opportunities, expanded apprenticeships, and internship initiatives like the Skillbridge program or more specific to our region, we actively partner with the local education centers like Guam Community College, Guam



Trades Academy, Guam Procurement Technical Assistance Center, and the University of Guam to further these efforts as they provide training opportunities promoting career growth.



Amentum Apprentices Program

Although Amentum has a comprehensive apprenticeship program, our specific contribution to the island's skilled labor began in 2008 under DZSP21. Since then, 22 apprentices have graduated and become full journeymen in their fields, providing the same level of technical expertise and mentorship to the 14 apprentices currently enrolled in our program. These apprentices are training in various trades, including plumbing, high voltage electricity, and fire alarm technology. We continue to promote the growth of the program and proudly sponsor 27 apprentice job titles. In addition to on-the-job training and accommodating school schedules, we encourage further training and supplemental courses to support their progress.



A0600 and embedded small business personnel completed the Shore Installation Management Basic Boat Course last month.

Amentum Training Program

We understand that our company's success hinges on our employees. Therefore, we are committed to developing our workforce through both formal and informal training. Our leaders actively identify and create opportunities to nurture the next generation of experts, emphasizing a culture of Quality and Safety. We leverage Amentum's extensive training library, professional development plans for Safety and Quality professionals, on-the-job (OJT) mentorship, and both off-island and on-island training with local vendors such as Industrial Hygiene Professionals (IHP)



and Omega Safety. These resources ensure we stay current with industry standards. Amentum places a strong emphasis on fostering a Safety Culture by incorporating extensive safety training requirements into our Training Program.



Facilitated by our Safety Department, this program extends to all employees and embedded subcontractors. Our Safety Training Specialists are certified in various areas, including confined space, first aid and CPR, fall protection, scaffolding, lockout/tag out, respirator fit testing, and ladder safety. Our Training Program also includes numerous internal courses for employees, such as Management Training, Quality Control Training, Customer Service Training, and software applications. Annually, we provide Ethics Training, Information Awareness (IA) Training, Information Protection (IP) Training for those with government computer access, and Security Training for all employees who directly support our military community.





Community Service and Charitable Contributions

Amentum is a proud participant of the following civic organizations: Guam Contractor's Association, Guam Chamber of Commerce, Society of American Military Engineers, Guam Post, Sustaining Member [Mr. Hazzard was elected to the position of President in 2022]. Our Business Director, Ms. Concepcion, is one of University of Guam's Distinguished Alumni (2012) and supports a multitude of organizations such as the Guam Lions' Club (District 204), University of Guam Alumni Association, Guam Army National Guard Family Readiness Group, San Miguel Talofoto Parish and The Talent Box Travel Dance Group.

There are four levels of Community Service in which Amentum and its employees participate: Company donations, Company sponsorships, Employee time, and Employee donations. We have some of the most generous employees on the planet and we are immensely proud of Amentum because of that. Last December, Amentum employees donated thousands of dollars' worth of toys to Marine Corps Toys for Tots Drive.

Some of the organizations that Amentum is a proud sponsor include:

- Guam Contractors Association CORE Sponsor
- American Red Cross, Red Ball
- American Water Works Association Conference
- Captain's Cup Softball tournament
- Charlie Corn Scholarship Golf Tournament
- SAME Guam Industry Forum
- DPHSS Foster Kids Holiday Toy Drive
- American Cancer Society– Relay for Life
- Guam Cancer Care Pink Ball
- Guam Contractors Association Family Day Picnic
- Marine Corps Toys for Tots Drive
- National Safety Month
- National Quality Month
- Navy League Golf Tournament and Birthday Ball
- US Marine Corp Birthday Ball
- Wreaths Across America
- BE HEARTFELT – Feeding the Hungry Kids
- And others.

Amentum has a highly active Morale Committee (MC21) led by a committee of volunteers, which plans our structured events and fundraising outings to foster camaraderie, reinforce the feeling of community and enable us to contribute directly to community and individual needs. Amentum's first participated in the 2023 GCA picnic and entry into the BBQ contest, where our Transportation Department competed and secured the first-place position. It provided an excellent chance for our staff to mingle with fellow GCA members and enjoy themselves.

Employees donate their personal time in support of various voluntary activities, such as supporting SAME's Charlie Corn Scholarship Fund Golf Tournament, where Mr. Hazzard was a Committee Chairman. The money raised (\$33K) provided ten scholarships to aspiring engineer and architect students from Guam and the CNMI in 2022.



Conclusion

In summary, Amentum is a contractor who now has greater presence (four separate programs) in the region doing business with local companies and local employees. We have shown how we care about the employees, the islands, and the customer. We are proud of the work we do in service to the nation and the islands and our relationships with the people, businesses, and the government of Guam.

We provide a safer place for our employees to work and provide development opportunities to grow, learn and serve. We are dedicated to protecting the environment in overall support for the warfighters and their families.

Amentum, in this region, humbly asks to be considered Contractor of the Year.





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