

HKS has made a commitment to the United Nations Global Compact, an agreement between the UN and global organizations that challenges us to look at everything we do — from how we run our company to the places we design— to make the world healthy, equitable and more sustainable for all.

Environmental Compliance

HKS is committed to full compliance with all federal, state and local environmental laws, standards, and guidelines. Not only is environmental compliance legally necessary, but it is also an important component of our obligation to the community and our good reputation. While HKS employees should not find themselves in the position of being directly involved with or responsible for environmental compliance in the context of carrying out actual construction work, it is essential that each employee involved with a project on which issues are being addressed in the context of regulated air emissions, water discharges, hazardous materials, or other regulated pollutants know and comply with all applicable environmental laws and guidelines. No one at HKS may participate in concealing an improper discharge, disposal, or storage of hazardous materials or other pollutants.

Moreover, in addition to compliance with all environmental laws and guidelines, HKS is also committed to utilizing energy and materials in a manner that will minimize the impact on the environment. HKS encourages the use of recycled materials and other forms of environmental stewardship initiatives whenever feasible.



Rand Ekman, FAIA, LEED Fellow
Chief Sustainability Officer
December 2023



Our Commitments

We will align our strategies and operations with the universal principles on human rights, labor, environment, anti-corruption, and take actions that advance sustainable development goals.

We will integrate environmental and social responsibility into our culture and governance structure.

We will actively engage and build relationships with clients and industry partners to fuel sustainable and equitable design innovation.

We will assess the social impact of climate change and prioritize building resilient communities where we work and design.

We will encourage and invest in research and development of sustainable and equitable knowledge and capabilities of our staff and firm.

We will establish targets and action plans to progressively reduce our greenhouse gas emissions and work towards net zero operational carbon for all our active work by 2030.

We commit to the SE 2050 Commitment by prioritizing the reduction of embodied carbon and working towards net zero embodied carbon structural systems by 2050.

We will communicate our progress to our industry peers, stakeholders and clients through our annual Communication on Progress (CoP) to the United Nations Global Compact.