

ENVIRONMENTAL POLICY

1. Introduction

Sammons Warehouse Solutions (SWS) is committed to delivering our solutions in a responsible and sustainable manner. This commitment forms a fundamental part of our wider Corporate Social Responsibility strategy. Responsible and sustainable solutions delivery is also key to our purpose in being mindful of our impacts beyond our immediate business boundaries. Considering the importance of this matter, this policy clarifies our priorities and specific actions towards delivering our work in a responsible manner.

2. Core Principles

The SWS environmental policy is based upon the following core principles:

- a. Exploring ways to reduce our carbon emissions.
- b. Evaluating the environmental impacts on the delivery of our solutions with a lifecycle perspective by inserting responsible consumption and responsible production into our work processes.
- c. Encouraging the handlers of our waste, both internal and at project sites, towards recycling and repurposing with an overall goal of reducing what goes to a landfill.
- d. Full compliance with government law and regulations in terms of consumption, production, and waste removal.
- e. Integration of sustainability concepts into our solutions concepting and design efforts.
- f. Driving our environmental priorities into our suppliers and consultants to maximize impact.
- g. Reinforcement of our responsibility and sustainability efforts with all members of our team to ensure full alignment and maximum integration of sustainability in all that we do.
- h. Reviewing this policy on a regular basis to ensure proper response to internal and external changes in our work.

3. Actions to Ensure Success

The following are specific actions we will take to ensure we are fulfilling our core principles and doing our part to increase our responsibility and sustainability impact.

- a. Minimize our use of paper and other office consumables.
- b. Actively source commodity materials no more than 500 miles from project sites when possible. Local suppliers are preferred.
- c. Reduce the energy consumption in our offices and project sites through disciplined use of HVAC and lighting, to include use of control systems that increase sustainability.
- d. Recycle all possible office and project site waste.
- e. Use collaborative technologies such as video conferencing or teleconferencing wherever possible to reduce business travel.
- f. Encourage greater use of public transportation through the company by implementation of monetary incentives.
- g. Carefully evaluate the potential benefits of single-use items as well as robust products with built-in longevity.

Commented [A11]: Is this something we will or are doing?
Wondering if we should remove it.

Commented [DK2R1]: Yes. Typically not much interest,
but it does not hurt to try.

- h. Ensure that timber products are from well-managed, sustainable sources as possible.
- i. Seek to collaborate with partners who can help develop innovative approaches to sustainability.
- j. Create and support an environmental and sustainability committee to monitor progress in environmental matters and help ensure that we are living up to our stated principles.

4. Leadership Commitment, A Word from Our President

At SWS, we recognize our responsibilities as part of the consumption and production life cycle to reduce our environmental impact. In short, we need the full attention of everyone on our team to live up to our environmental principles. I genuinely believe that said actions will represent a good-faith effort towards reducing our environmental impact. I will periodically report to you on our progress. However, please bring forward your ideas about how we can succeed with delivery our principles and accelerate in our time to get there. We only have one planet and must do our part.

Thank you,

Don Keel

Don Keel
President
Sammons Warehouse Solutions, Inc.