

Sustainability

We are a 100-percent employee owned company and as such, we integrate sustainability into all aspects of our organization: from our growth through all our services and in our core values of respect, responsibility and relationships.

This progressive approach leads to responsible investment decisions with healthier, safer, more engaged personnel, and increased value for our clients.

We aim to create a working environment where our employees and business partners will do the right thing and speak out about any concerns.

Our core values of Respect, Responsibility and Relationships are at the heart of all we do in the conduct of our business. Only in this way and through responsible business practices will we ensure a sustainable business.

We take our responsibilities to our employees, clients and other stakeholders seriously and strive to work to the highest standards.

We recognize that our operations potentially give rise to risk. We work hard to eliminate or minimize those risks.

Protecting the environment is extremely important to us and is a significant part of our reputation as a responsible business. The effect we have on the environment depends on how we work, together with our supply chain. Our goal is to reduce any impact we may have and look for ways to improve our operations.

Corporate Social Responsibility

Groundwater Sciences Corporation is committed to maintaining the highest standards of corporate social responsibility in its business activities. To meet this commitment we respect the rule of law, adopt appropriate standards, and implement management systems.

This policy sets our priorities and objectives for three main areas:

Our people (Employees)

- Respect the rights and dignity of every employee and treat them fairly and without discrimination.
- Encourage team work and the sharing of knowledge
- Recognize employees' individual and team contribution and reward them appropriately

Our Communities and Suppliers (Business Ethics)

- Behave with integrity, honesty and fairness in all our activities and relationships with others
- Maintain internal controls adequate to guide and ensure standards are met
- Encourage suppliers and contractors to abide by our standards

Our Environment

- Maintain respect for natural resources by practicing conservation
- We strive to continuously improve our practices in light of advances in technologies and new understandings in safety, health and environmental science.

Environmental Management System

Everyone:

- Reduce, Reuse and Recycle
- Practice energy conservation (lights, PCs & printers, fuel efficient vehicle use)
- Implement environmentally streamlined document preparation processes including the use of Portable Document File formats instead of hard copy whenever possible

Managers and Contractor Supervisors:

- Ensure employees are aware of environmental impacts of their activities, that they follow applicable procedures and are properly trained for their jobs.
- Review Corporate Policy Documents and the Sustainable Future, Corporate Social Responsibility & Environmental Management System Awareness Presentation with those that you manage or supervise;
- Take prompt action on environmental concerns and consider any task, procedural or documentation improvements as related to environmental aspects.

Company Targets:

- Achieve 4% Annual Energy Conservation
- Recycle whenever possible with a goal of

