Environmental, Social and Governance Policy

Overview

In a time marked by an ever-increasing focus on Environmental, Social, and Governance (ESG) performance and disclosure, there is a greater need for engagement than ever before.

Environics Analytics acknowledges significant environmental, social and governance issues associated with climate change, energy consumption, waste management, workplace culture, and business ethics. Many of these subjects are complex for companies to address, as many outcomes may be out of their control and direct influence; however raising awareness of ESG issues, compliance to Policy, and implementing programs are essential measures for EA to implement.

Environmental focuses on a company's environmental impact, environmental disclosure, and efforts to reduce pollutions or carbon emissions. Environmental criteria include the energy EA uses, waste it discharges, the resources it needs, and the consequences for living beings as a result.

Social refers to the workplace culture and mentality (Justice, Equity, Diversity, Inclusion, Human Rights) where all team members feel valued, respected, and supported. Social addresses the relationships EA fosters with EAStaff, clients, and other companies in the communities.

Governance accounts for EA's internal system of practices, controls, and procedures. EA adopts to govern itself, make effective decisions, comply with the law, and meet the needs of external stakeholders.

Purpose

This Policy sets out the principles and standards for Environmental, Social, and Governance Policy at Environics Analytics.

Scope

This Policy applies to all EA Staff, Vendors, and Suppliers.

Policy

Environment.

Environics Analytics has a strong belief that Environmentally responsible business practices are required for economic growth. Environics Analytics has a strong commitment to the following practices:

- All business shall be conducted in a manner that serves to protect the environment by preventing pollution, and the efficient use of natural resources

- EA will comply, or exceed the obligations set out by the environmental laws and regulations in the countries in which EA operates
- EA will educate, and train EAStaff on how to conduct their business in a way that supports the Environmental Policy
- Enforce the main principles of waste management of waste avoidance, re-use, recycling, recovery, and removal
- Ensure that environmental considerations are integrated into procurement practices such that all suppliers must comply with the Environmental Standards detailed within this Policy
- Continue to develop business solutions that reduce carbon footprints, both for our clients and for ourselves (example. solutions to reduce energy such as cloud services, conferencing, virtual office, and virtualization)
- Ensure environment-related incidents and infractions are reported to the Compliance Office to address.

Social.

Environics Analytics has a strong commitment to equality and ensuring that all employees are treated equally regardless of sex, gender, ethnicity, disability or religion. This commitment also extends to how Environics Analytics hires employees and expects their suppliers to hire employees. The goal is to foster an inclusive culture where all EAStaff feel valued, respected, and supported. Environics Analytics has a strong commitment to the following practices:

- Uphold human rights of workers where all workers will be treated with dignity and respect in compliance with internationally accepted standards. The company shall not engage in corporal punishment, mental, physical, sexual, or verbal abuse as a form of punishment against any worker
- Ensure Environics Analytics is free of harassment and unlawful discrimination. Discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or civil status will not be tolerated
- Partner with inclusion focused organizations on applying best practices, and support recruitment strategies by providing EAStaff with access to training, events, mentoring, and networking opportunities.
- Ensure the workplace will be a safe and healthy workplace environment
- Manage work in such a way that no work will be executed in inhumane working conditions and that Environics Analytics will comply with applicable wage laws
- Commit to sustaining a high-performance culture and strongly support continuous learning, skill development, and leadership development
- Ensure social-related incidents and infractions are reported to Human Resources or the Compliance Office to address.

Governance.

This Policy defines generally accepted practices and standards as it pertains to ensuring ethical business operations. Environics Analytics has a strong commitment to the following practices:

- Operate at the highest standards of business integrity and corporate ethics
- Engage in strong governance and risk management behaviours
- Base governance on transparency and integrity
- Enforce anti-corruption and anti-bribery policy where EA complies with all applicable laws of bribery, corruption, and prohibited business practices
- Engage in fair business practices, anti-trust standards, and lawful advertising based on applicable legislation
- Protect data and using it appropriately across its lifecycle. Incorporate data governance proactively as a core consideration in all our business initiatives
- Ensure confidentiality by protecting the privacy of information about EAStaff, clients, and customers in accordance with applicable privacy legislation
- Encourage EAStaff, clients, and suppliers to participate in the community to help foster social and economic development
- Ensure EAStaff adhere to this Policy and understand their responsibilities in putting it into practice. Compliance with this Policy is every employee's responsibility.