



SUSTAINABILITY REPORT

EnviroScience, Inc.
January 1, 2024 – December 31, 2024



EnviroScience Motto:

Excellence in Any Environment

EnviroScience Purpose:

***Solving Complex Issues by
Empowering Great People***

EnviroScience Value:

Proudly Employee-Owned

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About This Report:

We are proud to present EnviroScience’s first annual **Sustainability Report for 2024**, highlighting key aspects of our performance aligned with our sustainability strategy, commitment to people, and dedication to the planet. This report provides a comprehensive overview of our initiatives, achievements, and progress throughout the calendar year 2024, covering the period from January 2024 to December 2024.

In alignment with the **UN Global Compact** reporting framework and **Sustainable Development Goals**, this report encompasses EnviroScience’s entire value chain and franchise system. It offers updates on our activities and the ongoing efforts to measure and enhance our performance, reflecting our unwavering commitment to transparency and accountability.

This inaugural report captures the essence of EnviroScience’s journey in sustainability, sharing the tangible steps we have taken to create positive impacts for our people, clients, communities, and the environment. We invite you to explore this report as we tell the story of our firm’s dedication to fostering a sustainable future.

General Manager Statement



Dear Stakeholders,

I am honored to present EnviroScience, Inc.'s **2024 Sustainability Report**, highlighting our unwavering commitment to environmental stewardship, social responsibility, and ethical governance. As a company driven by purpose, we recognize that sustainability is not just a corporate responsibility but a strategic imperative that shapes how we do business, engage with communities, and contribute to a resilient future.

Over the past year, EnviroScience has taken bold steps to integrate sustainability into every aspect of our operations. We have made significant progress in reducing our carbon footprint, restoring ecosystems, and championing sustainable business practices that create long-term value for our stakeholders. Our commitment to the UN Sustainable Development Goals (SDGs) continues to guide our strategies, ensuring we align our efforts with global sustainability priorities.

As we move forward, our focus remains on operational accountability, data-driven sustainability tracking, and innovation in sustainable solutions. We are committed to expanding our sustainability initiatives, forging stronger collaborations, and leveraging technology and analytics to drive impact. Transparency, continuous improvement, and stakeholder engagement will remain central to our sustainability strategy.

Sustainability is a journey, and we recognize that real progress comes through collaboration. We extend our gratitude to our employees, partners, investors, and communities who have joined us in this mission. Together, we will continue to push boundaries, set new benchmarks, and create a positive, lasting impact on our planet and society.

Thank you for your support and trust in EnviroScience, Inc. as we forge a sustainable future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kevin Puls', written over a white background.

Kevin Puls, General Manager
EnviroScience, Inc.

EnviroScience at a Glance

EnviroScience, Inc.'s functions revolve around its **Core Values of Safety, Client Advocacy, Quality Work, Accountability, Teamwork, and Respect**. We are a team of over 150 expert biologists, commercial divers, environmental scientists, and environmental engineers headquartered in Stow, Ohio, with regional offices throughout the U.S.

Since 1989, we have provided expert technical services to help our clients meet their environmental design and regulatory requirements. Our clients include federal, state, and municipal governments; departments of transportation; the railroad industry; utilities, mining, manufacturing, and engineering firms; and private individuals.

Our ecological consulting services are nationally recognized and include restoration and environmental compliance assistance on projects of all sizes for freshwater mussels, bats, fisheries, aquatic surveys, and streams and wetlands. We also have a large bioassay and taxonomy identification laboratory to support ecological and biomonitoring projects, including whole effluent toxicity and harmful algal bloom testing.

Few environmental firms in the country retain our degree of scientific knowledge, talent, and capability under one roof, and most of our staff have over 10 years of experience in their respective fields. Because of our team's diverse professional background, we can provide comprehensive in-house services and an integrated approach to solving environmental challenges, saving clients time, reducing costs, and ensuring high-quality results.

We always put our clients' needs first by only using necessary resources and consistently completing projects on time and within or below budget. Because of this business model, we hold master service agreements with many national transportation entities, utility companies, and other industry members.

Certifications and Memberships











Our Business

<p>ECOLOGICAL STUDIES</p> <ul style="list-style-type: none"> • Amphibian, Bat, Bird, Macroinvertebrate, Mammal, Plant, & Reptile Surveys • Biological Assessments • Data Analytics & Modeling • Ecological Risk Assessments • Expert Testimony • Fishery Assessments • Freshwater Mussel Surveys • Natural Resource Damage Assessments (NRDA) • Phytoplankton, Zooplankton, & Ichthyoplankton Taxonomy • Pollinators/Bees • Rattlesnake Monitoring • Watershed & Sediment Studies 	<p>EMERGENCY RESPONSE</p> <ul style="list-style-type: none"> • Derailment Response & Assessments • Ecological Damage Assessments • Emergency Planning & Preparedness • Emergency Response Plans • Environmental Unit Leader Staffing & Other Critical ICS Positions • HAZMAT Response & Site Assessments 	<p>COMMERCIAL DIVING</p> <ul style="list-style-type: none"> • Underwater Inspections • Underwater Construction • Burning/Welding/ Jetting • Intake/Screen Maintenance • UW Testing/Video/ROV • Bathymetric & Side-scan Sonar • Underwater Imaging & Modeling • Potable Water 	<p>PFAS</p> <ul style="list-style-type: none"> • Field Sampling • Regulatory Services • PFAS Remediation, Treatment, Disposal, & Destruction 	<p>ECOLOGICAL RESTORATION</p> <ul style="list-style-type: none"> • Natural Stream Design • Streambank Stabilization • Wetland & Prairie Restoration • Invasive Species Control • Drone Data Collection • Invasive Species Control • Dam Removals • Mitigation, T&E Mitigation, & Permitting • Design, Engineering, & Construction • Coastal Restoration • Lake and Pond Habitat & Shoreline Restoration • Grant Concept Development 	
<p>SUSTAINABILITY</p> <ul style="list-style-type: none"> • Master Planning • Carbon Management & Reduction Strategies • Sustainability & Reporting 	<p>ENVIRONMENTAL COMPLIANCE</p> <ul style="list-style-type: none"> • ESA Phase I, II, & III Site Assessments • SPCC Plans • Chemical Fate & Transport • Clean Water Act Assistance including 316(a) & 316(b) Studies • NEPA (CE/EA/EIS) 	<p>LABORATORY & ANALYSIS</p> <ul style="list-style-type: none"> • Algae & Diatom Identification • Harmful Algal Bloom Toxin Testing • Product Testing • Sample Collection & Courier Services • Toxicity Identification & Reduction Evaluations (TIE/TRE) • Water Effect Ratio Studies • Whole Effluent Toxicity (WET) Testing • Whole Sediment & Elutriate Toxicity Testing 	<p>STORMWATER MANAGEMENT</p> <ul style="list-style-type: none"> • NPDES/MS4 Permit Support & Audits • Floodplain Analysis & Permitting • Erosion & Sediment Control • Post-Construction Design • Industrial & Construction SWPPP Preparation, Inspections, & Reporting • Green Infrastructure • Watershed Studies 	<p>ENVIRONMENTAL SAMPLING</p> <ul style="list-style-type: none"> • Sampling & Analysis Plans • Characterization Sampling: <ul style="list-style-type: none"> ○ Surface Water ○ Groundwater ○ Drinking Water ○ Wastewater ○ Sediment, Soil & Waste • Vibracore Sediment Sampling • Regulatory Reporting 	
			<p>WETLAND & STREAM SERVICES</p> <ul style="list-style-type: none"> • 401 & 404 Permitting • Mitigation & Monitoring • Wetland & Stream Delineation • Functional Assessments 		

Our Operations



For over 35 years, EnviroScience’s expert team of biologists, divers, environmental scientists, and engineers has been providing nationwide tailored solutions to any environmental challenge through regional offices across the U.S.

-  Stow, OH (Corporate HQ)
-  Akron, OH
-  State College, PA
-  Morgantown, WV
-  Richmond, VA
-  Fort Lauderdale, FL
-  Hendersonville, NC
-  Nashville, TN

Our Achievements


























2018, 2019, 2020: Consultant of the Year Award
Recognized by CSX Transportation HAZMAT



2019: Conservation Partnership Award
Recognized by Appalachia Ohio Alliance



Section	Our Key Focus	Page	Contribute to SDG	UN Global Compact Principle
Environment	<p>Committed to a Greener Future</p> <p>EnviroScience, Inc. is dedicated to environmental stewardship, addressing ecological and socioeconomic challenges with expertise and care. Guided by our “Excellence in Any Environment” mission, we adhere to the highest standards of sustainability and compliance, ensuring responsible solutions for our clients. At EnviroScience, we are committed to safeguarding the planet’s future: Protect Tomorrow. Today.</p>	9	    	 <p>ENVIRONMENT</p>
Our People	<p>Empowering Diversity, Driving Inclusion, Valuing our People</p> <p>Our organization is deeply committed to fostering a diverse and inclusive workplace, ensuring equal employment opportunities for all. By prioritizing respect, equity, and support, we empower our employees, valuing them as our greatest asset in achieving long-term success and sustainability.</p>	13	     	 <p>HUMAN RIGHTS</p>  <p>LABOUR</p>
Communities	<p>Engaging Locally, Impacting Globally</p> <p>At EnviroScience, we realize the importance of giving back to our communities. Our dedicated employees spearhead initiatives that go beyond our workplace, fostering meaningful connections and sustainable impacts. Our collective goal ensures community engagement remains at the heart of our sustainability mission.</p>	17	    	 <p>HUMAN RIGHTS</p>
Governance	<p>Ethical and Transparent Governance</p> <p>EnviroScience, Inc. holds the highest integrity, accountability, and ethical leadership standards in all our operations. Guided by our commitment to transparency and compliance, we foster a culture of trust, ensuring responsible decision-making that benefits our stakeholders and the communities we serve.</p>	22	 	 <p>ANTI-CORRUPTION</p>



Environment

As EnviroScience, Inc., we acknowledge that our success is deeply rooted in the well-being of our communities. Our goal to bring a meaningful and positive change goes beyond our operational goals, which extend to bringing a lasting impact on society through purposeful initiatives.

Through the Corporate Responsibility Committee (CRC), our workforce leads sustainability initiatives, offering their time, expertise, and funding to work on impactful projects and activities in the community. The CRC is not only a group to showcase our corporate social responsibility, but a testament to our shared values of collaboration, empathy, and innovation.

One of the standout efforts led by CRC is the Employee Assistance Fund (EAF), a voluntary, employee-driven initiative designed to provide financial support to fellow employees and colleagues in need. By contributing a small amount from each paycheck, we build a pool of resources to assist other employees during challenging times.

With continuous contributions, volunteerism, and community efforts, we aim to make a difference where it matters the most.

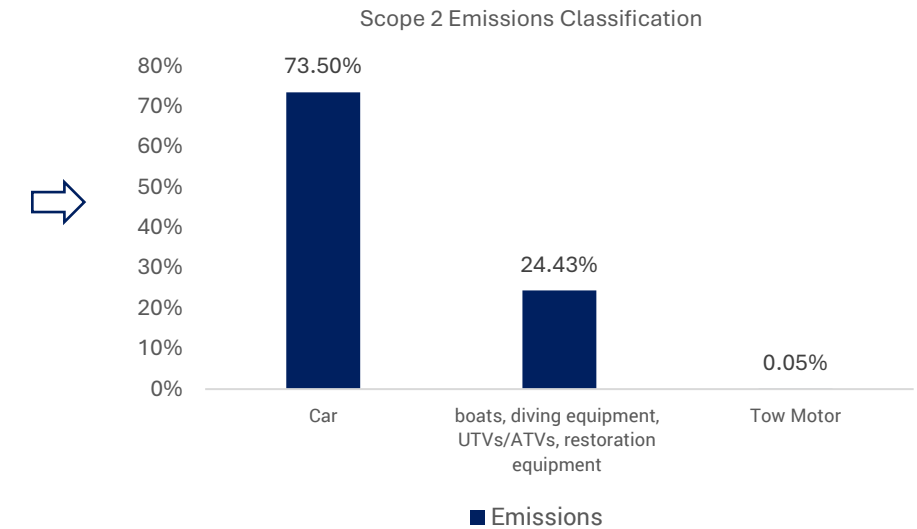
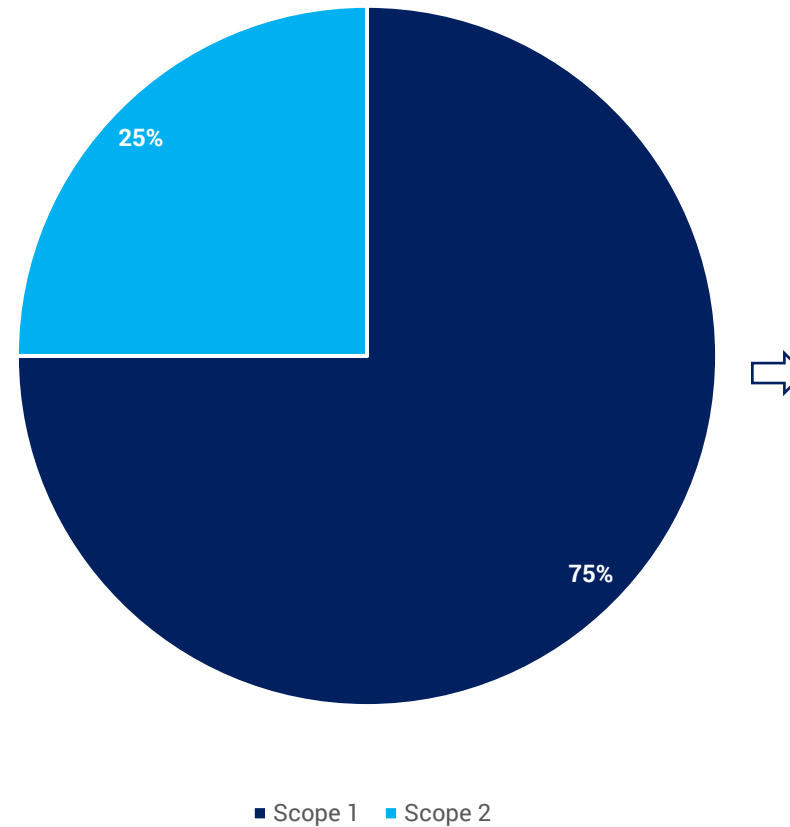
Emissions

Our organization's primary source of greenhouse gas (GHG) emissions is mobile sources, encompassing a range of vehicles and equipment that support our operations. This category includes company cars, boats, diving equipment, UTVs/ATVs, restoration equipment, and tow motors. These mobile sources contribute significantly to our carbon footprint due to their reliance on fossil fuels for operation.

We continuously monitor the emissions from these sources as part of our commitment to reducing our overall environmental impact and working diligently to minimize our environmental impact.

	TCo2e
Scope 1	
Mobile Sources	504
Scope 2	
Purchased and Consumed Electricity	168
Total greenhouse gas emissions	672

GHG Emissions (TCo2e)



United Nations (UN) Global Compact and Sustainable Development Goals

Corporate sustainability begins with embedding a strong value system and a principled approach to conducting business.

By integrating the UN Global Compact 10 Principles and Sustainable Development Goals (SDGs) into our strategies, policies, and operations, EnviroScience fosters a culture of integrity that fulfills our fundamental responsibilities toward people and the planet and drives long-term value creation for our business and the communities we serve.



The 10 Principles of the UN Global Compact

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses

Labor

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. The elimination of all forms of forced and compulsory labor;
5. The effective abolition of child labor;
6. The elimination of discrimination in respect of employment and occupation

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

17 SDGs



Commitment to the UN Global Compact: Integrating Sustainability Across Our Operations

At EnviroScience, Inc., we have proudly participated in the United Nations Global Compact (UNGC) since 2013, reinforcing our commitment to responsible business practices that align with global sustainability goals.

As a part of our commitment, we submit our Communication on Progress (CoP) report annually to the UN Global Compact, showcasing our efforts to uphold responsible business practices. Through this disclosure, we highlight our progress in environmental stewardship, labor rights, ethical governance, and anti-corruption measures, demonstrating transparency and accountability in our sustainability journey

This initiative integrates the 10 Principles of the UN Global Compact into our core strategies, operations, and culture, ensuring we uphold human rights, labor rights, and environmental responsibility.

Our participation in UNGC is a testament to our long-term sustainability vision, focusing on creating positive environmental and social impact while adhering to strong governance principles. By

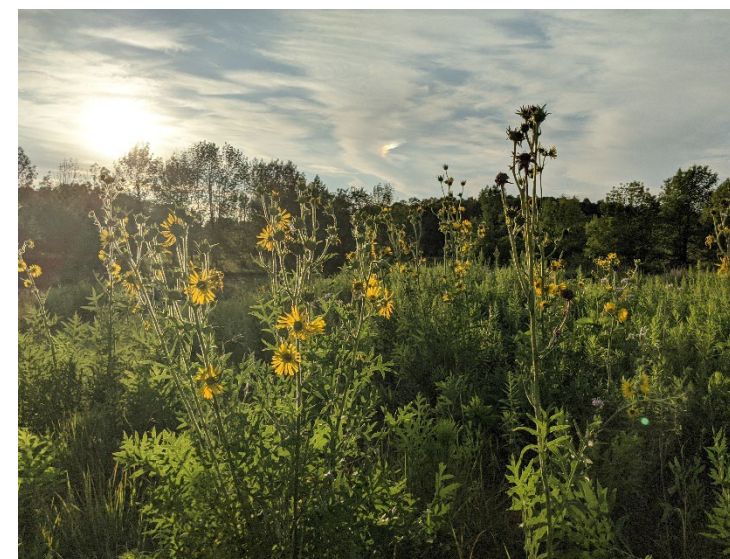
aligning our efforts with the United Nations Sustainable Development Goals (SDGs), we are actively working to drive meaningful change in Our Community, Our People, Governance, & CSR activities.

Ecosystem Restoration & Carbon Sequestration

Our Ecological Restoration Practice Area actively contributes to ecosystem resilience and carbon sequestration through large-scale reforestation and habitat restoration efforts. To date, we have:

- Planted 24,825 live stakes, 14,025 bare-root trees, and 1,890 container trees, enhancing biodiversity and strengthening riparian buffers.
- Installed 1,760 herbaceous plugs to improve soil stability and ecosystem health.
- Treated 500+ acres for invasive plant species, restoring native habitats and promoting carbon storage.

Restoring degraded landscapes and expanding green cover directly supports carbon sequestration, improving air quality, and mitigating climate change. Our commitment to ecological restoration aligns with our broader sustainability strategy, ensuring long-term environmental benefits for communities and ecosystems.



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Our People

EnviroScience, Inc. aims to conduct all its business pursuits responsibly and ethically, supporting and safeguarding the essentials of human rights within our office and the communities and businesses in which we work. We strongly align with our core values of respect and teamwork in all our functions. With these principles at the core of our operations, we ensure that human rights are protected and celebrated.

We reject and have zero tolerance for any form of discrimination, harassment, and exploitation, and we aim to partner with organizations that uphold similar values and policies. Grounded in principles of fairness and equality, we offer equal chances regardless of gender, race, disability, or status.

As a company, we embrace international labor standards and provide unwavering commitments towards eradicating forced labor, child labor, and all forms of modern slavery. We also take guidance and are a participant of the UN Global Compact since 2013.

Our policies and commitment to these principles are embedded in all aspects of our business and are well integrated into our Code of Conduct. By promoting and supporting these human right values, we commit to building a fairer and more sustainable future.

Human Rights and Employees

We strive to provide a healthy workplace environment where every employee is treated with dignity and respect. As an equal opportunity employer, we ensure that hiring, promotions, bonuses, and all compensations are recognized solely by merit and alignment with our values. Our employee handbook enshrines these principles, ensuring they are embedded in our daily practices.

We are preemptive in maintaining a safe and healthy workplace, with regular training, access to wellness programs, health insurance, and compliance with safety standards that safeguard our workforce.

Recognizing the importance of work-life balance, we offer paid leave, employee assistance programs, flexible working arrangements, accommodations for lactating mothers, and telecommuting options. Additionally, our culture encourages employee feedback and collaboration, fostering an environment where every voice is heard and valued. By continuously enhancing our policies, we remain vigilant in protecting employee rights and enhancing their professional and personal lives.

Human Rights and Clients

EnviroScience, Inc. extends its commitment to human rights beyond the internal environment, ensuring that our interactions with clients uphold the highest ethical standards. We prioritize fair treatment, mutual respect, and transparency in all client engagements. We further cultivate relationships built on trust and shared values through ethical business conduct and adherence to anti-discrimination policies.

Our efforts towards client well-being include implementing confidentiality measures to protect sensitive information and ensuring client data is handled responsibly and securely. By promoting inclusivity, we engage with a diverse clientele, tailoring services to meet varied needs while respecting cultural and individual differences.

We actively engage clients in advancing shared goals of equity, we foster an ecosystem where human rights are upheld and positively reinforced.



Occupational Health and Safety

EnviroScience, Inc. is committed to maintaining a safe, healthy, and sustainable workplace for our people. Guided and inspired by the principles of the UN Global Compact, Sustainable Development Goal 3 (Good Health and Well Being), and relevant Occupational Safety and Health Administration (OSHA) regulations, we ensure the well-being of our employees and clients remains at the forefront of our operational policies. As a company, we continually strive to foster an environment where risks are minimized and employee empowerment is maximized.

Comprehensive Employee Safety Protocols

To safeguard the health and safety of our workspace and workforce, we are determined to follow the following protocols designed to mitigate potential hazards, prevent injuries, and promote awareness among all team members.

Training and Education

- Every employee undergoes onboarding and training sessions to understand workplace risks, emergency response procedures, and the safe operation of our equipment.

- Specialized training to ensure proper handling, storage, and disposal of hazardous materials.

Personal Protective Equipment (PPE)

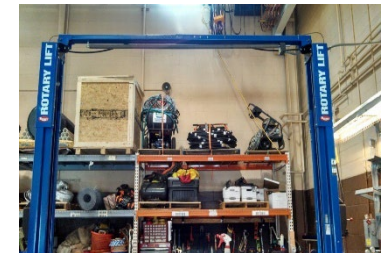
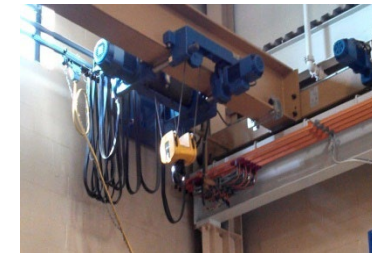
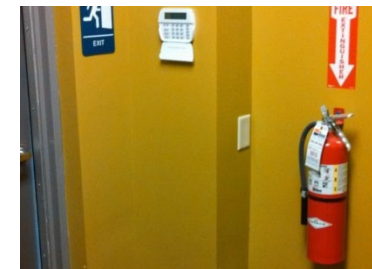
- Job-specific PPE is provided to all employees, including but not limited to gloves, respirators, and protective suits.
- Regular inspections and maintenance of PPEs.

Emergency Preparedness

- Comprehensive emergency response training onboarding, including evacuation plans, fire drills, and first aid training.
- Spill containment measures and immediate response guidelines for employees working in high-risk areas.

Health and Wellness Programs

- Health benefits include Medical, Health Savings Account, Dental, Vision Insurance, Basic and Voluntary Life Insurance & Accidental Death and Dismemberment, and Short and Long-Term Disability.
- The Employee Assistance Program (EAP) offers support for mental health, stress management, and work-life balance.



Monitoring and Compliance

EnviroScience understands that diligent monitoring and proactive management are keys to ensuring safety at the workplace. We conduct regular audits and inspections of our workplace conditions, ensure the efficiency of our safety equipment, as well as compliance with health and safety protocols. We encourage employee feedback and ensure improvements by incorporating this into policy updates. Confidential reporting systems, such as Red Flag Reporting, allow employees to highlight potential hazards without fear of retaliation.

Integrating Sustainability into Health and Safety

We strongly believe that sustainability and safety go hand in hand. By reducing workplace hazards, reducing waste, and holding on to environmentally responsible practices, we contribute to SDG 13 (Climate Action) and promote long-term resilience.

Keeping these policies in mind, we ensure that employees are protected while contributing towards environmental and social goals.

A Culture of Safety and Empowerment

At EnviroScience, health and safety are more than just a responsibility and policy, it is our culture. Every employee, from leadership to entry-level staff, shares responsibility, empowered to take ownership of safety. Through periodic communication, training, and dedication to well-being, we ensure that everyone feels valued, respected, and protected.

Compensation and Benefits

EnviroScience is committed to fostering a workplace that values our employees' financial security and long-term growth. One of the most valuable benefits available to our employees is the **Employee Stock Ownership Plan (ESOP)**, which offers an opportunity to build long-term financial stability at no cost. Established in 2003, the plan enables all eligible employees to become company owners and receive stock after one year of service. This plan enhances traditional retirement saving options, such as 401(k)s and IRAs, providing an additional pathway to financial security.

Beyond company ownership, EnviroScience offers a comprehensive benefits package to support our employees' overall well-being. Full-time employees

gain access to medical, dental, and vision coverage, along with group life insurance, optional life insurance, and short- and long-term disability benefits.

We also offer 401(k) retirement savings plan, further reinforcing our commitment to long-term financial wellness. Employees also have an option to adjust or enroll in these benefits, ensuring flexibility to meet their evolving needs.

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Communities

As EnviroScience, Inc., we acknowledge that our success is deeply rooted in the well-being of our communities. Our goal to bring a meaningful and positive change goes beyond our operational goals, which extend to a lasting impact on society through purposeful initiatives.

Through the Corporate Responsibility Committee (CRC), our workforce leads sustainability initiatives, offering their time, expertise, and funding to work on impactful projects and activities in the community. The CRC is not only a group to showcase our corporate social responsibility, but a testament to our shared values of collaboration, empathy, and innovation.

One of the standout efforts led by CRC is the Employee Assistance Fund (EAF), a voluntary, employee-driven initiative designed to provide financial support to fellow employees and colleagues in need. By contributing a small amount from each paycheck, we build a pool of resources to assist other employees during challenging times.

With continuous contributions, volunteerism, and community efforts, we aim to make a difference where it matters the most.

Brighter Future for Our Children

In 2024, we participated in numerous initiatives dedicated to supporting, educating, and inspiring local schools and children of our communities. From fostering comfort through “My Very Own Blanket,” where our enthusiastic volunteers made 6 blankets for foster children, to engaging young minds in environmental learning at Kent State University’s Bioblitz, we made great strides in nurturing and educating the upcoming generation.

In August 2024, we contributed and promoted to the Watershed Family Fun Day by assembling a handmade raffle basket to promote appreciation of local watersheds amongst families and children, while also making sure young children were supplied with resources through our partnership with United Way, in School Supplies Drives.

To close the year, we participated in the Toys for Tots Campaign, spreading Christmas and holiday joy by delivering toys to the iconic Goodyear Blimp. These pursuits echo our support and commitment towards fostering growth, education, and happiness for children in our community.



Building Sustainable Cities

2024 was a great year in terms of our contribution towards city development initiatives aimed at developing urban spaces, supporting community engagement, and promoting environmental stewardship. Early in the year, we contributed \$500 towards beautifying downtown Kent through the Main Street Adopt-A-Spot Program, and sponsored the vibrant Haymaker Farmer's Market.

Recognizing the importance of public open spaces, we proudly also sponsored Portage Park District's Environmental Awards.

In the spring, our volunteers participated in Stow EarthFest to share knowledge about local flora and fauna. The Stow Fishing Derby brought families together, where our experts helped teach fishing techniques, making it an educational and enjoyable experience for all.

Our commitment towards preserving our natural resources was evident in our enthusiasm towards seasonal Little Cuyahoga River cleanups. In April alone, our team removed 16 bags of trash, helping restore our riverbeds. These initiatives underscore our commitment to transforming cities into sustainable and thriving communities.



Empowering Employees to Lead Change

In 2024, our employees demonstrated an unwavering passion and commitment by participating in impactful initiatives that fostered personal growth, teamwork, and environmental stewardship.

For the National Bike Month in May, our team collectively set a goal to ride 2024 miles, promoting a healthy and active lifestyle while promoting eco-friendly practices. In summer, we also hosted and embraced the art of beekeeping at our Stow office to spread awareness about the role of honeybees in our ecosystem and provide a hands-on learning experience to our fellow employees. The harvested honey was sold to staff, turning the event into a shared community effort.

Closing the year on a charitable note, our employees participated in the Selfless Elf 5K Run to support Akron-Canton Regional Foodbank, demonstrating how every drop can make meaningful changes. These activities showcase our employees' exemplary creativity and drive to make a powerful difference through individual actions.



Giving Back for a Greener Tomorrow

In our dedication to fostering strong and resilient communities, we have supported varied charitable initiatives through strategic donations. Our donations span a variety of causes, including but not limited to environmental protection, healthcare, education, and poverty, with each activity carefully selected to bring a meaningful change.

In May, we collected pet supplies for donation to Rose's Run, a venture dedicated to homeless animals. Later in the year, we contributed to the Field High School Marching Band to provide them with new raincoats, supporting local youth talent development. We donated family games to Summit County Children Services during the holiday season to promote family bonding.

We also organized a used coat collection drive during the winter, contributing to One Warm Coat and ensuring that individuals and families stay warm. These and many more upcoming efforts will continue to show our commitment to bringing a positive change, fostering a culture of compassion, and building a supportive community for all.



4



Governance

Governance is an essential component of EnviroScience's commitment to sustainability. Thoughtful leadership and governance ensure that our strategies and operations are aligned with ethical standards, regulatory compliance, and risk management. We cultivate a culture of ethics and transparency to develop trust with stakeholders while fulfilling our shared responsibility to our community, employees, and clients.

Corporate Governance

EnviroScience has a robust governance structure where the decision-making process strongly emphasizes fairness, transparency, and accountability. Our operations are built upon the principles of fair dealing and ethical conduct of our employees. A critical component of this framework is the Board of Directors, which consists of both external non-employee directors and internal employee directors, whose primary responsibilities include the following:

1. **Governance Oversight:** Providing strategic oversight to ensure that the company operates in the best interests of employee-owners and stakeholders
2. **Fiduciary Duties:** Complying with the Employee Retirement Income Security Act requirements and overseeing the ESOP trustee.
3. **Strategic Decision Making:** Guiding long-term corporate strategies and approving significant corporate transactions.
4. **Accountability:** Holding management accountable for performance while ensuring

our operations align with our strategic goals and objectives.

5. **Representation:** Representing the voice of employee-owners, ensuring their concerns and interests are considered in company decisions.

Code of Conduct

The Code of Ethics and Business Conduct is the foundation of our company's corporate culture. It establishes guidelines for ethical behavior, integrity, and professionalism in all employees' interactions and decisions. Key principles are:

- Accountable to self and others
- Customer and organization fairness
- Responsibility of ownership
- Trustworthy in all things

Compliance with the code is mandatory, with breaches resulting in disciplinary action to maintain the organization's ethical standards.

Breach of the Code of Conduct

Employees are obligated to uphold the standards set in the Code of Ethics and report any breaches or unethical behavior. If an employee engages in conduct that violates these principles, the Organization may take disciplinary action. In severe cases, this may lead to immediate termination. Employees are encouraged to report any suspected breaches in good faith without fear of retaliation, ensuring the organization maintains its ethical standards.



Core Values

At EnviroScience, we are guided by six **Core Values** that drive our operations and define our business ethics. These values are the following:

Respect

- We believe employees are our greatest asset and recognize their achievements.
- We and our customers believe and value enthusiasm and a strong work ethic.

Teamwork

- We foster collaboration by involving and helping others to maximize effectiveness and achieve goals.
- An open and effective exchange of ideas is central to our long-term success.
- We embrace accountability.

Client Advocacy

- Prompt response to our clients' needs is our top priority.
- We aim to deliver on our commitments consistently and with integrity.
- Our goal is to support clients in achieving their success.

Quality

- We are passionate about excellence in every aspect of our work.
- We promote creative and innovative solutions.
- We commit to continuously improving and challenging the status quo.

Accountability

- Ethical behavior, fairness, and clear communication are non-negotiable.
- Quality is everyone's responsibility, fostering a culture of ownership.
- We celebrate successes, aim to learn from our mistakes, and commit to continuous improvement.

Safety

- Safety is our highest priority and is integrated into all aspects of our operations.
- Every individual is responsible for identifying and reporting unsafe conditions to ensure a safe and secure environment.



Business Conduct and Ethics

The core of all our operations and success lies in our commitment to maintaining ethical business practices and fostering a culture of honesty, integrity, and responsibility at every level of operations.

Compliance with Laws and Regulations

We place the highest value on adhering to all relevant local, national, and international laws, which include the following:

1. Legal Compliance – Our workforce strictly complies with all applicable laws and regulations, avoiding any illegal, dishonest, or unethical behavior.
2. Ethical Decision-Making
3. Disciplinary Action – Violations of the Code of Ethics can result in disciplinary measures, up to and including termination.

Ethical Practices in Client and Public Relations

We are dedicated to maintaining the highest ethical standards when engaging with clients and the public. The key principles that we follow are:

1. Customer First: We put the interest of our clients and the public above our own, ensuring they are treated with respect and fairness.
2. Trust and Integrity: We are committed to delivering on our promises and being transparent in all our dealings.
3. We uphold our core values to guide our behavior and decision-making.

Due Diligence

EnviroScience is committed to conducting due diligence supporting responsible and sustainable business practices. This involves conducting thorough risk assessments to identify, investigate, and evaluate potential negative impacts on individuals, the wider community, and society.

As a company, we continuously strive to make efforts that help prevent, mitigate, and reduce such impacts, with a clear evaluation of the measures' effectiveness. We ensure clear and transparent communication with these actions to all affected stakeholders. Should our activities or operations contribute or contribute to any negative impacts, we will take immediate action to cease such activities and work to provide appropriate remedies.

Contact Us



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