

GROUNDWATER SCIENCES CORPORATION

Sustainability Policy

Groundwater Sciences Corporation is 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.

The Sustainability Policy is part of our Sustainable Future, Corporate Social Responsibility and Environmental Management System.

With our core values of respect responsibility and relationships, GSC is fully supportive of the United Nations Sustainable Development Goals in our everyday practices. We determined the most relevant goals that intersect with our everyday practices are:



For Our People:

- Health, safety and well-being
- Diversity, inclusion and equality
- Personal and career development
- Rewards and recognition

At Our Workplaces:

- Environmental Management System
- Practice energy conservation
- Environmentally preferable products
- Implement environmentally streamlined processes
- Reduce business travel whenever possible

Within Our Communities:

- Corporate Social Responsibility
- Charitable contributions

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Corporate Social Responsibility (CSR) Policy

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The Corporate Social Responsibility Policy is part of our Sustainable Future, Corporate Social Responsibility and Environmental Management System.

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
- Strive to continuously improve our practices in light of advances in technologies and new understandings in safety, health and environmental science

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Environmental Management System

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The Environmental Management System is part of our Sustainable Future, Corporate Social Responsibility and 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 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 100%

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Environmentally Preferable Products Statement

Groundwater Sciences Corporation is 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.

The Environmentally Preferable Products statement is part of our Sustainable Future, Corporate Social Responsibility and Environmental Management System.

GSC strives to identify and procure greener (i.e. environmentally preferable) products into overall business processes; thereby making corporate responsibility and environmental considerations a routine part of all business decisions.

“Environmentally preferable” means products or services that have a lesser or reduced effect on human health and the environment when compared with competing products or services that serve the same purpose. GSC strives to use products during the course of daily activities that are safe, energy efficient, protective of the environment and recyclable.

As part of this process, GSC has identified the following to achieve these goals: site specific Chemical Procurement Review (Safety Data Sheet) and the Energy Conservation and Fuel Consumption Efficiency Plan. GSC maintains Safety Data Sheets (SDS) for products used on specific client sites and requires any subcontractors to provide SDS for products used on specific client sites. The Energy Conservation and Fuel Consumption Efficiency Plan is part of the suite of documents that comprise the Sustainable Future, Corporate Social Responsibility and Environmental Management System.

Attachment

Contractor Chemical Authorization and Tracking Project Chemical Report

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Energy Conservation and Fuel Consumption Efficiency Plan

Groundwater Sciences Corporation is 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.

The Energy Conservation and Fuel Consumption Efficiency Plan is part of our Sustainable Future, Corporate Social Responsibility and Environmental Management System.

GSC strives to integrate this Plan into overall business processes, thereby making corporate responsibility and environmental considerations a routine part of all business decisions.

Plan Framework

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.

Core Elements and Objectives of the Plan

- Be environmentally responsible in the practice of our trade by reducing our carbon footprint (Scope 1 and Scope 2 Green House Gas (GHG) Emissions)
- Use products during the course of daily activities that are safe, energy efficient, protective of the environment and are recyclable.
- Conduct periodic reviews and self-assessments to identify the status of performance and also areas for improvement

Measurement and Monitoring Methods

Implementation of this Plan involves a two-tiered approach including Energy Conservation and Energy Efficiency. Energy conservation means reducing the level of energy use by turning down a thermostat, turning off a light or powering down unused office equipment. Energy efficiency means getting the same job done while using less energy.

GSC maintains three corporate offices in two states. A significant portion of our carbon footprint can be measured through the operations at these offices and from the operations of our fleet of service vehicles.

Electrical consumption costs for our three offices are apportioned to our lease space by square footage and are not directly traceable back to our office spaces. Although we cannot monitor the electrical usage in each office, we do monitor compliance with office energy conservation and energy efficiency efforts. Specific efforts implemented at each of our leased office buildings include the following:

- Installation of programmable thermostats to reduce or raise the temperature set points during off peak office hours.
- Installation of energy efficient lower wattage light bulbs.
- Shutdown of computers, coffee makers, and other appliances when not in use.
- Installation of low flow plumbing fixtures and other energy efficient and water conservation devices, developed by the Owners of our leased office buildings in Harrisburg, PA and Beacon, NY.
- Installation of automatic motion sensor devices for typically unattended spaces, developed by the Owner of the leased office building in Harrisburg, PA.

Waste disposal at our three offices is the responsibility of the Owners of the office buildings. The Harrisburg, PA office includes separate containers for recyclable materials provided by the Owner. For the Beacon, NY and Vestal, NY offices, GSC segregates recyclable materials independently. Given that management of office wastes are conducted by others, GSC is unable to measure the amount of waste generated or track potential reductions in wastes due to recycling efforts. However, GSC does monitor compliance of its employees with its overall recycling efforts by verifying, through periodic inspections by office managers, that employees are segregating office waste materials from recyclable materials.

GSC's only Scope 1 GHG emissions are from our fleet of field trucks, vans and minivans that are utilized by our three offices. We currently monitor fuel efficiency of these vehicles based on miles driven and gallons of fuel consumed. Scope 2 GHG emissions are associated with electricity use in each of our offices. Although we cannot monitor the level of energy used we can monitor compliance with our energy conservation and energy efficiency efforts listed above.

Energy Conservation & Efficiency Guidelines for each Office

- Turn off the lights in unused spaces. Install automatic, occupancy sensor room-lighting controls to turn lights on or off depending on occupancy or time of day.
- Replace old fluorescent lights with newer, more efficient models with electronic ballasts
- Purchase office equipment that displays the ENERGYSTAR logo
- Set energy-saving features on office equipment (to put them into sleep mode when not in use).
- Use programmable thermostats and adjust the settings to regulate the temperature during off-hours to avoid unnecessary heating and cooling costs
- Manage work tasks to promote conservation, such as limiting consumption of office products and limiting production of waste materials.
- Recycle office waste materials whenever possible.

Energy Conservation & Efficiency Guidelines for Vehicle Use

- Drive at or below the speed limit.
- Turn the vehicle off when not in use.
- Keep tire pressure inflated to recommended values.
- Keep the engine tuned; adhere to routine maintenance schedule.
- Fleet vehicle replacement should consider fuel efficiency as a primary basis for selecting the make and model to be purchased.

Company Targets (Goals)

- Achieve 4% Annual Energy Conservation.
- Recycle whenever possible with a goal of 100%.