

GROUNDWATER SCIENCES CORPORATION

Corporate Social Responsibility (CSR) 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 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