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Working Documents

Health, Safety, Quality, Environment

CORPORATE SOCIAL RESPONSIBILITY POLICY

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Revision History

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I. POLICY CONTACT

| Function | E-mail | Subject Line Text |
|-------------|--------------------------|----------------------|
| HSC Manager | hsqe@civilrenewables.com | HSQE201 – CSR Policy |

II. DEFINITION

At Civil Renewables, Inc. (Company), Corporate Social Responsibility (CSR) means ensuring that we:

- Conduct business in an ethical and socially responsible manner,
- Keep safety, environmental protection, and sustainability as prime concerns in all our activities,
- Support human rights; and
- Engage with, learn from, respect, and support the communities and cultures with whom we do business.

III. COMMITMENTS

The Company Management is committed to ensuring that all matters of Corporate Social Responsibility are considered and supported in Company operations and administrative matters and are consistent with Company stakeholders' best interests. This Policy applies to activities undertaken by or on behalf of the Company and its controlled subsidiaries.

All Company employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Company leadership will act as role models by incorporating those considerations into decision-making in business activities. This Policy includes the following areas which reflect existing and emerging standards of Corporate Social Responsibility:

- A.** Business ethics & engineering code of conduct,
- B.** Environmental health & safety,
- C.** Stakeholder & employee relations, and
- D.** Human rights & community engagement.

A. Business Ethics & Engineering Code of Conduct

- The Company is committed to maintaining the highest standards of integrity and corporate governance practices to maintain excellence in its daily operations, and to promote confidence in our governance systems.
- The Company will conduct its business in an open, honest, and ethical manner.
- The Company recognizes the importance of protecting all our human, financial, physical, informational, social, environmental, and reputational assets.
- The Company will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.
- The Company is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.
- In addition, as an engineering consulting business, the Company observes the code of conduct expected of engineers. Namely,

- We hold paramount the safety, health, and welfare of the public.
- Our engineers perform services only in areas of their competence.
- We issue public statements only in an objective and truthful manner.
- We act for each client as faithful agents or trustees.
- We avoid deceptive acts.
- We conduct ourselves honorably, responsibly, ethically, and lawfully to enhance the honor, reputation, and usefulness of the engineering profession.

B. Environmental Health & Safety

- The Company is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors, and the public.
- The Company will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and to mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices, and continuous improvement.
- The Company is committed to environmental protection, sustainability, and stewardship.
- The Company recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into our business decision-making.
- All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

C. Employee & Stakeholder Relations

- The Company will engage stakeholders clearly, honestly, and respectfully.
- The Company is committed to timely and meaningful dialogue with all stakeholders, including shareholders, employees, and clients, among others.
- The Company will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.
- The Company will apply fair labor practices, while respecting the national and local laws of the countries and communities where it operates.
- The Company is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

D. Human Rights & Community Engagement

- The Company recognizes that governments have the primary responsibility to promote and protect human rights. The Company will work with governments and agencies to support and respect human rights within its sphere of influence.
- The Company will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse.
- The Company will always strive to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all its relationships and interactions, including respect for cultures, customs and values of individuals and groups.

- The stresses engages communities through collaborative, consultative and partnership approaches and strives to assist with employment and economic opportunities in the communities with whom it operates.