

POLICY	 KINETRICS
Sustainability	

Kinectrics

Sustainability Policy

Rev	Description of Revision	Author	Reviewer	Approver	Date
R00	Issued for Use	Courtney Cuddy	Rachna Clavero	David Harris	2022/05/20

Previous issues of this document should be destroyed or marked 'Superseded'

POLICY



Sustainability

1.0 PURPOSE

At Kinectrics:

We are committed to sustainable development as a guiding principle in our work.

Sustainability is the simultaneous pursuit of environmental, social and economic prosperity. Governance is a key factor in the successful outcome of sustainable decision-making.

We are committed to the advancement of the United Nations (UN) Sustainable Development Goals (SDGs).

Our planet faces massive economic, social and environmental challenges. To combat these challenges, the SDGs define a set of global priorities and aspirations for 2030. We use the SDGs to align our strategies as well as measure and manage our contribution to their realization.

2.0 DEFINITIONS AND ACRONYMS

Sustainable Development: means meeting the needs of the present without compromising the ability of future generations to meet their own needs.

Sustainable Decision-Making: decision making that supports the needs and well-being of both present and future generations by upholding the Triple Bottom Line.

Triple Bottom Line: An approach to sustainability whereby environmental health and integrity including climate change, social equity and cultural well-being, and economic prosperity and fiscal responsibility are integrated into decision making to provide equitable solutions and mitigate undesirable trade-offs.

United Nations (UN) Sustainable Development Goals (SDGs): [The 2030 Agenda for Sustainable Development](#), adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals, which are an urgent call for action by all countries - developed and developing - in a global partnership.

3.0 REQUIREMENTS

In addition to our specific KI Goals, we will:

- Establish short- and long-term Sustainability Goals and actions to contribute to the advancement of the SDGs based on areas of materiality and stakeholder interest;
- Promote responsibility for the environment within the organization and communicate and implement this policy at all levels;

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- Understand and strive to maximize our resource efficiency across our value chain;
- Seek to enhance resiliency to the direct (physical) and indirect impacts of climate change on our products, facilities and services.
- Enhance equality, diversity, and inclusion in our various workplaces in accordance with our Policies;
- Promote inclusive and sustainable economic growth through our commitment to working with Aboriginal people, businesses and communities;
- Pursue economic growth and prosperity empowering continued investment to drive innovative sustainable development solutions;
- Comply with all relevant legislation, corporate governance and voluntary commitments; and
- Educate and promote sustainable decision-making at work and at home.

4.0 GOALS

Kinectrics recognizes and is responding to the call to action for companies everywhere to advance sustainable development. We are doing this through our investments, pursuit of innovative solutions and our business practices. All to minimize our negative impact while enhancing our contribution to the sustainable development agenda.

Taking a strategic approach to the UN SDGs, we have defined priorities by conducting an assessment on the current, and potential impacts in our value chain. These efforts have identified a set of short- and long-term sustainability goals informed by our stakeholder values.

To ensure compliance with this policy, any necessary implementation program and procedures in pursuit of the short-and long-term sustainability goals. These goals will be documented in our Sustainability Program and which also specifies our reporting of progress.

Through reporting we remain accountable and transparent, and in doing so keep sustainable decision-making in the forefront of our business.

5.0 RESPONSIBILITIES

Kinectrics commits to sustainability as a guiding principle in our work. We make this commitment at all stages of our work and its associated positive and undesirable impacts.

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All departments and individuals within Kinectrics will be responsible for the implementation of the provisions of this policy in accordance with existing governance. Such that sustainable decision-making is integrated into the core business across all functions to achieve our set goals.

The Chief Executive Officer and Senior Leadership Team will ensure the guiding principles of this policy are upheld and sustainable decision-making is integrated into our business. The Chief Executive Officer and Senior Leadership is responsible for the ongoing maintenance and review of this Policy.

We are committed, as a corporation, to continually improve our contributions to sustainable development.

A handwritten signature in black ink, appearing to read "David Harris".

David Harris
President and CEO

Date of issue: 2022/05/20