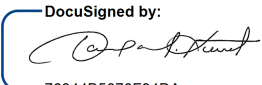


Title: Environmental Policy	
Responsible Executive: Dave Kievet	Policy Type: Group-Wide
Effective Date: 11/19/2024	Enterprise Function: Sustainability
Revision Date: N/A	Policy Manager: Peter Cormier
Authorized for Publication:  Dave Kievet, President & CEO DocuSigned by: 76344B5676F94DA... CONTROLLED DOCUMENT DISCLAIMER: All policy documents are considered controlled documents any printed hard copies of controlled documents are considered uncontrolled. All personnel using hard copies for ease of reference are required to determine the up-to-date status of any hard copy document ensuring it matches the current electronic version. Documents not bearing a formal signature should be deemed unapproved and not used for any purpose.	

Purpose

Boldt is committed to creating sustainable, profitable growth for generations to come. From its beginning as a 19th century carpentry shop to the construction of complex, billion-dollar projects in the 21st century, Boldt's 135+ year record of success has been built on collaboration, innovation, and performance so that customers can meet or exceed their building goals. Our delivery philosophy is based on safety, performance, and driving highest-value results while continuing our legacy of honesty, fairness, hard work, and the love of construction in business and beyond.

To ensure that we can fulfil our vision and purpose, we are committed to the quality of our construction projects, as well as meeting our social and environmental responsibilities. At Boldt, we have woven sustainability into our culture and our processes. It's a natural result of our BoldThinking approach through which we look at the big picture on every project. It pushes us to consider the full impact of construction, the surroundings, occupants, and the environment.

Scope

This policy applies to The Boldt Group and all its subsidiaries.

Policy

At Boldt, we are committed to meeting our environmental compliance obligations, including all applicable laws and regulations, and to conducting our business in a manner consistent with pollution prevention and sustainable development principles. To ensure our actions match our commitment to the environment, we will:

- Implement an Environmental Management System to proactively identify and manage environmental risks, compliance obligations, and opportunities in construction by integrating it into our business processes and daily operations.
- Use natural resources as efficiently as possible, including energy, water, and construction materials, to minimize carbon dioxide emissions, water usage, and waste to landfill and monitor our performance.
- Identify and monitor the potential environmental risks and impacts of our construction projects, emerging environmental issues, regulatory changes, and technological advancements to support the continual improvement of our environmental performance.
- Through our Code of Conduct, Environmental Policy, and Environmental Management System, engage our employees, contractors, sub-suppliers, and partners on our environmental opportunities and commitments, and their environmental responsibilities.
- Conduct regular audits to verify compliance and identify improvement opportunities.
- Annually review our Environmental Management System and progress towards meeting our performance improvement targets.

Processes

This policy is supported by The Boldt Group Environmental Management System program and sustainability initiatives in a continual improvement model.

Responsibilities

The President and Chief Executive Officer has ultimate accountability for this policy with oversight provided by the Director of Sustainability and the Board of Directors. The President and Chief Executive Officer delegates responsibility for the implementation of this policy to organizational Senior Leadership.

All employees are responsible for understanding how this policy applies to them in their day-to-day activities and for applying appropriate environmental practices in the workplace.

Enforcement or No Retaliation/Discrimination

Refer to the Boldt *Code of Ethics and Conduct*.

Version History

DATE:	VERSION UPDATE
11/19/2024	New policy enacted.

Approval

INITIAL	APPROVED BY	TITLE	DEPARTMENT
	Stacy Robben	Executive Vice President and Chief Marketing Officer	Marketing / Business Development
	Randy Haak	Executive Vice President and Chief Legal Officer	Legal