

<b>TITLE:</b>	Environmental Policy
<b>POLICY OWNER:</b>	Chief Financial Officer
<b>ID / VERSION NUMBER:</b>	ESG-001 V1
<b>EFFECTIVE DATE:</b>	April 14, 2023

**PURPOSE:**

The purpose of this policy is for Calian to understand the significant impacts of climate change on businesses and communities. The purpose of the environmental policy is to minimize the impact of Calian operations on the environment by integrating best practices into its business operations.

**SCOPE:**

This policy applies to Calian Group Ltd. and its subsidiaries (collectively “**Calian**”), including all Calian employees, contractors, officers, executives, management and any other parties conducting work on Calian’s behalf (collectively the “**Calian Workforce**”). At Calian’s discretion, any vendors, suppliers, customers, consultants, partners or any other third parties conducting business with Calian (collectively “**Third Parties**”) may also be bound by this Policy as a condition of doing business with Calian.

**POLICY:**

Calian operating segments are committed to minimizing the impact of our operations on the environment. Though the active promotion of sustainability and environmental awareness throughout all levels of the organization we are committed to:

- 1) Adhering to the Corporate Sustainability policy
- 2) Meeting all environmental laws and regulations, working with our property managers to support energy efficiency, renewable energy and environmentally friendly waste disposal
- 3) Measuring our GHG emissions annually and meeting our emission reduction goals
- 4) Implementing waste management strategies that promote waste minimization, re-use, recovery and recycling where appropriate
- 5) Minimize the need to travel and when travel is necessary; make environmentally preferred choices when practical

The elements of the environmental policy are currently under development:

- 6) Ensure that all the employees are made aware of the environmental impacts of their work and actively encouraged to minimize those impacts
- 7) Ensuring that our employees, contractors, suppliers understand our environmental requirements to minimize our carbon footprint and the importance of environmental issues
- 8) Communicating our policy and initiatives to stakeholders
- 9) Ensuring our suppliers are implementing tools towards improving environmental performance (ensure that our suppliers are compliant through the social procurement policy)
- 10) Setting realistic environmental targets for improvement and monitoring the progress
- 11) Incorporating efficiency measures into Calian facilities