



Policy Title: **Environmental Sustainability Policy**
Policy Owner: **Chief Human Resources Officer**
Department: **Human Resources**
Implemented: **June 1, 2018**
Last Review Date: **March 30, 2021**
Related Policies:

1.0 Policy Statement

At NEP Group, Inc. (“NEP” or the “Company”), environmental responsibility is integral to how we operate and how we live. NEP’s mission is to contribute to the change towards a sustainable society that coming generations and our planet deserve by striving to minimize our environmental impact, use our resources wisely, meet all applicable environmental regulatory requirements and continually work to improve our programs companywide. We are strongly committed to protecting the health and safety of our employees, and to conducting our operations in an environmentally responsible and sustainable manner.

NEP understands that this commitment to environmental sustainability and stewardship is more important now than ever. The environment is under severe stress from a myriad of sources, chiefly uncontrolled human activity both on the individual and corporate level. In response, NEP has formed an action plan and framework, supported by representatives from around the Company, to implement environmentally friendly initiatives across NEP facilities globally. This Environmental and Sustainability Policy (“Policy”) aims to integrate a philosophy of sustainable development into all of NEP’s activities and to support Company goals and implementation of sound environmental practices in our operations.

Scope

This Policy applies to all activities undertaken by NEP and to all NEP employees. Every NEP employee is expected to be familiar with this Policy and exhibit conduct that fosters environmental sustainability and encourages compliance with applicable environmental rules, regulations and best practices. The broad scope of this Policy stems from the Company’s belief and commitment that NEP and all NEP employees have a responsibility to be positive stewards of the environment and practice strict compliance with applicable laws in this regard.

For NEP locations where applicable law requires specific policies and/or procedures, or where such policies or procedures are otherwise implemented, regarding the subjects addressed in this Policy, the local policy shall be read together with this Policy to the extent possible. However, in the event of a conflict between this Policy and any local policy that is required under local law, the local policy will control. In all other cases, this Policy shall control.

2.0 Responsibilities/Implementation

With the Company's mission and policies in mind, NEP has developed goals for its environmental programs. Goals of the Company include:

1. Understand where each division stands today
2. Set standards and programs for global improvement
3. Recommend areas of further investigation/evaluation for regional adoption (where applicable)
4. Investigate and strive to improve our programs, with a bi-annual scorecard reporting of each division's initiatives and progress.

All NEP divisions will develop a local action plan to identify, evaluate and implement environmentally friendly initiatives across their NEP facilities, considering factors such as environmental priorities, geographic feasibility/availability, and budget. They will periodically review and report on their progress against their local action plan using a common NEP scorecard survey tool. Evaluation areas include:

- Recycling and waste reduction
- Energy conservation and green energy adoption
- Reduced use of consumables and single-use products
- Increased use of green cleaning products
- Increased use of energy-efficient fleet options and promotion of individual employee transportation alternatives
- Consideration of green criteria in the evaluation of products, services or vendors
- ISO14001 commitment & progress (where applicable)

Further, NEP seeks to establish and maintain compliance with applicable environmental rules, regulations and best practices in each Company location. Key examples of this include, but are not limited to:

- Understanding all applicable environmental rules and regulations.
- Modelling a workplace culture that values environmental sustainability where responsibility is assigned and understood.
- Monitoring and analyzing the environmental impact of all activities and endeavoring to reduce our overall environmental impact and minimize pollution wherever possible.
- Involving all NEP employees in our environmental initiatives.
- Investigating ways to continually improve in environmental performance, incorporating suitable measurements and monitoring mechanisms as necessary or required.
- Improving energy and other resource efficiency, and reducing overall waste disposal to landfills or other applicable means of disposal in each NEP location.

In addition to NEP's corporate initiatives and commitments, all NEP employees have a responsibility to support and comply with all NEP environmental initiatives including, but not limited to, those listed above. All employees are expected and required to exhibit conduct that fosters compliance with applicable environmental laws and positive environmental stewardship while at work, at NEP functions on or off the

work site, and at all other Company-sponsored events. In addition, if offered by NEP at any time, employees will also be required to attend and complete environmental training to enhance their knowledge of these important Company objectives and continue to fulfill the responsibility to further these objectives.

Any employee that exhibits or engages in conduct that contravenes NEP's environmental objectives and/or obligations may be subject to disciplinary action.