



ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) POLICY

The JDS Group of Companies (JDS) is committed to building a better future for the local communities in which we live and work through **ACTION** driven by our mission and vision.

OUR ESG COMMITMENT

All JDS employees, management, contractor, subcontractors, and persons working on our behalf are responsible and accountable for delivering fit-for-purpose environmental, social, governance (ESG) solutions for our clients. Rather than a “one-size-fits-all approach,” JDS is committed to innovation and agility. We are focused on unlocking long-term value for our clients by adapting our proposals in accordance with their preferred industry-specific ESG standards and individual company goals outlined in the following areas:

THE JDS WAY

- A** Accept No Mediocrity
- C** Conduct Business Professionally, Ethically and Practically
- T** True to Our Word
- I** Insist on the Highest Standard of Leadership, Teamwork and Accountability
- O** Open & Honest Communication Shared Internally & With Customers
- N** No Harm to People, Environment, Assets or Reputation

ENVIRONMENTAL	SOCIAL	GOVERNANCE
<p>Factors that relate to a company’s interaction with the physical environment.</p> <p><i>(i.e., Energy efficiency, reducing greenhouse gas emissions (GHG), air and water pollution, water scarcity, biodiversity, deforestation, and responsible site reclamation).</i></p>	<p>Factors that relate to a company’s practices that have a social impact on community or society.</p> <p><i>(i.e., Diverse, and inclusive working environments, labor relations, health and safety, COVID-19 protocols, equal pay, human rights, impact on Indigenous communities).</i></p>	<p>Factors that relate to how a company is responsibly governed.</p> <p><i>(i.e., Management diversity, business ethics, risk management, tax transparency, antibribery and corruption, data privacy, cyber security).</i></p>

While these factors are influenced by local environmental, social, and project-specific complexity, we believe a strong ESG proposition, led by our team of professional experts, has the potential to generate long-term value for our clients in five essential ways:

ESG VALUE DRIVER:	JDS ACTION:
BUSINESS GROWTH	Utilize our proven engineering experience to grow our global client base by maximizing project efficiencies through value-add ESG solutions.
COST REDUCTIONS	Seek innovative and alternative equipment solutions to lower costs associated with energy, water, and waste while reducing our overall resource consumption.
RISK MITIGATION	Implement project specific audits and risk-management practices, to mitigate environmental, social and governance impacts and define opportunities in the areas in which we operate.
PRODUCTIVITY UPLIFT	Attract and retain the highest quality talent by fostering a safe, healthy, equal, and inclusive workplace that respects diversity, encourages innovation, and rewards performance.
ASSET OPTIMIZATION	Invest in legitimate, economic, renewable energy, infrastructure, and clean technologies to enhance long-term investment returns for our business and our clients.



FOCUSED ON INDIGENOUS PARTNERSHIPS

Our ESG performance is directly linked to our culture of getting things done the right way. We are focused on building positive and mutually beneficial relationships with all of our Indigenous partners. We prioritize Indigenous and local communities' connection to land, culture, and values and are dedicated to collaborating with communities wherever we operate through ongoing engagement, transparent dialogue, and joint venture opportunities for shared prosperity.

TRUE TO OUR WORD

JDS is committed to enhancing the positive effects our projects have in the areas in which we operate and pro-actively mitigating the negative ones. We steadfastly choose to *walk the talk* in support of strengthening our social license to operate and leave lasting legacies for communities beyond the projects we deliver.

All JDS employees, management, subcontractors, and employees are required to:

- Comply with our individual client's ESG regulations governing the protection of human rights, occupational health and safety, the environment and the labor and business practices in all of the jurisdictions in which we conduct business.
- Pursue our goal of "No Harm to People, Environment, Assets or Reputation."
- Adhere to the highest standards of conduct intended to avoid even the appearance of negligent, unfair or corrupt business practices.
- Regard implementation of our ESG program as an integral part of how we do business.
- Recognize that our ESG responsibilities are of an ongoing nature and to encourage the continual improvement in the execution of our ESG program.

OUR ESG FUTURE

While the Director of ESG for the JDS Group of Companies is responsible for implementing and monitoring this Policy, all JDS employees, management, contractor, subcontractors, and persons working on our behalf must share these commitments. We are committed to the continuous improvement of our policies, procedures, and activities across all business units.

Everyone is empowered to speak up and **ACT** to ensure that they are met. **THAT IS THE JDS WAY.**

Jeff Stibbard, CEO

April 14, 2021

Date

