



Environmental and Social Sustainability Policy

At the John Aarts Group we strive to apply environmental and social sustainability principles wherever and whenever possible. Sustainability can be broadly defined as ***“meeting the needs of the present generation without compromising the ability of future generations to meet their own needs”***. Following this principle will help contribute positively to the environment and society and at the same time, provide long-term economic benefits to future generations.

Environmental sustainability ensures that natural resources are preserved, the environment is protected, the economy isn't harmed, and the quality of life for people is improved or maintained. We strive to use “green” solutions when possible.

Social sustainability considers the practices and policies that are best for all people connected with the company; from workers to community members. A socially sustainable company aims to cultivate diversity, quality of life, equity, and leadership. It encompasses human rights in all its operations and business decisions.

The John Aarts Group is committed to:

- Following legislative and regulatory procedures and practices;
- Creating environmental and social awareness in our operations and among our staff;
- Using effective waste management plans to encourage reduction and recycling;
- Conserving natural resources, especially aggregates;
- Using innovative ways to minimize our footprint at each work site;
- Respecting our employees' diverse talents, initiative and leadership;
- Providing a safe and healthy workplace;
- Supporting communities where we operate;
- Offering equal employment opportunities and
- Providing training on our environmental and social responsibilities to our employees.

The management of John Aarts Group will be responsible for adopting and enforcing this policy. Management will also endeavor to create an environment where its employees will feel comfortable carrying out environmental and social sustainability policies and procedures.

Signature

February 10, 2023

Date