

A large, high-angle photograph of a dense evergreen forest, likely a coniferous forest, covering a hillside. The trees are a mix of dark green and lighter green, suggesting different species or stages of growth. The image is framed by a dark blue, wavy border at the top and bottom.

GSI ENVIRONMENTAL INC. SUSTAINABILITY POLICY

November 2025

INTRODUCTION

GSI Environmental Inc. (GSI) is an environmental science and engineering consulting firm committed to investigating, analyzing, and solving complex environmental problems around the globe. Our work spans a broad range of services, from supporting sustainable industrial operations and land development to managing chemical hazards, conducting toxicological analyses, and protecting vital natural resources such as aquifers, rivers, bays, and estuaries. Through a blend of practical experience and cutting-edge research, our team delivers focused, timely solutions that reflect both scientific rigor and real-world relevance.

At GSI, sustainability is understood as the balanced integration of economic prosperity, environmental protection, and social responsibility. For our company, this means delivering consulting services that support long-term environmental stewardship while enabling our clients to achieve operational efficiency and regulatory compliance. Our approach recognizes that sustainable development requires managing natural resources responsibly, reducing environmental impacts, and promoting equitable outcomes, ensuring that present needs are met without compromising the ability of future generations to meet theirs.

Sustainability is not just a service we offer but the foundation of who we are. This policy reflects our commitment to integrating sustainability into every facet of our business. It applies to all operations of GSI, including its employees and contractors.

Objective

This policy outlines the sustainability guidelines by which we manage and oversee our Sustainability initiatives. It defines roles, responsibilities, and accountability mechanisms to ensure effective implementation and transparent reporting. The policy describes GSI's approach to sustainability, including our commitment to tracking and reducing greenhouse gas (GHG) emissions and ensuring that any reporting is consistent with global standards and industry best practices. Informed by peer benchmarking, client feedback, and employee engagement, our approach is rooted in science, guided by transparency, and driven by meaningful impact.

COMMITMENT TO SUSTAINABILITY

Sustainability is at the heart of GSI's mission to protect and enhance natural resources by delivering proven environmental solutions. Our commitment to sustainability carries through from client services and engagements to our own operations and thought leadership. We are committed to the following key sustainability principles.

Fair and Transparent Decision-Making

GSI is accountable to our stakeholders through ethical governance, conflict avoidance, and environmentally sound recommendations in every engagement. Our approach is documented in GSI's *Employee Policy Manual*, which includes our *Code of Conduct* and our *Quality Management Plan*.

Climate Action

We are committed to tracking, managing, and reducing our GHG emissions through strategic initiatives and continuous innovation. Our approach is informed by industry-standard best practices for GHG emissions calculations, backed by verifiable records and evidence.

Environmental Stewardship

We are committed to minimizing GSI's environmental footprint and advancing sustainable practices across our operations and project work. Our approach is informed by the ISO 14001 Environmental Management System standard, which provides a framework for continuous environmental performance improvement and regulatory compliance.

Employee Safety and Wellbeing

We are committed to ensuring our people work in a safe, positive, and engaging work environment. Our approach is documented in GSI's *Employee Handbook* and *Health and Safety Manual*.

Client and Community Impact

We are committed to ensuring our work contributes to positive environmental and community outcomes. We co-create strategies that align with our clients' values, regulatory obligations, and sustainability goals.

ROLES AND RESPONSIBILITIES

GSI's sustainability ambition, targets, performance, and disclosure are overseen by the Executive Management Committee (EMC) and managed by our team of sustainability experts. The sustainability team involves multiple departments and staff through training programs, awareness campaigns, and participation in sustainability initiatives. The EMC, comprised of leaders across GSI's offices and corporate functions, regularly reports to the Board of Directors, who are responsible for GSI's overall growth and development.

SUSTAINABILITY APPROACH

GSI conducts a comprehensive double materiality assessment every three years, or sooner if there are material business changes. We review material topics every year to identify significant changes in context, risk exposure, or regulations that may require revisiting our materiality conclusions. This cadence aligns with leading industry practices and ensures our process remains responsive to evolving stakeholder expectations, regulatory requirements, and emerging risks. As part of this due diligence process, we identify and prioritize the sustainability matters most relevant to our business and our impacts, informed by input from employees, clients, and industry best practices. Insights from each cycle guide the refinement of our goals and ensure alignment with globally recognized frameworks.

Disclosure

GSI will disclose our sustainability performance and progress to internal stakeholders. The timing, frequency, and format for disclosure is informed by relevant standards and industry best practices.

Continuous Improvement

We continuously evolve our policy and practices through structured stakeholder engagement with employees, clients, and industry peers to ensure our efforts remain relevant and innovative. GSI's approach mirrors best-practice frameworks that emphasize regular monitoring, benchmarking, and adaptive management to drive continuous improvement. This policy is formally reviewed every year with a comprehensive update at least every three years or sooner if material changes occur. We systematically review our goals, refine them as needed, and establish new targets guided by insights from diverse stakeholders and aligned with global sustainability standards.

This policy is the foundation for our work ahead. Through a collaborative effort across all levels of the organization, GSI will continue to make progress toward a sustainable future and ensure internal and external stakeholders are informed and engaged.

Revision	Date	Author	Revision Summary
1.0	2025-11-06	EMC	Original