



COUNTY OF NORTHERN LIGHTS

POLICY

ENVIRONMENTAL POLICY

CREATED: 2/9/2025

REVISED:

TOTAL PAGES: 4

PURPOSE

The purpose of this environmental policy is to address how we manage and monitor our impact on the environment.

COMMITMENT TO PROTECTING THE ENVIRONMENT

County of Northern Lights is committed to protecting the environment. Below are our commitments:

Prevention of Pollution. We will employ practical measures to protect the environment. We will conserve and protect the water, air, and land/tundra resources we use. We will strive to eliminate any releases to land, air or water that may harm human health or the environment. Continuous improvement in our environmental performance will be a principal objective.

Reduction of Waste. We will work to prevent waste and pollution at the source whenever possible. New facilities and improvements of existing operations will use processes designed to minimize the environmental effects of our operations and will incorporate functional pollution control equipment.

Recycling and Waste Disposal. We will support recycling programs where practical and will use environmentally safe treatment and disposal practices for waste that is not eliminated at the source or recycled.

Compliance. We will manage existing facilities so that we meet or exceed legal requirements. We will implement programs and procedures to satisfy compliance. We will conduct compliance audits and monitor procedures and practices to evaluate our performance.

Disclosure. We will inform our employees of our progress in environmental issues. We will cooperate with the authorities and regulatory agencies in responding to inquiries. We will encourage our employees to report conditions that they reasonably believe could be harmful to the environment or pose health or safety hazards so we can initiate prompt corrective actions.

Training. We will provide adequate training to our employees to ensure our workers are aware of these procedures and can follow them. We will train our leadership team on the requirements of ISO 14001.

ENVIRONMENTAL MANAGEMENT SYSTEM IS MAINTAINED

An Environmental Management System should be in place to help us identify, manage, and mitigate risks and opportunities related to environmental impacts and performance. The EMS will follow a plan-do-check-act format. The management system addresses the:

- collection of information related to environmental, health and safety,
- tracking of environmental targets with associated data and
- monitoring of progress towards objectives.

COMPLIANCE WITH ANY ENVIRONMENTAL OBLIGATIONS

County of Northern Lights will ensure compliance with any environmental obligations. County of Northern Lights is required to conform to applicable environmental legislation and other environmental compliance obligations. An environmental management system assists County of Northern Lights to fulfill its legal requirements and compliance requirements that it may be subject to.



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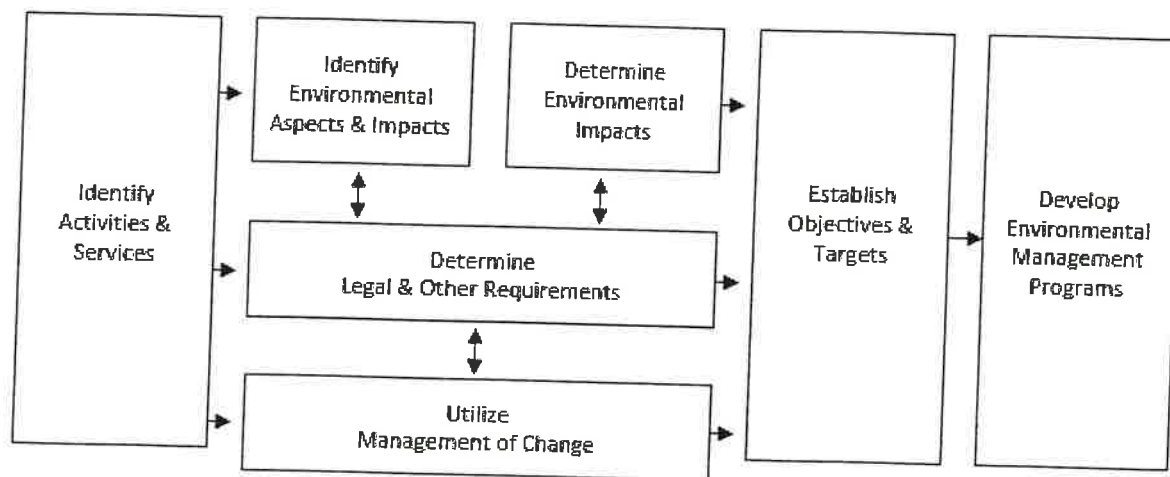
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KEY PERFORMANCE INDICATORS (KPIs)

Key Performance Indicators (KPIs) related to environmental performance are tracked. County of Northern Lights should measure, record and report on Environmental Performance KPI's. Examples of these can include:

- Water Use
- Electricity Use
- Waste Management Bills
- Vehicle Fuel Bills

ENVIRONMENTAL PLANNING FLOWCHART



PROCESS FOR CONTINUAL IMPROVEMENT OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

Below are County of Northern Lights sample established targets that improves its environmental performance and management system to meet **changing** business and regulatory needs. Additional continual improvements will be added or modified based on **changing** business operations:

- Reduction of usage of paper within the office environment – reduction of 35% within 6 months, every 6 months.
- Reduction of office-based vehicle use and associated fuel – reduction of 10% within 6 months for the next two 6-month periods.
- Elimination of spills and leaks on ground – All parked vehicles will have a drip liner under any engine that could leak anything onto the ground.
- Ensuring 100% of County of Northern Lights staff are trained on this environmental policy. Any new hire must receive and understand a copy of this policy and follow its guidelines.

ENVIRONMENTAL IMPACT ON SURROUNDING COMMUNITIES IS MITIGATED

County of Northern Lights environmental impact on surrounding communities is mitigated. County of Northern Lights has the responsibility to ensure that activities from our operations do not cause harm to the environment. Our measures to prevent pollution include:

- Emissions (reducing vehicle and equipment emissions),
- Discharges to water (eliminating discharges to water that exceed local, state, or federal requirements),



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- Waste management (waste separation and proper disposal),
- Use and disposal of chemicals (properly using only the minimum amount of chemicals, storing them properly and disposal in accordance with local, state, or federal requirements).

County of Northern Lights addresses how it will inform the public and the community on any environmental, health, and safety impacts to them from the operations of County of Northern Lights via an environmental impact statement given to clients or as-required governmental agencies based on the scope of work and environmental, health, and safety activities that could affect the public and community. If working on a client site, the safety and environmental risk assessment will also be provided.

HOW ENVIRONMENTAL SUSTAINABILITY IS PROMOTED WITHIN COUNTY OF NORTHERN LIGHTS

County of Northern Lights will put in place practices to promote environmental responsibility. These include:

Measures in Place for Energy Conservation

Energy conservation measures should be used whenever possible. This can include shutting down equipment when it's not in use, use of energy efficient light bulbs, using new energy efficient technology, using equipment with the ENERGY STAR mark, etc. This can also include the reduction in the use of generators and using more local electrical supply, etc.

Measures in Place for Water Conservation

Each County of Northern Lights work site will develop measures to be in place for water conservation. Water conservation measures should be used whenever possible. This can include repair on any equipment leaking water, use of a broom instead of a hose for cleaning purposes, upgrade equipment efficiency, educate employees, etc.

Efficient Use of Vehicles and Equipment to Minimize the Impact to the Environment

County of Northern Lights will make efficient use of vehicles and equipment to minimize the impact to the environment. Vehicles and equipment should be kept in good condition with up-to-date preventative maintenance, should not be left idling unnecessarily, should use alternative fuels, when possible, etc. The most efficient vehicles and equipment should be used when possible.

Minimizing Environmental Impacts on the Local Habitat When Activities May Affect Them

County of Northern Lights will always work towards minimizing environmental impacts on the local habitat when activities may affect them. When activities may affect the local animal or plant population or habitat, a plan shall be in place to minimize any environmental impact to them. The plan is to be reviewed and approved by the site manager prior to work beginning. Adherence to any client specific requirements shall also be followed.

Training

Conduct employee training on environmental issues and potential impacts from our operations.

Efficient Use of Materials in Order to Minimize Waste

Efficiency

We must make efficient use of materials to minimize waste. An efficient material management system should be used to reduce the impact on the environment by limiting the amount of materials that are used, left over as waste, or transported.



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Purchasing Products with Minimal Impact on the Environment When Available

County of Northern Lights will emphasise purchasing products with minimal impact on the environment when available. County of Northern Lights should take into consideration the impact a product has on the environment before purchasing. Preference should be given to products that minimally impact the environment, made of recycled, renewable material, energy-efficient, etc. Local purchasing will also reduce the amount of emissions and fuel used as compared to purchasing involving shipment from more distant locations.

Recycling

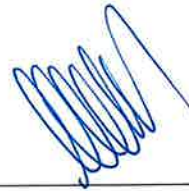
Each County of Northern Lights work site will develop measures to be in place for recycling. Besides recycling paper, cardboard, fluids, tires, and plastics at our facilities we also want to recycle used engine oil, treat or recycle solvents, etc.

Site managers are responsible to take steps to help reduce greenhouse gas emissions, fuel consumption, decrease wasted expenditures in fuel and maintenance and improve efficiency.

HOW ENVIRONMENTAL POLICY IS COMMUNICATED TO STAKEHOLDERS

The intent of the program is to ensure involvement and commitment of employees and external parties in the environmental management system. Employees are made aware of the effects of environmental management on the quality of their own work environment and should be encouraged to contribute actively to environmental management. County of Northern Lights will make information available to stakeholders (including clients, subcontractors, suppliers, and our employees) that illustrates the environmental performance. Collaborations with other organizations, local, state, or federal governments are encouraged.



Chief Elected Official

Chief Administrative Officer