

Purpose and Scope

This Environmental Policy applies to all Berkowsky operations, employees, facilities, and service delivery activities. It establishes the company's commitments to managing and reducing environmental impacts across energy, greenhouse gas (GHG) emissions, waste, water, and professional service delivery.

Commitments

Berkowsky commits to:

- Measure and manage greenhouse gas emissions across Scope 1 (direct), Scope 2 (purchased electricity), and Scope 3 (upstream value chain) in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.
- Maintain an annually updated corporate GHG inventory, with third-party assurance engaged as warranted by stakeholder requirements.
- Reduce absolute Scope 1 GHG emissions by 50% by 2030, from a 2024 baseline of 224 tCO₂e to a target of 112 tCO₂e.
- Reduce absolute Scope 2 GHG emissions by 50% by 2030, from a 2024 baseline of 146 tCO₂e to a target of 73 tCO₂e.
- Continue fleet electrification and transition mobile combustion sources away from gasoline where operationally feasible.
- Maintain internal waste sorting and recycling practices at the corporate office, and track waste generated in operations as part of the Scope 3 inventory.
- Use water efficiently at the corporate office.

Governance and Review

The CEO holds ultimate accountability for this policy. Environmental performance is reviewed at least annually, including review of the GHG inventory, progress against reduction targets, and any new regulatory, client, or stakeholder requirements. The policy is updated as needed to reflect changes in company operations, target status, and best practice.

Communication

This policy is communicated to all Berkowsky employees and made available to clients, suppliers, and other interested parties upon request. Suppliers and subcontractors are expected to operate in a manner consistent with the environmental intent of this policy.