

FIRST ENVIRONMENT



SUSTAINABILITY POLICY

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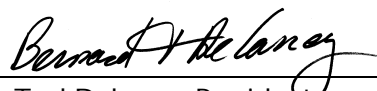
We recognize that the world faces challenges in how we meet the demands of today while securing the future for those who will come after us. We also believe that these challenges can and will be met and that First Environment has a role to play in this. As an organization and as individuals, we have developed a significant body of technical knowledge and experience that we bring to organizations, governments and businesses to assist them in addressing their environmental challenges. It is our responsibility to assist them in resolving these challenges without losing sight of their economic viability.

Within our organization, we engender the same values that we support our clients in achieving.

Towards this purpose,

- ⇒ We recognize that what we do today impacts the future and act in accordance with this recognition.
- ⇒ We ask of ourselves what we ask of others.
- ⇒ We commit to continually improve.
- ⇒ We commit carefully and meet those commitments.
- ⇒ We support further education and development of our firm members.
- ⇒ We volunteer our knowledge and resources to local, community, government, non-government and international organizations so as to forward society's goals of a just and clean world.
- ⇒ We commit to ethical and legal behavior and integrity in all of our activities.
- ⇒ We work to protect the environment and prevent pollution.
- ⇒ We strive for accurate and transparent communication with our clients and others who have a stake in our operations.
- ⇒ We recognize the importance of a talented and diverse workforce and strive for an atmosphere of mutual respect.

We believe this will provide a balanced company that will grow and prosper as will the world.



B. Tod Delaney, President



Elizabeth N. Hamilton, Vice President