



THE AIL GROUP OF COMPANIES

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## Sustainability Policy

### POLICY

The AIL Group of Companies is committed to ensuring the world we live in will be a better place for future generations. Through our people, operations and solutions, The AIL Group strives to improve the quality of the environment and the communities in which we work, live and serve by using sustainable practices in everything we do. This commitment to sustainability is at the centre of how The AIL Group operates and how it delivers solutions to our customers.

### PRACTICES

The AIL Group's sustainable practices will be focused in the following three areas:

#### People and Partnerships

We are committed to industry-leading health and safety management systems to protect our employees, customers and the general public through:

- A culture where the expectation is everyone returns home safely and in good health at the end of each work day
- Recognizing potential and investing in our employees
- Supporting the education of our employees' next generation
- Making positive contributions to the communities in which we work and live

#### Customer-Focused Sustainable Solutions

We recognize the interdependence between social, environmental and economic sustainability, and are committed to developing industry-leading sustainable infrastructure solutions through:

- Offering low global-warming potential infrastructure solutions
  - Increasing amount of materials which are reusable/recyclable and, when practical, locally sourced
  - Reducing negative biodiversity impacts during construction and in-service, and regenerating the environment, where possible
  - Providing infrastructure solutions which increase user safety
  - Understanding and improving our customers' life cycle costs
  - Providing solutions which minimize road closures during construction and in-service
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## Processes and Stewardship

We are committed to reducing our organization's operational footprint and to a healthy governance culture, ensuring that the business affairs of the organization are effectively managed to promote and enhance stakeholder value through:

- To show our commitment to sustainable practices in our own operations, we are targeting a reduction in overall carbon output across The AIL Group moving forward with a goal to be carbon neutral by 2050.
- Increasing percentage of energy derived from on-site clean energy sources
- Proper waste management and waste minimization, with a focus on reducing greenhouse gases
- Active risk management, ethical practices, regulatory compliance, business continuity and emergency preparedness
- Internal sustainability reporting reviewed by AIL's advisory group
- Expecting adherence to the highest ethical standards of business conduct in our supply chain
- Building relationships with our stakeholders, who we consider to be at the centre of our business strategy



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Mike Wilson, CEO  
The AIL Group of Companies

July 15, 2021

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Date Received and Signed