



Building on the Future

SUSTAINABILITY MANAGEMENT POLICY

COMMITMENT

At North America Construction (1993) Ltd. • NAC Constructors Ltd. (NAC), there is no conflict between being a successful business and an upstanding corporate citizen. We have a responsibility to provide environmental, social, and economic benefits for the communities we serve. Specifically, NAC will:

- Deliver durable infrastructure while promoting the conservation of natural resources and ecosystem protection
- Opportunistically partner with local stakeholders to promote diversity and social inclusion, and to foster meaningful economic opportunities

PRINCIPLES

To achieve our commitments, NAC shall practice the following:

The Environment

- Meet the requirements of environmental legislation to protect the natural environment and cultural heritage
- Seek opportunities for reducing emissions to mitigate carbon footprint and air pollution
- Strive for the conservation of water, topsoil, vegetation and energy, and prevent pollution

The Workforce

- Provide reasonable security of employment and growth to our permanent workforce at times of global uncertainties and economic downturns
- Employ and nurture a committed, skilled and adaptable workforce while giving pathways to allow new people into the construction industry through programs, such as apprenticeships
- Make the workforce's personal well-being a priority through work-life balance and employee assistance programs

The Community

- Deliver construction projects in a manner that does not adversely affect or disrupt the local community
- Participate in the projects' community life through charity, volunteer efforts, and ethically-oriented initiatives

The Supply Chain

- Use just-in-time procurement and local sourcing to reduce unused materials and transport emissions
- Give preference to subcontractors who provide local employment and training opportunities
- Support our supply chain's economic stability through prompt payment of our subcontractors and suppliers

ACCOUNTABILITIES

- Managers and supervisors shall champion the commitments and principles under this Policy
- Everyone working for NAC shall work with respect for the community and the environment
- Management shall review this policy annually to ensure it aligns with NAC's business needs and activities


Scott McPherson
President

Date: 10 JAN 2023