



ENVIROSCIENCE, INC. 2020 COMMUNICATION ON PROGRESS

Prepared for:



UNITED NATIONS

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Prepared by:



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Excellence In Any Environment

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1.0 CHAIRMAN STATEMENT ON THE 2020 COMMUNICATION ON PROGRESS



Dear Friends and Stakeholders,

EnviroScience, Inc. is pleased to prepare and present our eighth annual progress report recapping the continued efforts and gains in our elective support and membership in the United Nations Global Compact.

Presenting this report provides an opportunity for us to review our progress over the past year, reflect upon our values and the needs of our local communities, and prepare for our future growth. We continually evaluate our practices and explore ways to improve them. This report reviews areas of change in support of the Global Compact's ten principles and provides a detailed account of our actions to support these areas over the past 12 months, along with a preview of anticipated activities for 2021.

In many ways, 2020 has been one of the most challenging of our 32 years in business. Due to COVID-19, we have been forced to greatly modify our business practices to protect our customers, employees, and families. Early on, we implemented a strong COVID response strategy that has minimized infection among our staff, and I am pleased to report that, to date, we know of no cases of employee-to-employee transmission at EnviroScience.

EnviroScience communicates our philanthropy and commitment to sustainability through our Corporate Responsibility Committee (CRC). This staff-led initiative focuses on the distribution of our staff's time and talents to our surrounding community. Although much of our in-person volunteer activities had to be curtailed due to COVID-19, the company and our CRC continued to financially support local organizations at a level equal to the past year, despite intense financial pressure and uncertainty.

The United Nations Global Compact provides a platform for EnviroScience to determine how we can best manage our practices and evaluate how they align with other progressive thinking and socially conscious world citizens by using their business practices to improve the global social, economic, and environmental conditions of the world. We use the Compact's ten principles to guide our company's priorities, with the environment being the greatest overall concern for our staff. Among these priorities for 2021 is forming a Diversity, Equity and Inclusion Workgroup, which will support several of the Compact's core principles.

Thank you,

Martin A. Hilovsky, Founder and Chairman

EnviroScience, Inc.

2.0 ABOUT THE UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact provides guidelines and universally accepted principles by which members can review, define, and plan for long-range strategic goals. EnviroScience is embracing the opportunity to review, redefine, and grow our policies and procedures as they relate to the Global Compact. Presented are the United Nations' ten defining principles of the Global Compact.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should eliminate all forms of forced and compulsory labor.

Principle 5: Businesses should help effectively abolish child labor.

Principle 6: Businesses should eliminate discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

3.0 CORE VALUES

The core values of **respect, safety, client advocacy, quality work, accountability**, and **teamwork** are essential to EnviroScience's staff and future success. These values align with the defining principals of the UN Global Compact and are as follows:

EnviroScience Employees

- Have a passion for excellence and strong work ethic.
- Own our actions and our work; we embrace accountability.
- Commit to continuous improvement, challenging the status quo.
- Act ethically, treat people with respect, and communicate properly.

EnviroScience Employees as Advocates for our Clients

- Are responsive to our clients' needs on a proactive basis.
- Deliver on our commitments every time.
- Constantly seek ways to help our clients succeed.

EnviroScience Leaders

- Identify and develop the talents of our people.
- Recruit and retain exceptional individuals and encourage creative solutions.
- Share profits fairly among our people and shareholders.
- Remember that family comes first.

EnviroScience Team Members

- Help others maximize their effectiveness and achieve their goals.
- Effectively share opportunities and are open to others' ideas.
- Celebrate the successes and learn from the mistakes of others.

EnviroScience Employees as Citizens

- Give of our time and talent to better our communities.
- Are continuous stewards of our nation's natural resources.

4.0 LABOR AND HUMAN RIGHTS

Ensuring best labor practices and maintaining respect for human rights are the cornerstone of EnviroScience's culture.

Safety

The management philosophy of EnviroScience is to produce superior value for our customers. That management philosophy is also a direct reflection of our environmental health and safety philosophy. Employees of EnviroScience strive to be innovative and cutting-edge in providing systems and services that return economic value while ensuring all workers' safety and protection from the hazards involved.

The safety and health of EnviroScience employees must always be paramount, no matter how urgent the job. A safe and healthy work environment is essential for the success of our business, as well as our families and communities. Employees are encouraged to embrace our philosophy that all incidents are preventable with the proper training, planning, knowledge, and resources necessary to identify and manage risk both at work and home.

As a fundamental part of our labor practices, we respect the importance and the impact quality training has on worker safety; additionally, we empower our staff to recognize the need for a "Stop Work" whenever safety risks occur. These practices help ensure the safety of our staff and others working on a job site. Safety is our commitment, and EnviroScience continues to lead our industry in on-site job safety.

Covid Response

This past year has highlighted the importance of the EnviroScience safety philosophy as the SARS-CoV-2 (Covid-19) virus swept across the country. We approached our employee safety as we did any other potentially hazardous work, with communication and cooperation. Our management team took the lead in proactive measures as soon as it became apparent the virus was widespread in the United States. We are proud to say that we have observed no employee-to-employee transmission of Covid-19 so far.

While employees have always had the support and option to work from home when circumstances required and projects allowed, we implemented additional measures to enable as many employees as possible to remain at home with their children and reduce traffic in the main office buildings.

Employees are expected to be asymptomatic and show a temperature below 100.4°F if they must be present in any office buildings. Any potential or actual exposure is communicated to our Health and Safety Officer, so that quarantine procedures can be implemented if required, and all employees must follow all safety guidelines. Employees are encouraged to take separate vehicles whenever possible, regardless of increased cost, and to avoid sharing equipment where possible. Protective equipment is freely provided for all vehicles, offices, and laboratories, including:

- CDC-approved cleaning supplies
- Personal Protective Equipment including masks, gloves, and face shields
- Sanitizer stations
- Hands-free door openings



Safety First during Aquatic surveys requiring HAZWOPER.

Employee and Labor Rights

EnviroScience is an equal opportunity employer and makes every effort to reach minority candidates when posting open positions. Despite our involvement and efforts to uplift underserved populations during our 32 years of operation, we have not witnessed a significant increase in minority applicants. EnviroScience, therefore, committed to taking a more active role in cultivating and supporting job training for prospective minority employees and students. This effort includes developing teaming programs and opportunities intended to help address the lack of diversity in the socio-economic and racial demographic of applicants.

Salaries are based on experience and expertise. All full-time staff are offered an extremely competitive and generous benefits package. Family comes first in the lives of our leadership and staff. EnviroScience works with our employees to help meet the ever-changing and dynamic needs of families today. Any form of labor violation is intolerable and grounds for dismissal at EnviroScience. Likewise, EnviroScience maintains a zero-tolerance policy on abusiveness and habitual disrespect for associates or the environment, which is at the core of our identity.

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In 2019, EnviroScience established an Employee Assistance Fund (EAF), overseen by the EnviroScience CRC to help employees in times of hardship that are not sufficiently covered in other ways. The catalyst for this initiative was the month-long U.S. federal government shutdown that ended at the beginning of 2019. EnviroScience noticed that because of the shutdown, some employees, clients, and partner organizations had endured serious hardship without the recourse available to government employees. In response, we created the EAF, which is supported via a post-tax payroll deduction of the enrollees' choosing. With an understanding of the sensitivity of these types of requests, we have devised an anonymous request process emphasizing confidentiality and discretion. Staff members do not have to be members of the EnviroScience CRC or contribute to the fund to be eligible to make requests.

As an organization, EnviroScience is a non-union workplace but maintains no policies (written or oral) against the formation of such a group. Top executives maintain an "open door" policy, encouraging communication between employees and upper management, as well as an ethics committee to which employees may report a situation or possible concern.

EnviroScience has taken initial steps to increase diversity and inclusion in 2020 as we recognize that a diverse workforce is critical to competitiveness and our future success as an organization. Several members of our leadership staff are active in diversity and inclusion initiatives in our community. Our Chairman and Founder Martin Hilovsky serves on a diversity and inclusion committee of the Greater Akron Chamber's Board of Directors. In 2020, EnviroScience launched a Diversity, Inclusion, and Equity working group to explore which options can be applied to our organization to make us a more diverse, inclusive, and equitable company, with the participation of all employees welcomed. While this group is still new, we envision it as a group of eight to nine members representing a broad cross-section of the company. Although these members are tasked with determining the ultimate direction and structure of the group, the initial vision includes the following:

- Explore ideas related to diversity, equity, inclusion, and social justice to raise awareness about these issues among the workgroup and our coworkers.
- Establish a baseline and assess where EnviroScience and its leadership are on these issues along a continuum.

- Develop ideas and best practices for consideration by EnviroScience and its leadership so that we can become a more inclusive, diverse, and equitable organization and better reflect the communities we live in and serve.

Overall, our objective is to make diversity and inclusion a core business performance issue (instead of an isolated human resource program). Everyone in the organization will be expected to make commitments around diversity.

Underserved Populations

By choice, the staff at EnviroScience work hard to enhance the lives of the disabled, underserved, and homeless. Staff regularly collect school supplies, toiletries, clothing, food, towels, shoes, and boots for any shelter or assistance group that distributes them. These items are donated throughout the year to organizations serving local communities in need. We have a central depository space that is organized by donation type to streamline the donation process.

Organization	Donations
Hope and Healing Survivor Resource Center	Women and children's clothing
Access Women's Shelter	Clothing and personal supplies

North Coast Community Housing supports safe and stable housing for those suffering from physical, mental, and cognitive disabilities. We continue to support their missions in Summit County.

Akron-Canton Food Bank

Each year, we support the Akron-Canton Regional Food Bank with our Annual Chili Cook-Off where the proceeds are donated on their "Double Dollar Days" to match our donations. Since 2015, these donations have totaled more than \$7,000 of impact. Due to Covid-19 restrictions, we could not hold this event in 2020. Instead, the EnviroScience CRC made a contribution of \$500.00, which was doubled for a total donation of \$1,000.00.

Combating Bias and Discrimination through Education

EnviroScience has always recognized the importance of education, and we pride ourselves on having a business where 90% of our staff are degreed scientists. We consider education to be the cornerstone of all basic human rights and a means to ending the cycle of poverty. We believe in supporting our region's school science programs in multiple ways. Our staff are working to create a "Lab in a Bag" by collecting and using the various materials sponsored by not-for-profits with an environmental mission. We collect source materials, write a laboratory day lesson plan, and assign a point of contact to help ensure the educators understand the lab. The topics most requested are those that meet Next Generation Science Standards (NGSS).

Our scientists frequently participate in science fairs for elementary and high schools, as well as hosting high school interns. We sponsor college students, a graduate-level lecture series, college interns, and frequently mentor others looking for career guidance and advice. The company has opened our labs for use by high school and college students working on their independent studies and has donated equipment and raw materials for these same studies.

Glenville Community Garden Project

In 2018, we began a partnership designed to help create a sustainable green initiative through education, mentorship, and employment. Glenville is a neighborhood in Cleveland, Ohio, and one of the most historic (and underserved) areas in the region. We led the formation of a team that includes the neighborhood Famicos Community Development Center, Western Reserve Land Conservancy, Cleveland Museum of Natural History, Holden Arboretum, Student Corps, residents, and the neighborhood elementary and junior high schools. In Phase 1 of the program, we identified



Glenville Community Garden project volunteers and participating EnviroScience staff.

two vacant plots and uncared for land behind the elementary school that the students use to walk to school from the neighborhood. A series of classes were held to teach arboriculture skills such as proper tree planting, watering, and long-term grooming and care. Four previously girdled trees were removed, and six natives were planted by the students after their classes. An old existing path in the lot across the street was cleared, and fresh gravel was laid along the entire path. The few plants in the front of the previous path were removed and given to neighbors for their yards.

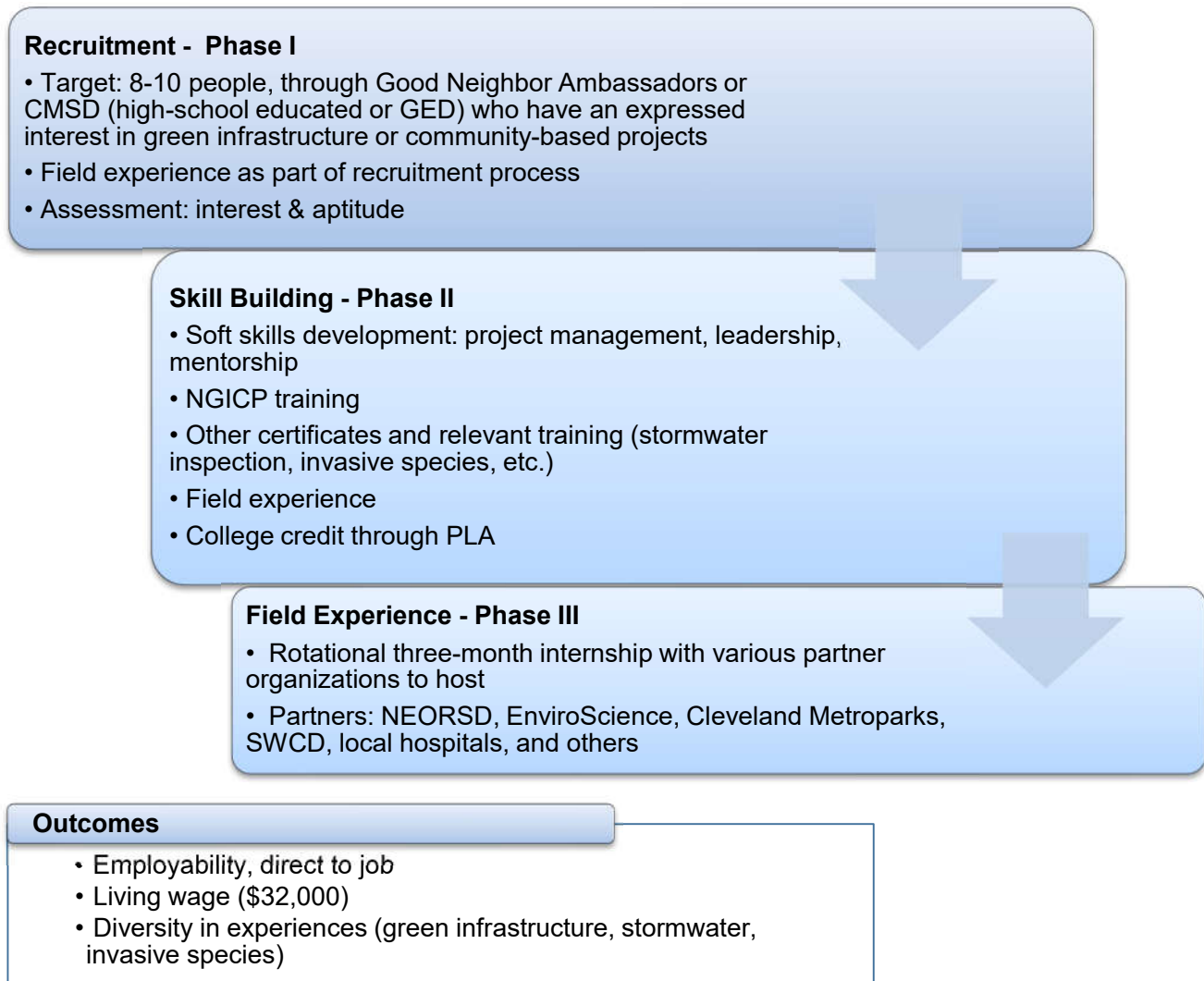
A total of 145 native plants, shrubs, and trees were planted on both sides of the path. The trees lining the students' newly revived path were cleared or groomed, allowing the school to be seen from the street. Two dumpsters of trash and debris were removed from the lots, and new and improved lighting was requested from the City of Cleveland. The path is now visible, safe, inviting, and has created a living lab for the schools located in its vicinity. An open tilled area was left for students to plant milkweed and other species, which attract pollinators. Staff from EnviroScience continue to provide the teachers with the supplies and educational support necessary to help them and their students sustain the native plant path and pollinator garden. In 2019, we provided students lessons in botany, soil ecology, and urban ecosystem processes that occur in these restored habitats. The students helped remove weeds, propagate more native plants, and created painted rocks to label the plants to aid in interpretation for all who take the path. EnviroScience staff continue to support grant writing and identifying local support for their science training and classrooms. An application for Wildlife Habitat Council certification for this site and education efforts is currently being prepared.

Workforce Development Pilot Program

To respond to the growing need for training and education within our local workforce to design, install, and maintain green infrastructure systems throughout Cuyahoga County, EnviroScience established a working partnership with the Northeast Ohio Regional Sewer District (NEORS). The purpose of this partnership is to provide a platform to work collaboratively with other local agencies and organizations to develop a Green Infrastructure Maintenance Training Program in Northeast Ohio. The basis of this workforce development project is to incorporate the Water Education Federation's (WEF) National Green Infrastructure Certificate Program (NGICP) as nationally recognized credentials along with others that serve to promote knowledge and understanding within this labor force.

As a result, NEORS engaged in a partnership with WEF and allocated \$30,000 for acquiring two training licenses (trainers) and NGICP certifications for 20 individuals over the next two years. This proposed green infrastructure program aims to offer the requisite education and training for entry-level positions earning average median wage serving both the public and private sector markets. This green infrastructure program consists of the following three phases.

Workforce Development Pilot Program Timeline



In 2019, a pilot project included the NEORSD Good Neighbor Ambassadors, where Tri-C provided soft-skill training. The NEORSD hosted the student interns, who acquired NGICP certificates, with most of the graduates being hired by the NEORSD green infrastructure and SWIM programs. In 2020, EnviroScience and other private consulting firms will join this effort by hosting the summer interns identified in this green infrastructure training program by the NEORSD recruitment process.

2020 Individual Donations Recipients

While group fundraising opportunities in 2020 were difficult to plan safely, EnviroScience is proud to highlight our employees' contributions. Many made personal contributions to over 40 different organizations, ranging from local community assistance to global outreach. Employees donated items, time, and money to groups dedicated to various missions, including environmental maintenance and restoration, animal rescue, education, and populations in need around the world. An overwhelming amount of these contributions were made to organizations that serve the communities surrounding our main offices in Ohio, West Virginia, Virginia, and Tennessee.

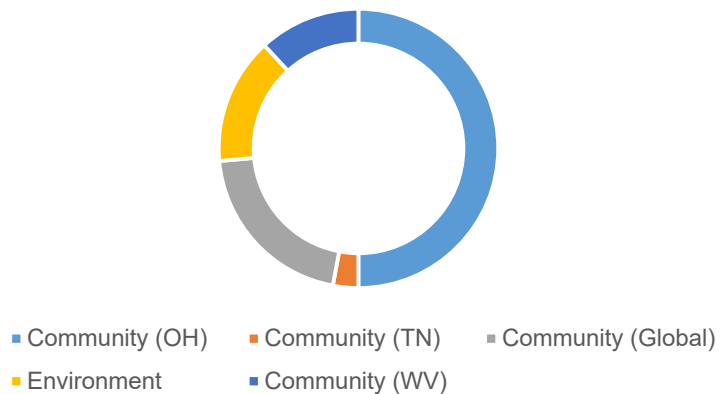
Item donations

AMVETS
Haven of Rest
Akron-Canton Foodbank
Good Neighbors of Cuyahoga Falls
Akron Community Services
Access Women's Shelter

Time

Cleveland Metroparks
Grace Baptist Church (Kent, Ohio)
Igniting Africa
Akron Community Gardens
Faithful Servants
Joni and Friends

Individual Monetary Contributions for 2020



5.0 ENVIRONMENT

EnviroScience is an environmental and ecological consulting company celebrating 32 years of improving surface water quality in water quality. Ohio has led the nation in using biological criteria in surface water quality standards, and the forward-thinking of founder Martin Hilovsky and President Jamie Krejsa has allowed EnviroScience to transfer this experience to other states and regions. Our award-winning stream and wetland restoration work improves the overall water quality and aquatic habitats for native flora and fauna throughout the United States.

In 2020, EnviroScience restored 19,580 linear feet of stream and 103 acres of wetland or floodplain habitat.

As an environmental company, one of our main business areas is to help enhance and restore damaged and failing ecosystems. In 2020, EnviroScience restored 19,580 linear feet of stream and 103 acres of wetland or floodplain habitat. This number is more than double the stream habitat and five times the wetland or floodplain habitat we restored in 2019. According to the EPA's *Reducing Urban Heat Islands Compendium of Strategies Trees and Vegetation*, these types of restoration projects will help reduce peak air temperatures with a process referred to as evapotranspiration.

Recycling Programs

EnviroScience maintains reuse, recycling, and composting programs to divert waste from landfills wherever possible. Undamaged packaging materials and boxes are saved for reuse where practicable. Empty plant containers are returned to the seller, and pallet wood is saved for projects like pollinator boxes. Bulk cardboard and approved plastics are directed to our single-stream recycling cans, and all non-meat and non-dairy food scraps are directed to our on-site compost bins.

Any recycling efforts discovered by employees are encouraged. Since 2019, EnviroScience has collected bottles of old, used, and unwanted nail polish. These bottles were sent to Zoya, an entity of the Art of Beauty Company, located in Bedford, Ohio, where they were responsibly cleaned and recycled: <https://www.zoya.com/content/category/Earth-Day-Nail-Polish-Exchange-Zoya.html>

Pollinator Initiatives



Pollinator section of the Stow Community Garden

We have continued our commitment to improving pollinator habitat in our community. EnviroScience has partnered with the City of Stow Department of Parks and Recreation on a long-term program to increase the number and health of pollinators in the area and encourage the creation of high-quality pollinator habitat. The City of Stow designated two initial spaces to serve as habitat enhancement sites: Adell Durbin Park and a section of the Stow Community Garden. Signage has been posted indicating the garden locations at these sites, which are open to the public for viewing. Residents can see many interesting species of bees, butterflies, and other insects interacting with the newly created habitat. To create the

variety needed to support diverse types of pollinators, EnviroScience augmented a commercially prepared pollinator seed mix with additional milkweed seed to provide special support for monarch butterflies, an insect that has declined rapidly in North America. In 2020, EnviroScience did an inventory of the plant species that appeared and sourced fresh seeds for those species that had not germinated in appropriate numbers. Many were obtained from employees' home gardens. Future maintenance for these areas will include regular monitoring for plant diversity and additions of extra seeds or plants.

Our beehive had two productive years, and we learned valuable lessons about their care. Unfortunately, the original colony did not survive a winter with inconsistent temperatures. However, we plan to start again with a two-hive model going forward once Covid-19 safety restrictions are eased enough to allow for employee presence at the office building. Our bug hotels, built in 2019, remain in good repair in place near the pollinator gardens. We will continue monitoring for future inhabitants.



EnviroScience volunteer
beekeeper tending the hive.

In 2019, EnviroScience held its first native plant swap to encourage interested employees in planting sustainable landscaping. Anyone with an excess of native or non-invasive exotic plants was invited to bring their plants. Although we could not hold in-person seed or plant swaps during 2020, several employees provided seeds from their home gardens for addition to the pollinator gardens or traded among themselves where it could be safely done. Many employees began new gardens or expanded current ones with the extra time at home during the pandemic. A contactless seed swap is under development for early in 2021 to share the bounty of seeds, cuttings, and plants.

Our pollinator and native plant initiatives will receive a boost in 2021 as we renovate the landscaping at the front of our main Ohio office. The previous landscaping has already been removed, and the soil is prepped for planting in spring. The new landscaping, spearheaded by employees, will consist of native and pollinator-friendly shrubs and flowers to highlight both our commitment to environmentally friendly buildings and our expertise in providing restoration efforts for new clients.

Transportation Initiatives

We continue to review and evaluate our own best management practices and find additional areas for improvement. Our fleet of vehicles remains one of our largest sources of greenhouse gasses, and 2020 brought additional challenges, as employees were encouraged to drive separate vehicles wherever possible. This increase was offset by encouraging employees to work from home as often as possible, reducing the daily emissions of travel to and from the office. To mitigate our fleet emissions, we continue to purchase the most fuel-efficient cars possible that still meet our needs. The fleet includes several hybrids, and we evaluate the feasibility of hybrid vehicles whenever we purchase a new vehicle. We maintain tire pressure and automotive performance to maximize mileage as much as possible. Our laboratory also works with their clients' schedules and couriers to determine the most efficient sample pick-up routes.

Over the past couple of years, we have committed to mitigating our carbon footprint and improving our employees' health by advocating cycling as a sustainable mode of transportation and recreation. Since 2017, EnviroScience has been a "Silver Bicycle Friendly Business" through the League of American Bicyclists (LAB_) and is one of only 20 businesses in Ohio to achieve such a designation. As part of the Silver designation, we maintain bike racks, fixing stations, and hold annual bike safety training and potlucks to celebrate National Bike Month. Additionally, we have maintained a Bike-Share program since 2018, where employees can enjoy a quick ride on the local Bike and Hike Trail providing easy access to natural areas or quick lunch stops. In 2020, our riders collectively logged over 9,743 miles. While slightly down from previous years, many employees do not have to come into the office due to Covid-19 restrictions, and this reduction in commuting rides likely accounts for this change. We did notice a significant



EnviroScience Bicyclists

increase in employees taking short rides at lunchtime, which we hope to continue when a return to normal office work is possible. In the future, we hope to continue our current efforts and further increase cycling advocacy in the community. Ultimately, we would like to achieve “Gold” status through the League of American Bicyclists.

Semi-Annual River Cleanup

EnviroScience and our teaming partners have hosted and participated in cleaning the Little Cuyahoga River just downstream of the City of Akron, removing over 75 tons of trash over the years before it is washed downstream to the Cuyahoga Valley National Park. Unfortunately, due to Covid-19 restrictions, we could not host our annual cleanup event safely. As soon as health and safety allow, we are excited to add this event back to our schedule. With a new volunteer sign-up platform for 2021, EnviroScience hopes to expand community involvement in these cleanups further. The site location has become one of the most used areas for living and commerce in a once nearly abandoned city region. We believe that our semi-annual efforts have helped revitalize this area.

Animal Advocacy

As part of our portfolio of environmental services, EnviroScience routinely works to address concerns about threatened and endangered species. We have many biologists on staff who hold permits for the collection and relocation of these species. We continue to assist clients with biological assessments, surveys and translocations, plant inventories, and conservation plans.

Threatened or Endangered Species Projects in 2020



Since 2016, EnviroScience has donated over \$2,500 to the Cuyahoga County Animal Shelter for their animal enrichment and behavior modification programs. The funds directly support behavioral programs that have significantly reduced the average shelter stay and increased the average adoption rate. These programs have been instrumental in lowering kennel stress, which has reduced the number of dangerous encounters with volunteers, county kennel employees, and the public. Due to the Covid-19 pandemic, we could not conduct the fundraising we have in past years for the animal enrichment programs. However, individual employees still made personal contributions to help the Shelter as they implemented an ongoing pet food drive for any residents of Cuyahoga County experiencing hardship from the pandemic to ensure that pets could stay with their families regardless of economic pressures.

6.0 ANTI-CORRUPTION

EnviroScience maintains its zero-tolerance policy for corrupt and unscrupulous activities and makes it clear that this type of behavior is grounds for immediate dismissal. Although most of our revenue is generated representing corporate clients, we pride ourselves in working equally well for various state and federal agencies, including USEPA. We provide high quality, science-driven, biomonitoring and agency coordination services, with a team of recognized ethical experts from a broad range of biological and ecological backgrounds. The company has an ethics committee and has a secure email box to allow for anonymous reporting of ethical issues or concerns a staff member may have. Our executives and Human Resource professionals keep an “open door” policy and are always available and willing to stop and meet with staff members who have concerns.

Two of our core values are client advocacy and accountability. Many of our projects involve helping companies adhere to environmental guidelines established by various levels of government. We have several employees with legal experience or a history of interacting with government agencies who provide oversight to clients’ projects involving potential liability. EnviroScience strives to prevent or address any potential conflict of interest, and communication is encouraged to ensure that projects are completed both ethically and in a legally defensible manner.

Two of our core values are client advocacy and accountability.

To promote greater understanding between employees, EnviroScience holds monthly operations meetings. These meetings allow each group to share its upcoming projects, staffing and equipment needs, and schedules. The meetings also enable each employee to keep abreast of all aspects of the company and allow them to communicate more effectively.

In 2019, our President/CEO Jamie Kresja voluntarily underwent a 360 review to better understand the strengths and weaknesses he brings as a company leader. The process was led by an independent human resources consultant, who interviewed 17 employees anonymously. The group was composed of a random cross-section of company employees, who were asked questions focusing on the CEO’s strengths, weaknesses, and areas for improvement. As a result, Mr. Kresja has shared new goals, both personal and corporate, to improve his leadership at EnviroScience.

We proudly display our United Nations Global Compact Membership on our website. EnviroScience uses our annual Communication on Progress as our sustainability report. Currently, we have not yet modified our contract language to incorporate the ten principles. However, we are pleased to see that several of the companies we do business with are including such changes.