



# SUSTAINABILITY POLICY



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## Mission Statement

Salute Mission Critical is committed to conducting our business lawfully and ethically. We built our culture around serving those who have served their country. In that spirit, Salute fosters a workplace where respect for human rights, the safety of our team and inclusivity are paramount. Along with our dedication to our team, we believe in operating with integrity, ethics, and sustainability as a service provider.

## Goals

Salute endeavors to bring client need and sustainable practices together while making the best Green Purchasing decisions. The utilization of products which reduce solid waste, conserve water, and protect natural resources is our goal. We strive to make thoughtful and responsible choices which will have lasting positive impacts on our customers, employees, suppliers, stakeholders, and the communities we serve.





# Strategy

As Salute becomes a global leader in Mission Critical Infrastructure Services, we believe we must exemplify best practices for environmental sustainability.

Consequently, when one considers utilization and purchasing, one should evaluate the adverse environmental impacts associated with the product through its entire life cycle.

Salute will strive to:

- Maintain a diverse, healthy, engaged and skilled workforce while operating ethically and responsibly
- Engage with stakeholders to share and review initiatives and provide transparency in our sustainability efforts
- Align our goals and initiatives to applicable U.S. and global standards.
- Work with our customers and suppliers to continuously improve the protection of human rights
- Seek opportunities to increase our purchase of eco-friendly products, from raw materials obtained and manufactured in an environmentally sound and sustainable manner
- Educate the Salute team on how to engage in sustainability at home, work, and within their communities
- Foster an inclusive culture through leadership, support, education, and engagement
- Increase transparency around the environmental impacts of our operations, including measuring greenhouse gas emissions
- Review current sustainability initiatives and programs regularly with a focus on innovation and improvement.





# Implementation

Salute sustainability initiatives and programs are driven by the Salute Environmental, Social, and Governance (ESG) Committee. Members of the ESG committee are comprised of a diverse group of Salute team members from various levels and backgrounds within the organization. The ESG Committee meets monthly to review progress and establish new initiatives relevant to the global Salute team. The ESG Committee provides regular updates to the Company's executive leadership team on new and proposed initiatives, and ensures the ESG Committee is in step with Salute's overarching vision for Sustainability.