

Sustainability Policy

Mission Statement

Salute 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

As Salute becomes a global leader in comprehensive data center services, we believe it is our duty to exemplify best practices for environmental sustainability.

Consequently, when one considers utilization and purchasing, they should evaluate the adverse environmental impacts associated with the product throughout its full 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 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.