



2023 Sustainability Report

Environmental Social Governance



2023 ESG Report

Our Commitment

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.



 12
Global Offices

 102+
Countries Supported



Environmental

At Salute, we believe it is our duty to exemplify best practices for environmental sustainability.

2023 Achievements

- Initiated the transition to sustainable business cards; aluminum and digital across the organization
- Waste Reduction Programs

2024 Initiatives

- Implementation of global use of reusable drinking vessels
- Baseline Global Greenhouse Gas (GHG) emissions



Green Purchasing Policy

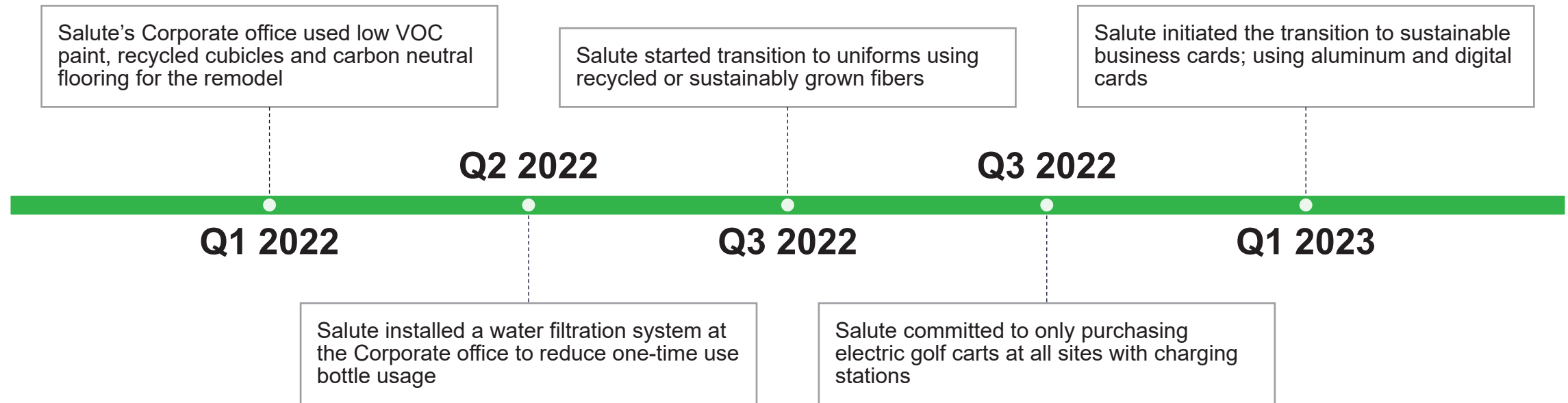
As Salute becomes a global leader in Mission Critical Infrastructure Services, we believe it is our duty to exemplify best practices for environmental sustainability.

Sustainable products include the use of natural resources to fulfill our present needs without affecting the needs of future generations. Consequently, when one considers buying, they should evaluate the adverse environmental impacts associated with the product through its full life cycle.

Effective green purchasing not only promotes environmental benefits, but also helps organizational full life-cycle costs and thus saves money. Another benefit of green purchasing is the contribution to Salute's overall Corporate Social Responsibility (CSR) strategy.

Salute promotes the purchase of products with the lowest Green House Gas production available, provided the products meet acceptable use and performance standards.

Green Initiative Timeline





Social

At Salute, we seek to create an inclusive, equitable, culturally competent, supportive and safe environment where our employees model behavior that enriches our workplace.

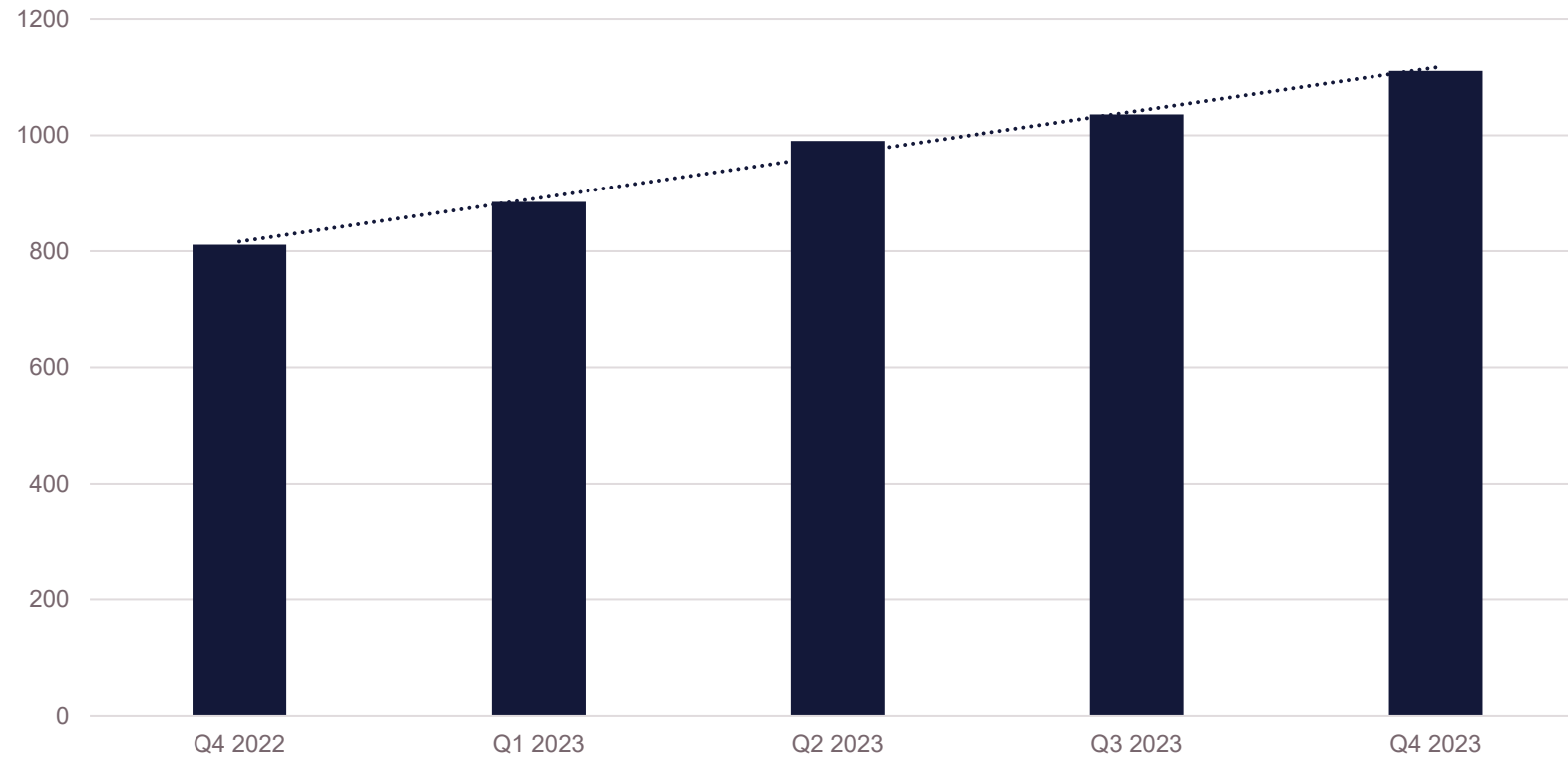
2023 Achievements

- 300 jobs created, 27% growth globally
- Doubled the number of females in leadership roles at Salute
- Salute reduced health care insurance costs on average 60%
- Salute successfully added additional employee benefits across the U.S. constituency

2024 Initiatives

- 30% additional growth globally
- Update and upgrade global employee benefits
- Health & Wellness Employee Resource Group
- Development of Mentorship Program to enrich leadership within our organization

Headcount Growth in 2023



Diversity, Equity, and Inclusion Policy

Our commitment to diversity, equity and inclusion aligns with our values and is reflected in our code of business conduct, the way we work, in our policies, including the Human rights policy, EEO policy, Corporate Social Responsibility policy, ERG, Mentorship, Progressive Hiring practices and in our wider training and development strategy.

We believe our core values and mission are strengthened when all members have a voice and are encouraged to contribute in a supportive space. Therefore, we take a collective responsibility to create an environment where everyone feels included, respected, and comfortable to bring their whole self to work. It is the collective responsibility of Salute's leadership, management, and staff to ensure Salute operates with good intent and practice.



Governance

Salute is committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.

2023 Achievements

- 9001, 14001, 27001 ISO Certification for our EMEA team
- Expanded knowledge base of Salute's ESG committee members
- Digitized and expanded corporate policy and governance coverage
- Established Safety Update Emails

2024 Initiatives

- Acquisition and implementation of Sustainability Software
- Codify Reporting for Emissions
- Safety Management System Software Implementation
- Pricing and Contracting Optimization

Ethics

Salute is committed to conduct business in accordance with high ethical standards, integrity, and accountability. The corporation has adopted a zero-tolerance policy against all forms of bribery and corruption by the Board of Directors, Management and its employees or any person or companies acting for Salute Mission Critical or on its behalf. The Board of Directors and Management, at all levels of the corporation, strive to demonstrate, through their deliverables, actions, and behavior, the importance of integrity and ethical values in support of this policy.





At Salute, we recognize the connection between environmental, social, and governance factors and their profound impact on our business, our stakeholders, and the world at large. We have committed to operate with integrity and act as responsible corporate citizens. We believe that integrating sustainable principles into our core strategy is essential for long-term success and positive impact.

Sonda Kolodzinski

EVP Business Operations, Compliance and Sustainability



Additional Resources



**Sustainability
Policy**

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**Green
Purchasing**

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DEI Policy

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**Supplier Code
of Conduct**

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