



## Environmental Policy

As a Canadian leader in the construction of buildings, civil and infrastructure construction projects, Pomerleau is committed to working collaboratively and sustainably to build the communities of tomorrow. To achieve this, Pomerleau has adopted an environmental, social and governance (ESG) strategy that sets out its sustainable development priorities and provides a framework for implementing appropriate actions.

The organisation has therefore adopted an Environmental Policy that supports our actions in terms of environmental protection, compliance, and continuous improvement.

We are committed to:

- Complying with all environmental laws and regulations and fulfilling our stakeholders' needs and requirements.
- Minimizing pollution and nuisances from our activities by implementing mitigation measures inspired by industry best practice.
- To set and monitor annual objectives that are consistent with our commitments and our environmental impacts to ensure the continuous improvement of our performance.
- Reduce our Scope 1 and 2 greenhouse gas emissions by 40% by 2030, based on 2021 levels, and work with our partners to measure and reduce our Scope 3 emissions.
- Collaborate with our partners to achieve net-zero emissions across our facilities and operations (Scopes 1, 2 and 3) by 2050, including the use of low-carbon materials, the construction of sustainably certified projects and investments that respect our ESG commitments.
- Include and promote circular economy principles throughout the life cycle of our projects, from the procurement of goods and services to post-consumption, by minimizing the waste of resources and accounting for and recovering our residual materials.
- Training, raising awareness, and mobilising our employees and partners to build expertise in sustainable construction and related certifications.
- Support and contribute to efforts to protect and conserve natural environments to preserve biodiversity and the services provided by our ecosystems.

To support the implementation of its environmental policy commitments, Pomerleau's management ensures that dedicated resources are in place and relies on the commitment of all its employees. In addition to supporting its ESG strategy, this policy serves as a framework for its ISO 14001:2015 certified environmental management system.

Through the implementation of its Environmental Policy and the resulting actions, Pomerleau aims to encourage innovation in its approach and ways of doing things, and thus turning its vision into reality:

**Shaping a sustainable future.**