

# 991 Environmental Impact and Sustainability

*Effective Date: 04/04/2025*

*Revision Date: TBD*

## Purpose

The Four Seasons Family of Companies ("Four Seasons") is committed to operating in an environmentally responsible manner. We recognize the importance of sustainability and strive to minimize our environmental impact through proactive initiatives, responsible resource use, and compliance with applicable environmental regulations.

## Scope

This policy applies to all associates of Four Seasons.

## Policy

Four Seasons is dedicated to the following environmental commitments:

- **Waste Reduction:** Minimize waste by implementing recycling programs, reducing single-use materials, and promoting responsible disposal practices.
- **Energy Conservation:** Improve energy efficiency across facilities by utilizing energy-saving technologies, maintaining equipment properly, and encouraging mindful energy use.
- **Water Conservation:** Reduce water consumption through conservation efforts, equipment upgrades, and employee awareness programs.
- **Emissions Reduction:** Limit greenhouse gas emissions by optimizing transportation logistics, maintaining fleet efficiency, and exploring alternative fuel options.
- **Compliance and Continuous Improvement:** Adhere to all environmental laws and regulations while continuously seeking ways to enhance sustainability efforts.

## Waste and Recycling

We are committed to maintaining a clean, safe, and environmentally responsible workplace. Associates are expected to dispose of waste in the appropriate containers and follow posted recycling guidelines throughout the facility. Recyclable materials, including cardboard, paper, plastics, and other designated items, must be separated from general waste and placed in clearly marked recycling receptacles.

Associate Handbook, eff. TBD

Four Seasons Family of Companies

If you are unsure how to properly dispose of materials, please ask your supervisor. Improper disposal of waste or failure to follow recycling guidelines may result in corrective action.

### **Reporting Concerns**

Four Seasons encourages associates to report environmental concerns without fear of retaliation. Concerns regarding violations of this policy should be reported directly to Human Resources.

Retaliation against individuals who report concerns in good faith is strictly prohibited.

### **Corrective Action**

Failure to comply with this policy may result in disciplinary action, up to and including termination.

## **Responsibility**

### *Associate*

- Follow all environmental guidelines and sustainability practices.
- Properly dispose of waste and recyclable materials.
- Report any environmental concerns or suspected violations to HR.

### *Manager*

- Lead by example by promoting environmental responsibility.
- Monitor compliance with this policy within their teams.
- Address and report environmental concerns raised by associates.

### *Human Resources*

- Monitor compliance with this policy and related federal, state, and local laws.
- Investigate and address reported environmental concerns or violations.
- Maintain confidential reporting channels for associates to raise concerns.

## **Point of Contact**

Associates may contact their manager or the Human Resources Department with questions.