



Sustainability Management Plan: People, Planet, Profit.

A Message from CGRS Founder and CEO, Eric Hick

Sustainability is a fundamental principle at CGRS, one that is deeply ingrained in our business operations. We have been dedicated to environmental protection and sustainable practices since we opened our doors in 1987. A fact made evident by our core service offerings.

The work we do in service to the upstream and downstream petroleum industry not only aims to meet society's current needs but also prioritizes the safeguarding of the environment for present and future generations. As we broaden our service portfolio, we are reinforcing our dedication to vital critical infrastructure and environmental stewardship through initiatives encompassing renewable energy, clean water, spill and release prevention, and environmental remediation. Our unwavering focus remains on our employees, the communities we serve, the preservation of natural resources, all while maintaining a strong financial strategy.

At CGRS, our sustainability mission can be summarized as People-Planet-Profit (P3), which perfectly aligns with our overarching mission of delivering quality solutions with integrity and expertise, every time. Since 2017, we have achieved significant milestones thanks to the efforts of our dedicated sustainability team. We are proud to have received recognition as Silver Level members of the Colorado Green Business Network, an accomplishment that acknowledges our commitment to integrating sustainability across various aspects of our organization.

What are some steps we have taken as a team? It is standard practice to prioritize waste reduction and efficient use of materials on CGRS job sites when feasible. We have completed the installation of an Electric Vehicle (EV) charging station at our Fort Collins office using funding through the Colorado Charge Ahead Grant program. We continue to explore and participate in community and civic volunteer and educational programs. Recently, CGRS has initiated a job training program in collaboration with the Colorado Office of Economic Development and International Trade, offering additional professional development opportunities to our staff. All progress towards a more sustainable future.

What does sustainability mean to CGRS? To shape the future direction of P3, CGRS leadership sought input from our staff regarding their sustainability values. Through discussions, we have discovered that sustainability is considered of great importance in the workplace. It leads to safer and more efficient work practices, aligns with our Solutions Delivered mantra, benefits future generations, and has a direct impact on potential cost savings.

Moving forward, we are committed to supporting various initiatives, including continuous improvement of our fleet's fuel use, enhanced resource reduction goals, utilizing P3 as a marketing tool, and incentivizing P3 actions and habits within our company.

This document lays the foundation for a systematic and measurable sustainability program. Our vision in implementing these initiatives is to foster a People-Planet-Profit culture throughout the company. In subsequent P3 Annual Reports, we will provide updates on specific tactics undertaken to meet these objectives. This process will serve as a guideline as we evolve and grow, harnessing the collective talents of our diverse team. Working towards a common purpose, together.

A handwritten signature in black ink, appearing to be 'Egri'.

April 24, 2023



PEOPLE.



Safety



Investing in People



Community & Civic Involvement

CGRS has been a part of the Fort Collins Community since 1987. Our company mantra, *Solutions Delivered*, and our Core Values (Safety, Accountability, Customer Service, Quality, Profit, Self-Management, Can Do Attitude, Adaptability, and Communication) aim for us to be a preferred business partner and an employer of choice. The safety, health, and well-being of our employees is a top priority, providing remote work options and internal workforce training that allows for work-life balance and professional development.

CGRS is active in community volunteerism and civic actions, participating regularly in the Garth Englund Blood Drive, Earth Day events, and support of local non-profit organizations serving a range of community members.

Objectives:

- ✓ Our unwavering focus remains on prioritizing worker safety as our topmost concern.
- ✓ Clear and consistent communication and education on our plans and strategies for sustainable operations
- ✓ Deep commitment to volunteer involvement in our community
- ✓ Invest in employee development



PLANET.



Minimize Operational Waste



Reduce Impacts to Natural Resources

CGRS possesses a profound understanding of the potential impacts on natural resources resulting from operations aimed at meeting society's ever-changing needs; our core business stems directly from requirements to inspect, assess, and remediate sites that have impacts to soil and groundwater. While executing this work on behalf of others, we strive to minimize our overall environmental footprint and promote environmentally friendly operating strategies.

Objective:

Achieving Gold Level status with the Colorado Green Business Network. To meet this goal, we are focusing on several areas of Resource Reduction:

- ✓ Operational waste diversion
- ✓ Improve office recycling
- ✓ Develop better methods to track vehicle miles traveled and fuel use
- ✓ Establish office energy and water use targets
- ✓ Provide remote/hybrid work options



PROFIT.



Company Value



Customer Service



Innovation

CGRS operates a financially sound company that prioritizes the well-being of its organization and people by reinvesting in their growth and development. We uphold high ethical standards, and have a culture of transparency, while growing company value. Incorporating P3 practices increases safety, efficiency, and employee buy-in.

We are choosing to prioritize sustainability because we are a leader within our industry and we have seen that our clients, such as municipalities and large businesses, want to know how businesses are evolving and adapting. Additionally, the hiring market is competitive, and a new generation of potential employees are looking for companies that believe in the value of sustainable practices.

Objectives:

- ✓ Accuracy and consistency of materials related to P3 efforts (e.g., Request for Proposals and employment opportunities)
- ✓ Exploring potential service offerings to support our clients' Sustainability goals
- ✓ Attraction and Retention