

Our ESG and Sustainability Policy

Our Commitment

At Previa, we are passionate about challenging standards to create greater value for our clients and bring positive changes to our industry and the world. Integrating environmental, social, and governance (ESG) as well as sustainability principles into our business is part of our strategy.

Purpose

This Policy aims at completing the core principles set forth in our Code of Business Conduct and Ethics. Its purpose is to support an organization-wide approach to integrating ESG and sustainability principles in our overall governance.

Our Approach

We integrate ESG and sustainability principles into our decision-making processes, organizational policies, day-to-day activities, and overall business strategy.

Our ESG strategy aims at supporting our growth and value creation while ensuring ongoing alignment with core principles around sustainability. We do this by engaging with our key stakeholders, including our investors, employees, clients, suppliers and industry associations.

1. Focus Area: Planet

We consider the impact of our operations on the environment, with a view to understand and mitigate the risks to our operations and meet the needs of our stakeholders. Among other things:

- **Energy Management:** We factor our energy consumption, with a view to reducing our operational costs while meeting growing expectations from our clients and other stakeholders.
- **Climate Adaptation, Resilience, and Transition:** We identify climate-related risks and opportunities for our business in the context of the transition to a low-carbon economy.

- **Greenhouse Gas (GHG) Emissions:** We monitor the GHG emissions in our business activities.

2. Focus Area: People

Our employees bring our culture to life each and every day. They strive to help create a better world.

- **Diversity, Equity and Inclusion:** We foster an environment where diversity, equity and inclusion (DEI) are consistently promoted.
- **Core Principles:** We advocate respect for the principles of the Universal Declaration of Human Rights and the core conventions of the International Labor Organization. We are expecting the same from our suppliers and business partners..
- **Fighting Against Harassment, Discrimination, Violence and Intimidation:** We offer to our employees a harmonious workplace, free of hostility and discrimination, where respect and dignity are fundamental values and where threats, intimidation, violence, and harassment, whether sexual, psychological or otherwise, are not tolerated.
- **Anti-Slavery and Human Trafficking:** We are condemning modern slavery in all forms, including human trafficking, servitude, forced and compulsory labor as well as child labor.
- **Equal Opportunity:** We believe that hirings, assessments and promotions must be based solely on skills, professional qualities and performance, to ensure that current and prospective employees receive equal treatment regardless of age, disability, ethnic or national origin, sex, sexual orientation, gender, gender identity, marital status, pregnancy, race, color, ethnicity, religion or beliefs.
- **Health and Safety:** We provide to our employees a safe and healthy workplace environment.

3. Focus Area: Community

- **1% Pledge:** We believe that it is important to be involved in the community. We are committed to the principles of the 1% Pledge, which includes sharing 1% of our after-tax profits, share capital and employee time for philanthropic projects.
- **Indigenous Peoples:** In Canada and around the world, many critical infrastructure projects, such as pipelines, transportation routes, and renewable energy initiatives, are built on traditional Indigenous lands, which hold deep cultural, environmental, and historical significance for Indigenous communities. We are committed to assist in safeguarding these vital assets while respecting the rights, traditions, and heritage of the Indigenous peoples who have cared for these lands for generations. We also recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples.

4. Focus Area: Governance

We conduct business with the highest ethical standards and are committed to transparency and accountability.

- **Systemic Risk Management:** We wish to provide reliable products and services to our clients, meeting their needs, and to achieve this, we believe that integrating quality management into our operating processes is a good way.
- **Business Ethics:** We condemn corruption in all forms, and implement measures to prevent it.
- **Anti-Competitive Behavior:** We follow strong management practices that respect the intellectual property of others and prevent anti-competitive behaviors.
- **Compliance:** It is our intent to comply with applicable laws and regulations, including as they relate to international sanctions and export controls.

5. Focus Area: Data & Cybersecurity

We are committed to protecting the integrity of our systems and the personal information that we are processing.

- **Cybersecurity:** We apply high standards, conduct effective monitoring, and implement training programs for our people.
- **Privacy:** We protect our employees, clients and business partners' privacy. We are processing their personal data in compliance with the applicable regulatory framework and to this end are developing good management practices.

Accountability

Our Board of Directors, together with the assistance of its Compensation, Nominating, Governance and Sustainability Committee, oversees our ESG strategy and initiatives.

Our Chief Executive Officer guides our overall ESG strategy. He is supported by our Chief Strategy Officer

Our Chief People Officer oversees the global integration of DEI principles.

The Presidents of our business units, with the assistance of their teams, ensure the deployment of our ESG strategy.

Our Director, Strategic Communications ensures our involvement in our communities.

Policy Review

Our Vice-President, Legal Affairs oversees the review of this policy annually, as well as on an as-needed basis when circumstances warrant.