

# ESG Policy

***The Port of Stephenville firmly believes that Environmental, Social and Governance (ESG) is a pillar of our Management System and associated factors shall be embedded in all phases of our operations.***

## **Environment**

Top Management is committed to understanding the impacts our activities have on the environment and planning ways to reduce our carbon footprint.

Our goal is zero harm.

Top Management is committed to:

- Protecting the environment, including prevention of pollution related incidents.
- Complying with applicable environmental regulations and compliance obligations.
- Determining the Aspect and Impacts of our all our activities.
- Identifying environmental hazards and implementing mitigating actions through a hierarchy of controls to minimize risks.
- Continuously improving environmental performance.
- Providing training, procedures, and instructions to our employees to align expectations on sound environmental practices.
- Empowering our employees to make environmentally conscious decisions while conducting their duties.

## **Social**

Top Management is committed to managing the social impacts our activities have on our employees, customers, communities, and stakeholders.

Top Management is committed to:

- Engaging with our employees, communities, and stakeholders to continuously improve the way we operate.
- Identifying potential human rights and labour risks and ensuring international standard are implemented.
- Ensuring fair operating practices are implemented.
- Actively supporting diversity and inclusion with underrepresented persons including women and Indigenous people.
- Empowering our employees to voice concerns without fear of retribution.
- Aligning expectations of this policy with our supply chain.
- Creating supporting policies for Equity and Diversity and First Nations.

## **Governance**

Top management is committed to developing and upholding policies and processes that maintain high ethical standards.

Top Management is committed to:

- Conducting internal audits to ensure compliance with internal and external requirements.
- Reviewing contracts to ensure that projects align with this Policy and the Port's strategic outlook.
- Reporting progress of Operations to World Energy GH2

*Lonita Judge*

Signature

July 1, 2023

Date

Rev 1

*This policy shall be communicated and understood by all personnel including subcontractors, visitors, and stakeholders.*