

SUSTAINABILITY

POLICY STATEMENT

At Graham, we are committed to creating economic prosperity in our construction, facility services and development businesses while employing best-practices in Sustainability. Our approach provides a long-term guide for managing our business, ethics, and culture and protecting our human, environmental, financial, social, and intellectual capital.

Through Graham's three pillars of Sustainability – Environmental, Social and Governance (ESG) – we are using objective measures to monitor and continuously expand our goals in alignment with ESG values and beliefs, while remaining accountable for delivering long-term value to our clients, partners, employees, and unitholders.

Graham's goal is to be an industry leader in providing sustainable value for all stakeholders, including employee-owners, clients, partners, industry and communities.

Consistent with our ESG program, we will:

- » Create a safe work environment for our employees, vendors and the public.
- » Invest in communities through engagement, sponsorship, volunteerism and promotion of our Graham Cares culture.
- » Actively engage with and provide a sustained commitment to the Indigenous communities and partners where we operate.
- » Apply fair labour practices and respect local laws in the areas in which we work.
- » Provide an environment of inclusion, equity and diversity and ongoing learning, training and development opportunities.
- » Comply with relevant environmental legislation and standards while developing solutions for the construction industry to reduce environmental impact.

- » Develop and promote innovation and technology that supports our continuously improving business processes, systems and tools.
- » Implement socially responsible supply chain practices by working honestly and collaboratively with our clients, contractors and vendors and encouraging them to operate with similar values and corporate responsibility policies.

We will continuously expand our goals by applying a sustainability lens to the business and infusing our sustainability principles into our measures, targets and strategic business objectives.

Guided by our Code of Business Conduct and our core values of commitment, integrity and reliability, we will conduct our business in an open, honest and ethical manner.



ANDY TREWICK
President & CEO | January 2024



ENVIRONMENTAL

We continuously look for opportunities to minimize the impact of our activities on the environment and surrounding communities through environmental stewardship, sustainable resource management, and the promotion of pollution prevention. We respect the diversity of the landscapes where we operate and work to minimize our environmental footprint. We're committed to protecting the environment by implementing sound practices that reduce waste generation, minimize risk to the environment, preserve energy, reduce emissions and support biodiversity.



SOCIAL

Our people are the cornerstone of our business and the reason we are a leading construction company. The health, wellness, inclusion, equity, diversity and care of our people is our top priority. We not only invest in our people, but also our communities. Through our social partnerships, we help initiate change and propel progress for future generations. By living our values everywhere we operate, we help our clients, employees, partners and communities thrive.



GOVERNANCE

Graham is committed to robust corporate governance that manages our risk and the sustainable growth of our company. Our values of commitment, integrity and reliability guide everything we do. All business practices are measured against the highest possible standards of ethical business conduct. We maintain the highest level of integrity and professional business practices to be accountable, responsible, transparent and ethical.