



Social Acceptability

1. Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country. We promote a work environment of equal opportunity for all present and potential future employees and never engages in unlawful discrimination. We provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
2. Forced or compulsory labour has no place in our operations and values. ENV Services, Inc. and the United States Government prohibit trafficking in persons. The U.S. Government's policy prohibiting trafficking in persons is available at 48 CFR § 52.222-50. ENV Services, Inc. is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor. ENV Services, Inc. will not tolerate or condone human trafficking or slavery in any part of our organization. All work is voluntary and workers are free to leave work at any time or terminate their employment.
3. Child labor is not used in any area. The term "child" refers to any person under the age of 15. ENV Services, Inc. does not employ workers under the age of 18.
4. We respect the privacy and dignity of our employees, suppliers, customers, and subcontractors
5. We recognize that employee benefits participation is an important part of the employment relationship. We offer health benefits (medical, dental, and vision), disability, life insurance, 401(k), and time off. Provide, and strive to maintain, a clean, healthy and safe working environment
6. Compensation paid to employees is compliant with all applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, employees are compensated for overtime at pay rates greater than regular hourly rates.
7. ENV Services does not discriminate in the terms, conditions, or privileges of employment on account of race, age, ethnicity, color, sex, national origin, sexual orientation, gender identity, physical or mental disability, or religion, among others or otherwise as may be prohibited by federal and state law.
8. We commit to respect and protect the right of all employees to freedom of association, collective bargaining, and the right to organize and to engage in workers' representation.
9. Foster, cultivate and preserve a culture of diversity, equity and inclusion. Our diversity initiatives are applicable—but not limited—to our practices and policies on recruitment

and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, and terminations.

10. Create and maintain a workplace that is diverse, inclusive, equitable, that values and respects the differences of all current and future employees.
11. We work with governments to protect persons belonging to national, ethnic, religious and linguistic minorities and indigenous persons. Where possible, we engage with minorities and indigenous communities to support their efforts in maintaining their cultural heritage and identity, and ensure they have access to information and services, as well as opportunities to participate in decisions affecting them.

Business Conduct and Compliance

1. We are committed to conducting our business ethically and in compliance with all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the United Kingdom Bribery Act (UKBA) and similar laws in other countries that prohibit improper payments to obtain a business advantage.
2. Bribery, corruption, and extortion are all a criminal offence. Never offer, give, request or accept a bribe. Bribery includes giving anything (even of low value) to influence a third party to perform their job improperly or to influence their decision, or as a reward for doing any of the above. It is our policy to conduct all of our business in an honest and ethical manner. We take a zero- tolerance approach to bribery and corruption.
3. It is important that you tell Human Resources or ownership as soon as possible if you are offered a bribe by a third party, are asked to make one, suspect that this may happen in the future, or believe that you are a victim of another form of unlawful activity.

ENV Services, Inc. employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom ENV Services, Inc. conducts business must agree to abide by our Social Acceptability and Business conduct policies.