

## Environmental, Social, and Governance Policy

At Dawco, we are committed to integrating sustainability and responsibility principles into our activities. Our ESG policy aims to guide our actions and ensure that we contribute positively to the environment, society, and governance. We recognize that adopting sustainable practices is essential to create long-term value for our stakeholders and support a better and more resilient future.

- 1. Environment:** We are committed to minimizing our environmental impact and promoting sustainability in our operations. To achieve this goal, we commit to:
  - Reducing our carbon footprint by adopting efficient energy management practices, investing in renewable energy, and promoting the responsible use of natural resources.
  - Preventing pollution by implementing waste management measures and promoting recycling and reuse.
  - Ensuring compliance with environmental regulations and adopting best environmental practices.
- 2. Social:** We recognize the importance of our social impact and commit to contributing positively to the communities in which we operate. We commit to:
  - Respecting human rights by ensuring our activities are conducted in accordance with international human rights standards.
  - Promoting diversity and inclusion by fostering a fair working environment and encouraging diverse talents and ideas.
  - Ensuring the health, safety, and well-being of our employees by providing a safe and healthy work environment.
  - Contributing to the social development of local communities by supporting philanthropic initiatives and partnering with social economy organizations.



3. **Governance:** We believe in solid and transparent corporate governance. We are committed to:

- Adopting exemplary governance practices that promote integrity, responsibility, and transparency.
- Establishing control and balance mechanisms to ensure ethical and responsible decision-making.
- Implementing compliance and ethics policies to prevent conflicts of interest and promote a culture of integrity within the company.

We are committed to regularly evaluating our ESG performance, setting ambitious goals, and transparently reporting our progress. We are determined to continuously improve our ESG practices.

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Jean-Francois Lemay,  
Président et CEO  
DAWCO construction entreprises

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Date