



Sustainability Management Plan: People, Planet, Profit.

A Message from CGRS Founder and CEO, Eric Hick



Sustainability is a foundational principle to CGRS. From our inception and through delivery of core service offerings, CGRS has always been committed to environmental protection and sustainable practices. Providing services to the upstream and downstream petroleum industry has many co-benefits, including supporting current needs of customers and society, while protecting the environment and supporting present and future generations. We have expanded our services and approach to touch many aspects of critical infrastructure and environmental stewardship, including renewable energy, clean water, spill and release prevention and environmental remediation. We continue to focus on our employees, the communities we serve, the protection of natural resources, and a strong financial strategy.

To CGRS, our sustainability mission can be summed up: People-Planet-Profit (P3). This is in perfect alignment with our Mission: We deliver quality solutions with integrity and expertise, every time.

Since 2017, several great accomplishments have been realized through the efforts of internal sustainability "champions". We are currently recognized as *Silver Level* members with the Colorado Green Business Network, which acknowledges the steps we have taken to integrate sustainability into multiple aspects of our organization regarding both policy decisions and efficiency efforts. Staff continue to take common sense and practical steps on job sites to divert waste and increase recycling. We were awarded funds through the Colorado Charge Ahead Grant program to support the installation of an Electric Vehicle (EV) charging station at our Fort Collins office. We have also

participated as volunteers in community-centered events and have been awarded a grant to provide additional professional development training for staff.

In 2022 and 2023, through face-to-face discussions and electronic surveys, CGRS looked to its staff to help guide the future direction of P3 to leaders in each department/division, requesting input on their sustainability values, and recommendations for what sustainability should look like at CGRS. Overwhelmingly, discussions showed that throughout the organization, people believe sustainability is most important in the workplace because it leads to safer and more efficient work practices, aligns with our *Solutions Delivered* mantra, will benefit future generations, and has a direct relationship to potential cost savings.

When looking at work already accomplished, leaders reported pursuing sustainable business practices and working towards a broad culture of sustainability as key successes at CGRS, and they support a variety of initiatives moving forward such as continual improvement to our fleet's greenhouse gas emissions impact, improved waste diversion goals, emphasizing P3 as a tool for marketing, developing Sustainability and Resilience service offerings for our clients, and incentivizing P3 actions/habits within our company (make it fun!).

This document provides a foundation and builds a systematic, measurable plan for successful implementation of result-driven sustainability initiatives. The Vision in taking these actions is to create a *People-Planet-Profit culture throughout the company.*

Below you will read about CGRS's P3 focus areas and objectives. In subsequent P3 Annual Reports, we will document progress on specific tactics to meet these objectives. This process will guide us as we evolve and grow, as a collection of unique and talented individuals headed towards a common purpose... together.

A handwritten signature in black ink, appearing to read 'EFW', is positioned in the lower right area of the page.

April 24, 2023



PEOPLE.

Focus Areas:



Safety



Investing in People



Community & Civic Involvement

CGRS has been a part of the Fort Collins Community since 1987. Our company mantra, Solutions Delivered, and our Core Values (Safety, Accountability, Customer Service, Quality, Profit, Self-Management, Can Do Attitude, Adaptability, and Communication) aim for us to be a preferred business partner and an employer of choice. The safety, health, and well-being of our employees is a top priority, providing remote work options and internal workforce training that allows for work-life balance and professional development.

CGRS is active in community volunteerism and civic actions, participating regularly in the Garth Englund Blood Drive, Earth Day events, and support of local non-profit organizations serving a range of community members.

Objectives:

- ✓ On-going focus on always making worker safety priority #1
- ✓ Clear and consistent communication and education on our plans and strategies for sustainable operations
- ✓ Deep commitment to volunteer involvement in our community
- ✓ Invest in employee development



PLANET.

Focus Areas:



Minimize Operational Waste



Reduce Impacts to Natural Resources

CGRS understands deeply the potential impacts to natural resources that arise from operations that are intended to meet society's evolving needs, our core business stems directly from the need to inspect, assess, and remediate sites that have impacts to soil and groundwater. While executing this work on behalf of others, we strive to minimize our overall environmental footprint and promote environmentally friendly operating strategies.

Objective:

Achieve Gold Level status with the Colorado Green Business Network. To meet this goal, we are focusing on several areas of Resource Reduction:

- ✓ Operational waste diversion
- ✓ Improve office recycling
- ✓ Develop better methods to track vehicle miles traveled and fuel use
- ✓ Establish office energy and water use targets
- ✓ Provide remote/hybrid work options



PROFIT.

Focus Areas:



Company Value



Customer Service



Innovation

CGRS operates a company where the bottom line is healthy, and where we reinvest in our organization and people. We uphold high ethical standards, and have a culture of transparency, while growing company value. Incorporating sustainability practices increases safety, efficiency, and employee buy-in. We are choosing to prioritize sustainability because we are a leader within our industry and we have seen that our clients, such as municipalities and large businesses, want to know how businesses are evolving and adapting to become more sustainable. Additionally, the hiring market is competitive and a new generation of potential employees are looking for companies that believe in the value of sustainable practices.

Objectives:

- ✓ Accuracy and consistency of materials related to P3 efforts (e.g. Request for Proposals and employment opportunities)
- ✓ Exploring potential service offerings to support our clients' Sustainability goals
- ✓ Attraction and Retention