



CLARK LAND RESOURCES, INC.

Environmental Sustainability Policy

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Purpose and Scope

Clark Land Resources, Inc. [Clark Land] is committed to implementing environmentally sustainable best practices for our operations and to assist our employees in their efforts to address their environmental concerns.

Clark Land is committed to maximizing conservation of natural resources and minimising environmental harm from waste and the disposal of waste. Recycling and reusing waste products, and the safe disposal of waste, contributes to an effective waste management system.

This Policy describes Clark Land's practices and programs that work to reduce our environmental impact and drive sustainable business practices. Such practices are essential to reducing our environmental footprint and to providing a safe and healthy work environment for our employees, clients and visitors.

Principles

A range of sustainable strategies is undertaken by Clark Land to create a safe, secure and environmentally friendly workplace. All employees are supported and encouraged to participate. Clark Land leads through example.

Clark Land uses waste reduction strategies including:

- the reuse of products,
- repairing broken items instead of buying new,
- purchasing recycled products or more environmentally sustainable products where appropriate (e.g. refillable ink cartridges or refillable toner cartridges).

Policy Implementation

Responsible sustainability practices are a shared, day-to-day responsibility. Mechanisms are in place to monitor the implementation of this policy.

This policy applies to all employees and external waste contractors. Removal of waste from Clark Land's offices includes general waste, paper and cardboard, redundant furniture and fittings, and toner and ink printer cartridges.

Clark Land will comply with all prevailing environmental laws and regulations throughout our network of offices and workplaces.

Oversight of this Policy, the incorporation of environmental sustainability practices and the monitoring of its effectiveness is the duty of Clark Land's Shepherding Committee.

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Policy Details

Reduction of Consumption

All employees are asked to reduce consumption, conserve energy, reduce fossil fuel consumption, and reduce air pollution through strategies such as:

Minimizing use

- Proper use of the automatic light switches in office locations
- Turning off lights and equipment when not operating.
- Proper use of the programmable thermostats in office locations
- Minimising the use of space heaters

Use of efficient equipment, lighting, heating and vehicles

- Using energy efficient office equipment and their power saving functions
- Installation of energy efficient lighting in office locations

Supporting green purchasing

- Purchasing office supplies: recycled or with minimal packaging
- Purchasing used furniture from Office Furniture Auctions

Waste Minimization

All staff minimize waste through strategies such as:

Reducing waste

- Examining each work process steps to determine where waste is produced and to devise measures for waste prevention or reduction

Increasing recycling

- Using the recycling containers at each office (paper, etc.) to aid recycling

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Policy Monitoring

In 2018 we conducted an environmental sensitivity survey to gauge employee commitment to this endeavor.

The Clark Land employees who responded to the survey engage in the following environmentally sustainable behaviors:

- Carpool, when able
- Telecommute, when able
- Buy second-hand furniture, as the company does
- Buy in bulk
- Recycle paper or avoid unnecessary printing (such as emails)
- Recycle plastics, aluminium, and packaging
- Buy products that carry the Energy Star Program label
- Buy organic foods or foods that are sustainably grown
- Compost, when possible
- Give back to the community by volunteering and donating resources