



# ENVIRONMENTAL, SOCIAL, & GOVERNANCE POLICY

Trinity Consultants is committed to delivering high-quality EHS, engineering, and science consulting, software, and professional education to our clients in a manner that balances our corporate commitment to economic growth with critical environmental, social, and governance (ESG) programs. We have established ESG objectives and supporting programs that are meaningful to our stakeholders, including our clients, shareholders, and employees. We strive to achieve optimal performance with minimal adverse environmental and societal impacts.

## CLIENT-FACING ESG COMMITMENT

Through our consulting services to our clients, we are committed to delivering high quality work products that assist organizations in many industry sectors in achieving their ESG objectives in areas such as:

- ESG risk management and reporting – Our ESG practice group advises clients on ESG strategy development and assists with program implementation.
  - Performing gap analyses to enhance clients' understanding of their current position on the ESG spectrum
  - Developing and implementing programs essential for ESG reporting
  - Supporting ESG reporting with meaningful and accurate performance metrics essential for business health
- Environmental sustainability programs – Trinity's environmental consultants support clients in identifying and meeting their compliance challenges, a key aspect of business sustainability.
  - Identifying reduction opportunities for air pollutants including greenhouse gas (GHG) emissions
  - Identifying and implementing programs for waste reduction, recycling, resource conservation, and pollution control and minimization techniques
  - Assessment and implementation of environmental noise action plans
  - Ecological impact assessment and mitigation to protect species, offsetting potential impacts, and developing biodiversity
  - Providing products and services as innovative technologies for clients to improve their EHS performance and enhance their productivities.
  - Performing sustainability and compliance audits
- Life science for human health and safety (H&S) – Our expert toxicologists, industrial hygienists, and process safety engineers advise on operational risks and regulatory requirements regarding employee health and safety.
  - Minimizing employees' exposure of potent chemicals in the workplace and developing mitigation plans
  - Performing industrial hygiene assessment, investigations, and audits for workplace conditions
  - Developing and implementing H&S management programs and auditing company H&S performance
  - Providing engineering design and operational maintenance support for process safety management program requirements

As a professional consulting service organization, Trinity has identified ESG aspects that are materially significant to our operations and meaningful to our employees and shareholders. Trinity has adopted the SASB Standards as guiding principles for our ESG policy and supporting programs.

## INTERNALLY-FOCUSED ESG COMMITMENT

As a people-based, environmentally-focused business, we strive to ensure that our internal policies and employee behaviors are optimized to address ESG concerns. We are committed to aligning our ESG programs with the principles of the United Nation Global Compact (UNGC) to embrace the UNGC guided sustainable and responsible practices. The progress of our ESG programs has been communicated to the stakeholders and documented in our annually ESG report.

- Human Resources – The most important asset for a professional consulting organization is its employees. Retaining the best employees is essential to our business and is achieved by fostering openness, respect, and well-being with the following key programs.
  - Corporate health and safety management system (HSMS) – Support a safe and healthy work environment for employees working remotely, in our offices, at client sites, and at other business-related workplaces.
  - Diversity and Inclusion (D&I) – Led by a dedicated committee comprising individuals from across Trinity’s business units, the D&I committee is focused on facilitating communication and awareness to foster a culture of allyship and inclusion.
  - Women in Leadership (WIL) – Led by Trinity’s WIL committee, the program focuses on gender equity in the workplace by providing training opportunities, operating a Women’s Resource Group, and sponsoring our mentoring program that is available for all employees.
  - Employee engagement – Offer employee engagement mechanisms including an annual employee satisfaction survey to identify and address areas of employee concern, training on key issues such as implicit bias and harassment-free workplace, and an employee assistance program and confidential reporting for issues of concern.
  - Employee development – Encourage ongoing employee development through our mentoring program, tuition reimbursement program, internal learning management system, and external training opportunities.
- Social Responsibility – The company partners with its employees to support social and community issues that are consistent with our values and mission.
  - Respect and uphold the principles of human rights, as outlined in the UN Universal Declaration of Human Rights.
  - Support disaster relief through sustained financial support of Direct Relief as well as local organizations identified at the office level.
  - Support company-wide or local social and community events that combine employee interests, team building, and the company’s focus on the environment.
  - Prioritize data security to protect our company, employees, and clients from the risk of cyber-attacks and data breaches. In addition, we manage data privacy protection to comply with international regulations.
- Corporate Governance – As a professional service provider, we are proud of performing business with the highest integrity.
  - Rely on a comprehensive employee code of conduct and provide annual training to promote awareness of all critical issues. The code of conduct covers critical issues such as workplace harassment/violence, anti-corruption & bribery, and business ethics.
  - Engage with a commercial whistleblower platform to enable employees to speak out about any issues of concern.
  - Maintain and improve the ISO 9001-based quality management system certificates. Currently, we have ISO 9001 certified in the Dallas headquarters location and our international offices in Australia, China, Ireland, and United Kingdom for our consulting operations, supports professional integrity for delivering quality services and protecting client information and data. We have conducted annual client surveys for many years and consistently receive a strong response rate and excellent satisfaction scores.
  - Conduct annual accounting audits to ensure billing accuracy, financial integrity, and transparency.
- Environment – We support environmental protection and strive to minimize our carbon footprint while balancing with our business operations with the following strategies.
  - Reduce unnecessary travel via the use of web-based meetings and events.
  - Offer flexible working arrangements to employees such as telecommuting and compressed work hours.
  - Educate employees on sustainability issues through our services and internal awareness programs.
  - Optimize the use of our office spaces to reduce energy consumptions and minimize wastes at our workplace.
- Sustainable Procurement – As the first-tier professional consulting services supplier to majority of our customers, we are committed to support our clients’ supplier sustainable procurement programs while improve our own supplier management.
  - Establish and communicate our supplier code of business conducts.
  - Request acknowledgement from suppliers who do not have their own established code of business conduct.
  - Encourage suppliers to establish their ESG programs.
  - Identify and engage suppliers with certified diversity or minority owner status to corporate purchase programs.