



## Environmental Policy

Sussex IM is committed to protecting the environment and our community by operating safe, clean, and environmentally compliant facilities. As part of this commitment, we strive to minimize the environmental footprint of our operations, manage natural resources responsibly, and foster a strong sustainability culture in all activities conducted by Sussex IM. Through this policy, Sussex IM's management, to the greatest extent possible, commits to:

- Providing effective leadership, support, and the necessary resources to protect the environment and prevent pollution through energy efficiency, waste reduction, water management, and greenhouse gas emissions reduction, among others;
- Eliminating environmental hazards and reducing environmental risks through effective risk management practices;
- Ensuring compliance with all applicable environmental laws, regulations, permits, and other environmental requirements;
- Fostering a strong sustainability culture by providing the necessary information, instruction, training, and supervision to support the organization's environmental objectives;
- Regularly reviewing significant environmental impacts, environmental objectives, and the performance of the environmental management system to identify opportunities for continual improvement;
- Adequately communicating this policy to employees, contractors, visitors, and other interested parties to promote awareness of individual and collective responsibilities; and,
- Consulting with and promoting employee participating in the development, planning, implementation, evaluation, and improvement of the environmental management system.