



# 2015

Corporate Sustainability Report **June 2016**





# TABLE OF CONTENTS

- WELCOME ..... 4**
- COMPANY OVERVIEW ..... 5**
  - Markets served ..... 5
  - Company Profile ..... 6
  - Company Growth ..... 7
  - Membership of Associations ..... 8
  - Governance ..... 9
  - Ethics & Integrity ..... 9
- MATERIALITY ..... 11**
  - Material Issues ..... 11
  - Feedback Contact ..... 11
- MANAGEMENT APPROACH ..... 12**
  - General Management Approach ..... 12
- SUSTAINABILITY PRIORITIES ..... 13**
  - Social Responsibility ..... 14
    - Employment* ..... 14
    - Wellbeing* ..... 15
    - Health & Safety* ..... 16
    - Employee Development* ..... 18
    - Compliance* ..... 19
  - Environmental Stewardship ..... 20
    - Sustainable Sourcing* ..... 20
    - Fleet* ..... 22
    - Spills* ..... 23
    - Sustainable Remediation* ..... 24
    - Green Team* ..... 25
  - Economic Benefit ..... 26
    - Growth and Investments* ..... 26
    - Community Involvement* ..... 27
- STAKEHOLDER ENGAGEMENT ..... 28**
- GRI CONTENT INDEX ..... 29**



This report is prepared in accordance with Core GRI4 Guidelines. Global Reporting Initiative (GRI) is the internationally recognized sustainability reporting framework that enables companies and organizations to measure, understand, and communicate their sustainability efforts. GRI's mission is to make sustainability reporting standard practice; one that helps to promote and manage change toward a sustainable global economy.

# WELCOME



Welcome to Cascade's 2015 Annual Sustainability Report. Cascade has experienced many changes this past year and we are excited to share our progress with you. As we have grown our workforce, expanded geographically, and dramatically increased our breadth of service, our focus on sustainability stands strong.

At Cascade, we believe it is our business to take care of the natural environment, invest in our communities, and grow our business in a way that positively impacts all those around us. We call it Sustainability. Our Corporate Sustainability Program empowers each and every employee to implement best management practices that improve our business while delivering real value to our clients and the communities in which we work.

Cascade's sustainability priorities can be summarized by our commitment to:

- **Our employees** - providing gainful employment, opportunities for personal and professional growth, and a safe work environment
- **Our clients** - facilitating the success of our clients by measuring success one project at a time
- **Our footprint** - ensuring we leave a lasting positive impact on the communities in which we live and work

#### Accomplishments:

- Dramatic organization growth through vertical integration of services unprecedented in our industry
- Earning national recognition for our business achievements
- Utilizing GRI's G4 framework for clear, meaningful, and valuable sustainability reporting
- Successful recapitalization and transition to new ownership
- Launched new sustainable sourcing program
- Continued improvement of our industry leading safety record

As we witness the continued consolidation in both the drilling and consulting sectors, Cascade has positioned itself to meet the challenging demands of our clients. Our clients are demanding long-term, value-based partnerships including focus on sustainability and Cascade has answered the call.

Next year marks Cascade's 25th Anniversary. We look forward to celebrating our success and renewing our commitment to excellence. We are committed to further strengthen our reporting efforts by delivering more metrics and establishing performance goals. Our senior management team is working hard to fully integrate acquired entities with emphasis on employees, assets and data systems. Finally, our year-long rebranding effort culminates with the June 30 launch of the new Cascade brand. The new brand reflects our business transformation can captures our Excellence on Every Level.

A handwritten signature in black ink, appearing to read 'Tim Smith', written in a cursive style.

Tim Smith  
President & CEO

**Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.**

# COMPANY OVERVIEW

Cascade is the leading provider of environmental and infrastructure drilling, in situ remediation applications, and high resolution site characterization technologies. Cascade delivers superior service, a complete range of drilling technologies, industry-leading safety program and dependable availability nationwide. Cascade’s fleet includes over 300 sonic, air rotary, mud rotary, auger, coring and probe rigs serving clients in all regions of North America.



We specialize in the installation and development of monitoring wells, soil and groundwater sampling and the installation of remediation systems. From project planning to data interpretation and systems optimization, we work with you as a trusted partner every step of the way. Designed to enhance the remediation from site characterization through closure.

Services			
Drilling Services	In Situ Remediation	Direct Imaging	Investigation Derived Waste
We operate sonic, air and mud rotary, auger, direct push, probe drilling technologies for: <ul style="list-style-type: none"> <li>• Installation and development of monitoring wells and remediation systems</li> <li>• Soil, groundwater and soil gas sampling</li> <li>• Geotechnical investigations</li> </ul>	We offer a variety of solutions for injection designed to reduce or eliminate sub-surface contamination without costly and wasteful excavations including: <ul style="list-style-type: none"> <li>• Chemical Oxidation</li> <li>• Thermal Treatment</li> <li>• Bio-Remediation</li> </ul>	We offer state-of-the-art technologies to profile and map underground contaminants in real time, minimizing disruption to the natural habitat and increasing the effectiveness of remediation applications: <ul style="list-style-type: none"> <li>• Membrane Interface Probe (MIP)</li> <li>• Hydraulic Profiling Tool (HTP)</li> <li>• Electrical Conductivity (EC)</li> <li>• Cone Penetrometer Testing (CPT)</li> </ul>	We provide technical support, transportation, and disposal services for the efficient and compliant management of hazardous and non-hazardous investigation derived waste (IDW) in bulk or drum with a focus on waste reduction and recycling

## MARKETS SERVED

Cascade has serviced the environmental, water supply, geotechnical, mining and construction markets for decades. Our clients include leading national environmental consulting firms, blue chip industrial companies, contractors, energy and utility providers and government agencies. We service all branches of the US Military, major defense contractors, port facilities and airports. Our personal service, attention to detail, exemplary safety record, and operational excellence result in long-term collaborative relationships with our clients.

Client Base	
90%	Company revenue comes from recurring customers
10+ years	Average relationship tenure with top clients
18,000+	Client relationships
125+	Letters of recognition each year

**Cascade is the leading provider of environmental drilling, in situ remediation applications, and high resolution site characterization in the United States.**

# COMPANY PROFILE

The data provided in this report covers the operating companies of Cascade Drilling and Cascade Technical Services unless otherwise specified. We look forward to increasing the scope of our reporting to all Cascade subsidiary companies as we continue to integrate legacy tracking and reporting systems from our acquired entities.

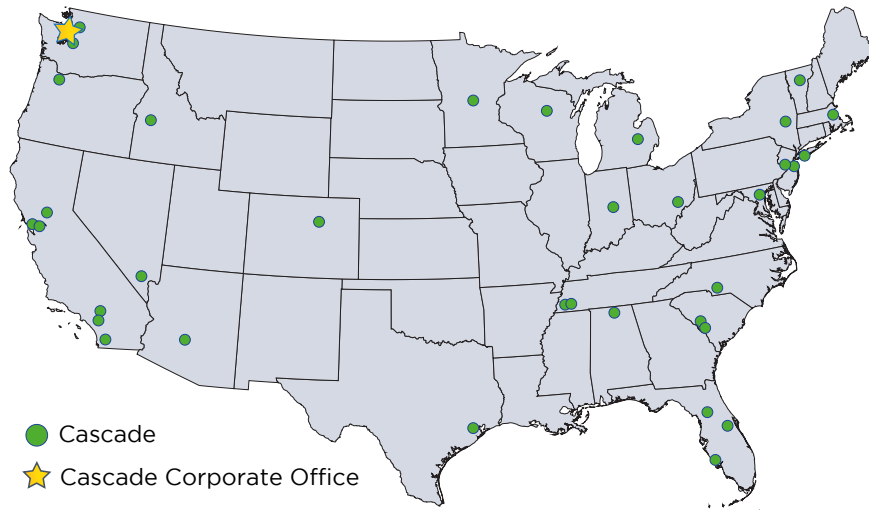
- **Total number of operations:** 35 locations
- **Net sales:** \$135.2M
- **Total number of employees:** 740 full time, 3 part time



Workforce Profile	
Senior Management	34
Corporate Administrative	42
Sales & Marketing	17
Field & Shop	529
Field Supervision	50
Operations Administration	71
Male	673
Female	70
Under 30 Age Group	182
30-50 Age Group	413
Over 50 Age Group	149

Cascade is recognized by well-respected organizations for our industry leading growth and innovation. This year's awards include:

- [Environmental Business Journal Gold Medal Award for Business Achievement: Mid-size Firms](#)
- [Environmental Business Journal award for Business Achievement: Mergers & Acquisitions.](#)
- [2015 - Engineering News-Record Top 200 Environmental Firms:](#) Ranked #87
- [2014 - Engineering News-Record Top 200 Environmental Firms:](#) Ranked #126



Cascade grew its workforce **27%** in 2015

# COMPANY GROWTH

Since 2010, we have invested in a significant organizational transformation – from a legacy entrepreneur-owned business model to a highly professional, focused and disciplined corporate structure.

- 50 state coverage via 40+ locations
- Industry leading fleet of over 1,000 rigs and support units
- Experienced, innovative management team
- Completed nine strategic acquisitions since 2011
- \$17M capital investment in fleet, facilities and technology in 2 years
- Over 6,000 jobs executed

## NEW FACILITIES

**Cascade Drilling:** Charlotte, NC; New Brunswick, NJ; Dundee, OH; New Ellenton, SC;

**Cascade Technical Services:** Concord, CA; Santa Ana, CA; Millersville, MD; Rochester, NY; Houston, TX

## FACILITY CLOSINGS

**Cascade Drilling:** Orlando, FL; McCarran, NV; Fairbanks, AK

**Cascade Technical Services:** Niagara Falls, NY; Uxbridge, MA

Company History	
1991	Cascade Drilling, Inc. Founded
2009	Joint venture with Emigrant Capital Corp
2010	Acquired RSI
2013	Acquired Boart Longyear Environmental & Infrastructure Business
2014	Acquired ZEBRA Environmental Business
2015	Purchased by private equity Snow Phipps Group Acquired Vironex, TerraTherm, ARS, Aquifer Drilling Technologies, Sonic Drilling Services, Diversified Geophysics, Field Services Division of Terra Sonic International

Since 2010, Cascade experienced **10%** annual organic growth

# MEMBERSHIP OF ASSOCIATIONS

Through our involvement with professional and trade organizations, Cascade is able to interact with many stakeholder groups, often at a single event. These organizations also provide valuable continuing education and skill development opportunities for our employees.

- [Association of Environmental & Engineering Geologists](#)
- [American Exploration & Mining Association](#)
- [American Institute of Professional Geologists](#)
- [American Society of Professional Engineers](#)
- [Arizona Hydrological Society](#)
- [Association of State Dam Safety Officials](#)
- [Association of Environmental Health and Sciences](#)
- [Colorado Environmental Management Society](#)
- Central Pennsylvania Geotechnical Council
- [Colorado Mining Association](#)
- [Elk Grove Community Emergency Response Team](#)
- [Engineering News Record](#)
- [Environmental Professionals of Arizona](#)
- Five Towns Kiwanis
- [Florida Association of Environmental Professionals](#)
- [Geological Association of America](#)
- [Geological Association of Nevada](#)
- [Georgia Association of Environmental Professionals](#)
- [Groundwater Resource Association](#)
- [Hudson Mohawk Professional Geologic Association](#)
- [Idaho Groundwater Association](#)
- [International Risk Management Institute](#)
- [International Society of Sustainability Professionals](#)
- [Interstate Technology & Regulatory Council](#)
- [National Association of Environmental Professionals](#)
- [National Ground Water Association](#)
- Nevada Groundwater Remediation Association
- North American Tunneling Association
- [Northwest Environmental Business Council](#)
- Northwest Environmental Council
- [Oregon State Bar Association](#)
- Professional Environmental Marketing Association
- [Project Management Institute](#)
- [Society of American Military Engineers](#)
- [Society for Human Resource Management](#)
- Society Mining Engineers
- [Society of Economic Geologists](#)
- [Society of Mining, Metallurgy, and Exploration](#)
- South Florida Remediation Association
- [Sustainable Remediation Forum](#)
- [Tampa Bay Association of Environmental Professionals](#)
- [Texas Association of Environmental Professionals](#)
- [Utah Geologic Association](#)
- [West Texas Geological Society](#)
- [Western States Petroleum Association](#)

**Our employees are active members in more 45 professional and trade organizations and many serve as Officers or sit on Boards of Directors.**

# GOVERNANCE

As a privately-held company, Cascade is governed by a Board of Directors. The six-member Board is comprised of Cascade's Chief Executive Officer, four representatives from the private equity ownership group and one outside representative. The Board meets quarterly to offer insight and advice to owners on critical issues facing the business.

Since its inception in 2014, Cascade's Compass™ Corporate Sustainability Program has been driven by the Sustainability Leadership Team (SLT) under a shared governance model. This team is comprised of fourteen members representing all major business functions and service lines. The Team successfully introduced the Compass program and laid the groundwork for a variety of initiatives supporting the company's environmental stewardship, social responsibility and economic impact efforts.

# ETHICS & INTEGRITY

Along with our aggressive growth came a significant organizational transformation. Cascade is no longer just a drilling company. We recognized the need to update our corporate vision, mission, and core principles to better align with our new organization.

In late 2015, Cascade assembled small groups of employees for a variety of engagement exercises as part of our rebranding process. We sat down in small group meetings to discuss and define who we are and how we want to be known in the marketplace. Through this process emerged our corporate mission and vision statements as well as our core principles. These values are continually reinforced through corporate communications, both written and oral. They are posted in all of our locations as a reminder of our common purpose.

Our employees are held to a high professional standard as detailed in Cascade's Employee Handbook. The Handbook includes our Code of Ethics as well employment policies, procedures, safety responsibilities and a description of employee benefits. **Issues covered in the Handbook include:**

- Equal Employment Opportunity & Affirmative Action
- Open Door Policy
- Standards of Business Conduct
- Code of Ethics
- Client Relations
- Diversity
- Americans with Disabilities & Amendments Act
- Workplace Harassment
- Discriminatory Harassment
- Sexual Harassment
- Drug Free Workplace Policy
- Tobacco Free and Smoke Free Workplace
- Workplace Attire & Grooming Policy
- Job Descriptions
- Employment of Minors
- Payment of Wages
- Violence Prevention in the Workplace
- Communications Policy
- Social Media Policy
- Performance Evaluations
- Training & Development
- Corrective Action
- Complaint Reporting & Resolution

A printed copy of the Handbook is provided all employees upon hiring. It is available upon request through the Human Resources Department and posted to the company's internal website. All new employees go through comprehensive training programs unique to their job responsibilities. All employees participate in regular training updates covering key aspects of their jobs throughout the year.

**Our employees are held to a high professional standard**



## MISSION

Cascade is the leading provider of environmental and infrastructure drilling, in situ remediation applications, and high resolution site characterization technologies. We are the only nationwide integrated service provider with expert technical capabilities and fleet to fulfill all your project needs- anywhere, every time.

## VISION

Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.

## CORE PRINCIPLES

### Safety

Safety is the first priority in all that we do. We believe in creating a safe work environment where employees have opportunities for growth, are recognized for their achievements, and share in the success of the company.

### Quality

We believe in providing outstanding service and superior productivity by consistently developing and implementing new ideas to create unique, cost effective solutions for clients.

### Growth

We believe in growing our business in a responsible manner through significant investment in our company, our people and our communities.

### Innovation

We believe in collaborating with our clients and utilizing the most advanced technologies to provide custom, results-oriented solutions.

### Sustainability

We believe it is our business to take care of the natural environment and conduct our business in a way that positively impacts all those around us.



## CORPORATE SUSTAINABILITY POLICY

Cascade supports the advancement of sustainability by integrating the principles of environmental stewardship, social responsibility and economic prosperity into the decisions and actions that drive our business as well as the technologies we provide to support our clients.

# MATERIALITY

In 2014, Cascade engaged in a thorough stakeholder outreach campaign. We started by outlining our strengths, initiatives already in queue, and the company's long-term strategic goals. We then identified the values and expectations of clients, employees, vendors and other stakeholder groups. Our Sustainability Leadership Team compiled and prioritized the feedback received to develop the Company's first three year Sustainability Plan.

## MATERIAL ISSUES

This report presents material issues in four categories. Cascade reports on the issues that have been identified as having a significant impact on our continued success or may greatly impact our stakeholders.

### PEOPLE



Enhance the safety, health and well-being of our employees and the communities in which they live and work.

**Material Issues:** employment demographics, employee health and safety, education and training, wages and benefits, and community involvement

### RESOURCES



Conserve natural resources, use purchased goods and services wisely and manage our supply chain in a responsible manner.

**Material Issues:** supply chain management, transportation, energy and fuel, and recycling

### INVESTMENT



Invest in our company, employees and communities in a way that creates a long-lasting, positive impact.

**Material Issues:** net sales, company growth, capital expenditures, and community involvement

### COMPLIANCE



Maintain compliance with state, local and federal regulations that govern our operations.

**Material Issues:** regulatory compliance and spills

## FEEDBACK CONTACT

Getting the right information to the right people is important to us. We encourage everyone reading this report to let us know how we are doing. You can provide feedback, ask questions or request further information by contacting:

**Sue Bruning**

*Director of Sustainability*

Cascade

[sbruning@cascade-env.com](mailto:sbruning@cascade-env.com)

206.795.5369

**We want to hear from you!**

# MANAGEMENT APPROACH

## WHY DO WE CARE?

Producing an Annual Sustainability Report is a resource intensive, year-long process. This report goes beyond any sales sheet or routine marketing communication. We believe there is a significant return on investment from the reporting process.

## RELATIONSHIPS:

Our business is built on relationships with our employees, our clients and our vendors. Our Annual Sustainability Report is designed to provide transparency and insight into the way we operate our business. We believe this openness builds trust with our stakeholders and strengthens those relationships.

## BUSINESS STRATEGY:

Many of our clients are searching for partners that can help them advance their own sustainability agendas. Investors are exercising more scrutiny on issues of corporate social responsibility. We believe our Sustainability program differentiates from our industry competitors and it just makes good business sense.

## IMPROVEMENT:

Understanding how we measure up on the issues important to our stakeholders and our business is crucial to Cascade's long term success. Gathering and analyzing internationally recognition metrics enables us to put the processes and policies in place to improve our overall performance.

# GENERAL MANAGEMENT APPROACH

The members of our Sustainability Leadership Team drive individual initiatives that align with our corporate sustainability goals. Data is maintained in a variety of accounting, human resources, and environmental health and safety software systems. The Team meets monthly to evaluate progress and prioritize projects competing for our limited financial and human resources.

For each material aspect discussed in the following pages, we describe why it matters and how we manage the impacts. Our stakeholder engagement efforts play a crucial role in shaping our management approach, prioritizing projects and reporting progress.

# SUSTAINABILITY PRIORITIES

***Excellence on Every Level*** isn't just a tag-line. It's the way we approach our business, especially when it comes to sustainability. We strive for excellence in the way we treat people, take care of the environment and create economic benefit.

The colored icons in each section reflect that issue's materiality category as described in the [Materiality Section](#) of this report.

## PEOPLE



## RESOURCES



## INVESTMENT



## COMPLIANCE





# SOCIAL RESPONSIBILITY

## EMPLOYMENT



Our employees are the most valuable asset at Cascade. Our crews and managers are some of the most experienced professionals in the industry. We strive to recruit, train, and retain employees for rewarding careers in a wide variety of professional occupations including drillers, geologists, engineers, field and laboratory scientists, apprentices, mechanics, administration, health & safety, and management. When asked what they like about their job, our employees describe the satisfaction they receive from solving new challenges on each project site. They enjoy the flexibility of travel and the diversity of skills needed to be successful.

Our Company is very fortunate to have so many experienced, skillful drillers willing to go out of their way to ensure the job gets done safely and exceeds the expectations of our demanding clients. This year, Cascade launched the ELITE Driller Program™ as a way to recognize and reward top performing drillers in our organization. The program provides co-workers, supervisors and managers the opportunity to recognize drillers who have demonstrated outstanding performance with a commitment to the company's core principles. Each nomination is carefully reviewed and rated on criteria related to performance, safety, skill, leadership and accountability.

### Our 2015 Inductees for the Cascade Drilling ELITE Driller Program are:



Todd Schmalfeldt  
Schofield, WI



David Wilcox  
Aiken, SC



Jon Weeks  
Schofield, WI



Josh Sigler  
Marietta, OH

Cascade uses employee turnover rates as a way to measure employee engagement. A certain number of turnover is unavoidable as employees retire, move or leave the workforce. Each year, our Human Resources Department closely examines employee turnover rates, gathers information regarding the reasons for employee turnover and analyzes this data to identify trends. The results are shared with the management team and are used to improve work environments.

### Efforts to Reduce Employee Turnover:

- Leadership development for supervisors and managers
- Annual performance review for all employees
- Competitive wages and benefits
- Employee recognition programs
- Open door communication policy

<b>Total Turnover</b>	<b>21%</b>
<b>Voluntary Leave</b>	15%
<b>Involuntary Leave</b>	6%

**More than 740 employees and their families depend on us every day. Over 20,000 clients call on us every year. We take that obligation seriously.**

## WELLBEING



It is our obligation to ensure a safe, healthy and satisfying work environment for our employees. We provide many programs for our employees and their families to promote health and wellness, career advancement, and work-life balance.

Benefits Offered to Full-Time Employees	
Accidental death & dismemberment insurance	Maternity/Paternity leave
Bereavement leave	Medical insurance
Civic leave (jury duty)	Medical leave
Dental insurance	Military leave
Direct deposit	Paid vacation and personal time off
Educational and license assistance	401(k) retirement plan with profit sharing
Health savings account with employer contribution	Vision insurance
Life insurance	Workers compensation
Long- and short-term disability insurance	

### ASSISTANCE PROGRAMS OFFERED TO FULL-TIME EMPLOYEES:

The challenges we face outside of the workplace can affect our health, family, and our job performance. Cascade believes that providing employees with special assistance programs leads to a better quality of life and helps employees focus on performing their duties safely and efficiently. Cascade offers many assistance programs for employees and family members:

- Confidential counseling
- Legal support
- Financial planning
- Tuition reimbursement
- Safety boot reimbursement
- Healthcare support

### EMPLOYMENT PROGRAMS AND POLICIES TO ENSURE SAFE WORKPLACE:

- Background & reference checks
- Break time for nursing mothers
- Discriminatory harassment
- Drug free workplace
- Non-retaliation (whistle blower protection)
- Sexual harassment
- Tobacco and smoke free workplace
- Violence prevention in the workplace
- Workplace harassment

**Cascade offers competitive wages and benefits to attract and maintain the industry's best workforce**

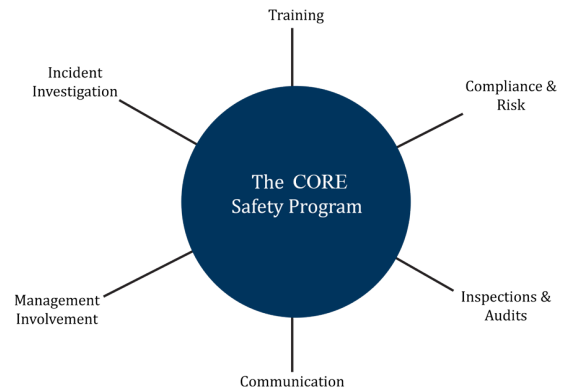
# HEALTH & SAFETY



Health and safety is our number one priority. Our CORE™ Health and Safety Program empowers each and every Cascade employee with their personal safety and the safety of everyone in the organization. CORE is a behavior based approach focused on incident prevention. Employees receive extensive classroom and on-the-job training. All Cascade field and operations personnel are in compliance with OSHA 1910.120 Hazardous Waste Training requirements.

## CORE IS DESIGNED TO:

1. Focus on the prevention of work related incidents through enhanced training
2. Create a measurable behavior-based, self-sustaining safety culture that is easily articulated and comprehended
3. Assign specific responsibilities at all levels throughout the Company and provide proven tools to eliminate incidents

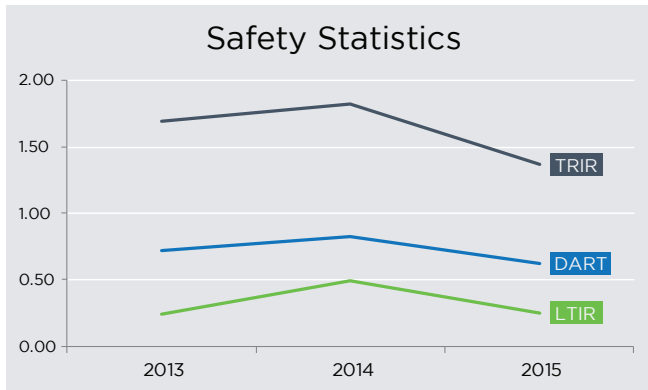


Cascade's Comprehensive CORE program addresses specific job-related risk factors		
Air monitoring	Fall protection	Protective equipment
Barricades and signs	Fire prevention	Proximity to utilities
Biological hazards	First aid	Record keeping
Use of explosives	Hazard communication	Respiratory protection
Cold/heat stress	Hazard recognition	Severe weather
Confined space	Hazardous substances	Spill prevention
Cranes and rigging	Hearing conservation	Substance abuse
Daily safety meeting	Health & safety plans	Tool selection
Emergency response	Illumination	Transportation compliance
Energy isolation	Incident reporting	Ventilation
Ergonomics	Material Handling	Welding & hot work
Excavations	Medical surveillance	Working near water

# HEALTH & SAFETY (CONT.)

## INJURY RATES

Cascade is extremely proud of our strong health and safety record. Our CORE Safety Program is a customized, comprehensive program designed to provide clear expectations for safety and performance and to ensure compliance with regulations.



### UNDERSTANDING OSHA SAFETY STATISTICS

**TRIR** - the total recordable incident rate reflects the number of OSHA recordable injuries during the total hours worked by all employees that year.

**DART** - the Days Away, Restricted, and Transfer case rate reflects the number of cases which involve days away from work, days of restricted work activity, and/or days of job transfer during the total hours worked by all employees that year.

**LTIR** - the lost time case rate reflects the number of occupational injury or illness which results in an employee being unable to work a full assigned work shift during the total hours worked by all employees that year.

Cascade's exemplary worker safety record is reflected in the company's Experience Modification Rate (EMR). EMR is a number used by insurance companies to gauge both past cost of injuries and future chances of risk. An EMR of 1.0 is considered the industry average.

EMR	2015	2014	2013
<b>Cascade</b>	0.69	0.75	0.73
<b>Industry average</b>	1	1	1

Many of our facilities have gone one year or longer without a reportable incident or loss time accident. We celebrate these achievements each year with our Health and Safety Awards.

### OBSIDIAN AWARD

Over 1 year without reportable incident or loss time accident

- Millersville, MD
- Golden, CO
- Ocala, FL
- Woodinville, WA
- Peoria Shop, AZ
- Upland, CA
- Little Falls, MN
- Flint, MI

### GRANITE AWARD

Over 2 years without reportable incident or loss time accident

- Northborough, MA
- Memphis, TN
- Richmond, CA
- Federal Way, WA
- Albany, NY
- Jackson, NJ

### MARBLE AWARD

Over 3 years without reportable incident or loss time accident

- Boise, ID
- Clackamas, OR
- Marietta, OH
- Santee, CA

**51%**

of Cascade locations operated without a reportable incident or loss time accident of one year or more



# EMPLOYEE DEVELOPMENT

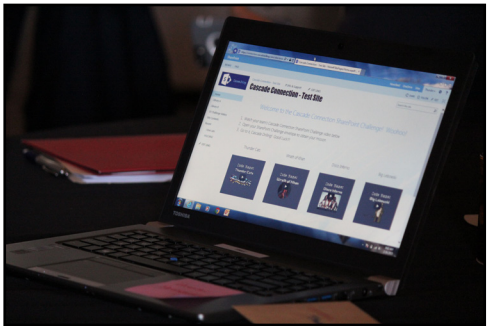


Cascade supports ongoing training and development of employees in order to build knowledge, skills, and capabilities that advance the individual and team performance.



- **New Employee Orientation** – introduction and familiarization of company policies, procedures, and practices with an emphasis on department and job specific functions.
- **Technical & Functional Training** – acquisition and development of specific knowledge, skills, and abilities relating to the job function.
- **Safety Training** – awareness, understanding, and adherence to company policies, procedures, and practices regarding health and safety.
- **Compliance Training** – awareness, understanding, and adherence to regulatory, insurance, credentialing requirements and standards, as well as the company’s internal policies and procedures.
- **Leadership & Development Training** – awareness, understanding, and application of effective and compliance leadership practices.

**EMPLOYEES RECEIVE  
AN AVERAGE OF 30  
HOURS OF TRAINING  
ANNUALLY**



**Over 20,000** hours of employee training conducted in 2015

# COMPLIANCE

At Cascade, we believe that simply complying with applicable laws and regulations doesn't go far enough. Our Environmental, Health and Safety professionals take a proactive approach by preventing infractions through training, professional development and enforcing positive behaviors. Our management team ensures employees have the right tools and equipment to perform tasks safely and efficiently.

Our work is governed by federal, state and local laws pertaining to worker health and safety, transportation, environmental protection and employment practices. Cascade is proud of our exemplary compliance record:

- Zero significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations
- Zero significant fines or non-monetary sanctions for non-compliance with worker protection laws and regulations including discrimination, freedom of association, labor, indigenous rights, human rights or corruption
- Out of Service (OOS) rate significantly better than national average

In 2015, the California Air Resources Board (CARB) audited all of Cascade's California-based diesel trucks and equipment. No violations were found for emission control labels, diesel off-road equipment or portable motors regulations on over 180 trucks and approximately 100 pieces of off road/portable equipment. However, a penalty of \$233,635 was assessed related to truck engine model year diesel particulate filters and periodic smoke inspections. Cascade took immediate action to address the infractions and was in complete compliance on September 1, 2015 and remains in full compliance today.

Cascade's Out of Service Rate (OSS) is significantly better than the national average		
<b>Vehicle</b>	Cascade 11.3%	National Avg: 20.7%
<b>Driver</b>	Cascade 3.4%	National Avg: 5.5%

BASICS (Behavior Analysis & Safety Improvement Categories):	
<b>Drug and Alcohol:</b>	0%
<b>Crash Indicator:</b>	2%
<b>Unsafe Driving</b>	5%
<b>Vehicle Maintenance:</b>	20%
<b>Hours of Service:</b>	42%
<b>Driver Fitness:</b>	78%

What's BASICS? The Federal Motor Carrier Safety Administration uses a motor carrier's data from roadside inspections, including all safety-based violations, State-reported crashes, and the Federal motor carrier census to quantify performance in the following Behavior Analysis and Safety Improvement Categories (BASICS). Percentiles from 0 to 100 are determined by comparing the BASIC measurements of the carrier to the measurements of other carriers in the peer group. A percentile 100 indicates the worst performance. For more information on BASICS scoring, visit: <https://csa.fmcsa.dot.gov/about/basics.aspx>

Ranked in top **1%** for safe driving among similar carriers

# ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is a responsibility we take very seriously. From the office to the field—our teams focus on technology, services and best practices to reduce our environmental impact. Cascade’s environmental stewardship effort starts with supply chain management. Our supply chain is comprised of the equipment, material and supplies procured to perform a wide array of drilling, investigation and remediation services as directed by our clients. It includes support services such as sales, marketing and administration to conduct business and grow our organization.

## SUSTAINABLE SOURCING



Every purchase has economic, environmental and social implications relating to the design, manufacture, delivery, use and disposition of products and services we use. In 2015, Cascade launched a Sustainable Sourcing Program to encourage sustainable purchasing practices without sacrificing price or quality for the goods and services we procure. Our Sustainable Sourcing Guidelines incorporate the values and objectives of our Compass Corporate Sustainability Program into a centralized procurement system.



**12%**  
Equipment  
& Materials



**64%**  
Job Costs



**4%**  
Fuel



**3%**  
Health & Safety



**7%**  
Operations



**7%**  
Facilities



**1%**  
Administration



**2%**  
Sales & Marketing

## OUR SUSTAINABLE SOURCING GUIDELINES

- Define priority attributes that support the company’s sustainability efforts;
- Identify priority product groups where sustainable choices will have maximum impact on the company’s sustainability footprint;
- Describe the 3 step process to ensure employees consider sustainability in the procurement process;
- Provide a process for screening and selection of vendors based on their ability to support and advance Cascade’s Compass program; and
- Incorporate a continuous improvement mechanism for regular review, revision and communication of the Sustainable Sourcing Guidelines including employee training, feedback, program metrics, performance reporting, and assignment of responsibilities for program execution.

Cascade purchases a significant amount of goods and services

**\$103.2 M**

to operate our business

## SUSTAINABLE SOURCING (CONT.)

Many of our sourcing activities have a significant impact on the company's sustainability performance. Establishing sustainable sourcing priorities helps us achieve current sustainability goals across many of our business functions. Cascade has identified the following sustainable sourcing priorities:

PRIORITY ATTRIBUTES
<ul style="list-style-type: none"><li>• Certified Small Business &amp; Diversified Suppliers</li><li>• Durable, Recyclables, Reusable</li><li>• Energy &amp; Fuel Efficiency</li><li>• Recycling &amp; Disposal</li><li>• Recycled Content</li></ul>

PRIORITY PRODUCT GROUPS
<ul style="list-style-type: none"><li>• Labor</li><li>• Drilling Materials</li><li>• Equipment and Repair</li><li>• Fuel</li><li>• Facility Maintenance</li><li>• Electronics and Communication Equipment</li></ul>

Collaborative vendor partnerships are more than getting the lowest price. By working together, our vendors help us to identify solutions that make our organization run more smoothly, achieve our business goals and maximize value for our clients.

Cascade screens new and existing vendors against a wide array of economic, social and environmental impact issues including:

- Measuring and reporting sustainability performance
- Certifications and memberships
- Alignment with Cascade's priority attributes and ability to support our sustainability program
- Labor practices

Through our Sustainable Sourcing program, Cascade has built strategic partnerships with well-recognized national suppliers. Together, these partnerships provide information, products and services that enable Cascade to deliver exceptional results anywhere, every time. Just one more way we are committed to Excellence on Every Level. Cascade is proud to recognize our national sourcing partners:

- Boart Longyear
- CLC Lodging
- Enterprise/National
- Hole Products
- PetroCard
- United Rentals

Cascade works  
with over

**1,600**

individual vendors to provide  
the goods and services that  
power our business



# FLEET



Our fleet is a critical asset to our operations. It is also a substantial contributor to our environmental footprint. We recognize our fleet has a significant impact from fuel consumption to greenhouse gas emissions and worker health & safety. Providing well-maintained equipment not only contributes to a safer working environment but also enables us to deliver reliable service and limit our carbon footprint.

- To maintain the equipment and maximize the useful lifespan, Cascade manages a network of 15 maintenance and repair (M&R) shops and three refurbishment centers. The M&R shops are designed to perform preventative maintenance and small to medium class repairs. The three rebuild centers direct all large scale restoration and refurbishment of rigs and support equipment.
- Our proprietary and highly proactive industry leading Maintenance Advantage Program® (“MAP”) integrates preventative maintenance with corporate health & safety and transportation compliance programs. This comprehensive fleet management program results in total fleet and equipment support with an emphasis on prevention.
- Once removed from our fleet, equipment is sent for salvage or sold at auction.
- Our Boise, ID facility is piloting a diesel fuel improver in all its equipment in 2015. This product helps to restore lost power and increase fuel economy. It also helps with the longevity of older engines to help prevent breakdowns.
- We are updating our fleet with more capacity of biodiesel and biodiesel blends, lower emission engines, increased fuel economy, and improved safety features.
- In 2015 we implemented a new fuel purchasing program to better understand the volume and type of fuel purchased throughout the company. With this data, Cascade plans to develop a comprehensive greenhouse gas emissions monitoring and reduction program by 2017.

<b>Drill Rigs</b>	339
<b>Support Trucks</b>	672
<b>Trailers</b>	394
<b>Other Equipment</b>	271

<b>Fleet - gallons of Fuel</b>	
<b>Facilities</b>	7%
<b>Sales &amp; Marketing</b>	2%
<b>Administration</b>	1%

Cascade maintains **1,600+** fleet vehicles and equipment nationwide

## SPILLS



Cascade recognizes that spills of fuel, hydraulic fluids, or chemicals may pose a serious threat to human health, safety, and the environment. Equipment failure poses the greatest likelihood of spills for our operations. In order to mitigate the risk of spills, Cascade focuses first on prevention then on action.

We use several procedures to prevent spills or releases to the ground or surface water while working on project sites. These include but are not limited to:

- Documented pre-shift site and equipment inspections
- Site specific Spill Prevention and Response Plans
- Job Safety Analyses for spill prevention and response completed before operations commence
- Hydraulic Hose Inspection Program to prevent leaks and broken hoses
- Secondary containment of chemicals and fuels carried in trucks, equipment and stored onsite
- Ground cover used under equipment and drill rigs to safeguard sensitive habitats and prevent contamination from spills
- Job Safety Analyses for refueling and equipment service to prevent spills
- Spill kits and absorbents carried on all equipment, trucks and drill rigs

In 2015, Cascade reported a total of four spills to the appropriate authorities. To put that in perspective, 99.9% of all jobs performed did not involve any significant or reportable spills. Three of the reported spills involved a non-toxic material entering a storm drain. The fourth was a non-toxic material spilled onto asphalt as a result of a mechanical failure. In all cases, our crews responded immediately to manage the impact of the spill. Not one of these incidents contributed to significant business disruption, harm to human health or the environment. We continue to focus efforts on preventative maintenance, job site analysis, and hazard assessment to increase awareness of spill prevention.

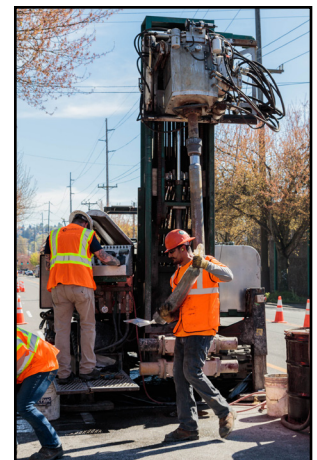
## SUSTAINABLE REMEDIATION



Sustainable practices are at the core of our operations. Cascade operates in all 50 states completing over 6,000 projects in 2015. We are dedicated to working closely with our stakeholders to ensure we have a positive impact at every work site. Many of the best management practices (BMPs) from the ASTM Greener Remediation Standard are implemented at our job sites across the country. These BMPs improve workplace efficiency and limit the negative impacts our company has on the environment, local communities and our employees.

Environmental Impact	Cascade Best Management Practices
<b>Energy, Air &amp; Climate Change</b>	<ul style="list-style-type: none"> <li>• Preventative Maintenance Plan</li> <li>• Fuel Reduction</li> <li>• Carpooling</li> <li>• No Idle Policy</li> <li>• Compliance with Emission Standards</li> <li>• Dust Control &amp; Mitigation</li> <li>• Negative Air Removal systems in welding bays</li> </ul>
<b>Natural Resources</b>	<ul style="list-style-type: none"> <li>• Water Conservation</li> <li>• Spill Prevention</li> </ul>
<b>Waste Reduction &amp; Management</b>	<ul style="list-style-type: none"> <li>• Waste Minimization</li> <li>• Electronic Communication</li> <li>• IDW Reduction and Management</li> <li>• Waste Recycling</li> </ul>
<b>Materials</b>	<ul style="list-style-type: none"> <li>• Environmentally Preferred Purchasing &amp; Sustainable Sourcing Program</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>• On Site Nuisance Reduction</li> <li>• Rubber tracked track rigs minimize surface disturbance</li> </ul>

Cascade Location Manager Ryan Galbreth (Clackamas, OR) explains what it means to be a good neighbor. *“Cascade takes great pride in being a responsible and contributing member of our local community, as well as the greater Portland/Vancouver area. In doing such, we are very much aware and conscious of our footprint and potential effect on other citizens and flow of the community’s economy and environmental concerns. In order to minimize our impact and ‘harmonize’, we take extra steps to understand how and what may be affected. This means, planning travel routes ahead of time, pro-actively communicating with clients to understand parking situations, business access, stressing using a spotter in traffic, an awareness of bicyclists and pedestrians as well as leaving the site in as good as, if not better than, condition then when we arrived.”*



Over **6,000** projects in 2015

## GREEN TEAM

Cascade's Green Team is a volunteer group, open to all Cascade employees. We meet monthly via conference call to learn about a wide variety sustainability issues. Members are champions of our Compass Corporate Sustainability Program affecting change at the local level. We try to have a little fun along the way.

The Green Team consists of over 40 employees representing over 30 different locations. One of our greatest accomplishments in 2015 was the Great Recycle Challenge. During the three-month long recycling contest, participants recycled over 508,000 pounds of waste.

Green Team members organized Earth Day activities across the country this year from planting to community clean ups.



*Cascade Employees and family members joined in over 100 volunteers working on various projects at the Albany Pine Bush Preserve*



*Green Team members from our Lynbrook, NY office*

### **Other Green Team led projects include:**

- Utilizing 300 tons of recycled concrete instead of limestone gravel to expand fleet parking area
- Upgrades in offices and garages to replace fluorescent lighting with energy efficient LED lights
- Maintaining on site gardens. Office staff coordinate throughout the planting, growing and harvest seasons to cultivate fruits, vegetables and flowers
- Volunteer projects with local charitable organizations



*Employees at our Northborough, MA office work together to maintain a garden*

# ECONOMIC BENEFIT



Cascade has had an impact on local communities since the company was founded in 1991. Starting out with just five employees that year, Cascade has grown from a specialized regional drilling provider to a national, full service provider for site investigation, remediation and drilling.

## GROWTH AND INVESTMENTS

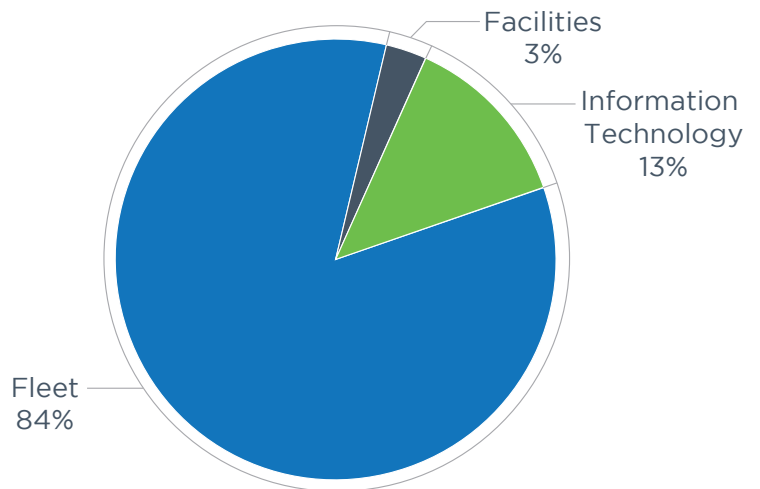
This year, we invested nearly \$43M in employee wages and benefits providing gainful employment and supporting the families of our team of 850.

As the company has grown in size, we've invested heavily in our infrastructure to ensure our employees have the right tools to get the job done safely, efficiently, on-time, and on budget.

Company Growth - Cascade and Subsidiaries		
	2010	2015
<b>Number of Locations</b>	4	45
<b>Jobs Executed</b>	1,700	6,000
<b>Employees</b>	<100	850
<b>Net Sales</b>	\$26.2 M	\$151 M

- Over \$17M invested over the last two years in our fleet, facilities, and information technology improvements that directly contribute to improving our environmental impact, workforce safety and employee well-being.
- Created the industry-leading, proprietary health and safety program focused on employee training and injury prevention.
- Our ability to flexibly move equipment and personnel between markets to meet client demand helps retain highly experienced drill rig operators by providing steady work in uncertain times.
- Significant investment and upgrades in systems software, processes, and human capital have streamlined our office and administration functions.

### 2015 Capital Expenditures



Capital expenditures **\$17M+** over the last two years

## COMMUNITY INVOLVEMENT

Cascade supports our local economies through our procurement program, charitable contributions, and employee volunteer efforts. Strong communities are good for our employees and our business. Our offices across the United States support a number of local non-profit events and associations each year. While we doubled the amount of monetary contributions from last year, there's much more we can do.

### SPECIAL CAMPAIGNS

- Raised \$3,000 to support victims of the 2015 Nepal Earthquake
- Volunteered labor and equipment at site impacted from Super-storm Sandy

### AWARDS AND RECOGNITIONS

- Water Quality Community Partner (Contra Costa County Sanitary Department , CA)
- Patriotic Employer from the Employer Support of the Guard and Reserve

### OUR LOCAL OFFICES SUPPORT A WIDE RANGE OF CHARITABLE ORGANIZATIONS AND EVENTS

- Sri Lankan Food Festival For Sustainable Livelihood (Rossmoor, CA)
- Florida Sheriff's Association
- West Port High School (Ocala, FL)
- YMCA Secret Santa Program (Camp Pendleton, CA)
- YWCA Everett Regional Center (Everett, WA)
- Massachusetts State Police
- Children's Miracle Network Hospitals
- My I.D. Club (King County WA Sheriff's Office)
- Marion County Florida Sheriffs Association
- Lions Club
- 4-H (Dixon, CA)
- D.H. White Elementary School (Rio Vista, CA)
- California State University Sacramento Cheer Squad
- Socios (West Sacramento, CA)
- Christ is Risen Ministries (Olivehurst, CA)
- Arizona Future City Competition
- Happily Ever After League
- Imagine Rosefield Choir (Surprise, AZ)
- Evergreen Mountain Bike Alliance
- Mom's House (Toledo, OH)

Cascade supports **20** local charity groups



# STAKEHOLDER ENGAGEMENT

As a market leader, we are dedicated to leaving a positive impact on the people surrounding our business. Through extensive engagement efforts we continue to align our sustainability goals with the values and expectations of our stakeholders.

Cascade has identified primary stakeholders as those groups that are very likely to be impacted by our company or who could potential have a significant upon our company.

Channels of Engagement	
Employees	Clients
<p><b>Featuring cloud-based employee resource center with 24/7 instant access to important company information, programs and policies and support.</b></p> <p>Also includes: open door management policy, newsletters, email, surveys, interviews, contests and training</p>	<p><b>Featuring a technical outreach program including webinars, local seminars and safety demonstrations.</b></p> <p>Also includes: e-campaigns, advertising, website, newsletter, sales calls, interviews, surveys, individual meetings, social media, social events</p>
Vendors	Other Programs
<p><b>Featuring collaborative partnerships to advance our sustainability program through environmentally preferred purchasing principles.</b></p> <p>Also includes: business review meetings, website, contracts, surveys</p>	<p><b>Featuring local community outreach, advertising, employee voluneer events and sponsorships</b></p> <p>Also includes: association memberships, speaking engagements, conferences, trade shows, technical seminars</p>



# GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES		
GRI#	Description	Page / Response
<b>STRATEGY AND ANALYSIS</b>		
G4-1	CEO Statement	Welcome (page 4)
<b>ORGANIZATIONAL PROFILE</b>		
G4-3	Name of the Organization	Cascade Environmental, LLC
G4-4	Primary Brands, Products and Services	Company Overview (page 5)
G4-5	Organization's Headquarters	Woodinville, WA
G4-6	Countries Where Operating	United States of America
G4-7	Nature of Ownership	Privately Held
G4-8	Markets Served	Company Overview (page 5)
G4-9	Scale of Organization	Company Overview (page 6)
G4-10	Employee Composition	Company Overview (page 6)
G4-11	Employees Under Collective Bargaining Agreements	0%
G4-12	Organization's Supply Chain	Sustainable Sourcing (page 20)
G4-13	Significant Changes in Reporting Period	Company Growth (page 7)
G4-14	Precautionary Principle	N/A
G4-15	Economic, Environmental & Social Charters	N/A
G4-16	Memberships of Associations	Membership of Associations (page 8)
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
G4-17	Organizational Entities Covered in Report	Cascade Drilling, Cascade Technical Services
G4-18	Process for Defining Report Content	Materiality (page 11)
G4-19	Material Topics	Materiality (page 11)
G4-20	Internal Aspect Boundaries	Materiality (page 11)
G4-21	External Aspect Boundaries	Materiality (page 11)
G4-22	Restatements of Information Provided in Prior Report	None
G4-23	Significant Changes from Previous Report	None
<b>STAKEHOLDER ENGAGEMENT</b>		
G4-24	Stakeholder Groups	Stakeholder Engagement (page 28)
G4-25	Basis for Stakeholder Identification	Stakeholder Engagement (page 28)
G4-26	Approach to Stakeholder Engagement	Stakeholder Engagement (page 28)
G4-27	Concerns Raised through Stakeholder Engagement	Material Issues (page 11)
<b>REPORT PROFILE</b>		
G4-28	Reporting Period	Jan 1, 2015 - Dec 31, 2015
G4-29	Most Recent Previous Report	April 2015
G4-30	Reporting Cycle	Annual
G4-31	Sustainability Contact	Feedback Contact (page 11)
G4-32	GRI Content Index	GRI Content Index (pages 29-31)
G4-33	External Assurance	None
<b>GOVERNANCE</b>		
G4-34	Governance & Oversight	Governance, Ethics, and Integrity (page 9)
<b>ETHICS AND INTEGRITY</b>		
G4-56	Organization's Values, Principles & Standards	Governance, Ethics, and Integrity (page 10)

**SPECIFIC STANDARD DISCLOSURES**

<b>Material Aspects</b>	<b>DMA and Indicators</b>	<b>Page</b>	<b>Section</b>
<b>ECONOMIC CATEGORY</b>			
Economic Performance	G4-DMA	26	Economic Benefit
Direct Economic Value Generated and Distributed	G4-EC1	26	Economic Benefit
<b>ENVIRONMENTAL CATEGORY</b>			
Energy	G4-DMA	22	Fleet
Energy Consumption Within the Organization	G4-EN3	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Energy Consumption Outside The Organization	G4-EN4	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Energy Intensity	G4-EN5	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Reduction In Consumption	G4-EN6	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Reductions In Requirements	G4-EN7	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Emissions	G4-DMA	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Direct Ghg Emissions, Scope 1	G4-EN15	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Indirect Ghg Emissions, Scope 2	G4-EN16	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Other Indirect Ghg Emissions, Scope 23	G4-EN17	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Ghg Intensity	G4-EN18	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Ghg Reductions	G4-EN19	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Ozone Depleting Substances	G4-EN20	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Nox, Sox, Other Significant Air Emissions	G4-EN21	-	Unable to compile data in accurate and efficient manner. Plan to report by 2017.
Effluents And Waste	G4-DMA	23	Spills
Significant Spills	G4-EN24	23	Spills
Impacts Of Discharge	G4-EN26	23	Spills
Products And Services	G4-DMA	24	Sustainable Remediation
Environmental Impacts	G4-EN27	24	Sustainable Remediation
Compliance	G4-DMA	19	Compliance
Fines For Non-Compliance	G4-EN29	19	Compliance
Transport	G4-DMA	22	Fleet
Environmental Impacts Of Transportation	G4-EN30	22	Fleet
Overall	G4-DMA	24	Sustainable Remediation
Total Environmental Protections	G4-EN31	24	Sustainable Remediation
Supplier Environmental Assessment	G4-DMA	20-21	Sustainable Sourcing
Screening New Suppliers	G4-EN32	20-21	Sustainable Sourcing
Negative Impacts Of Supply Chain	G4-EN33	20-21	Sustainable Sourcing

<b>SOCIAL CATEGORY</b>		
<b>LABOR PRACTICES AND DECENT WORK</b>		
Employment	G4-DMA	Employment (page 14)
Employee Turnover	G4-LA1	Employment (page 14)
Employee Benefits	G4-LA2	Employment (page 14)
Occupational Health And Safety	G4-DMA	Health & Safety (pages 16-17)
Worker Health & Safety Committees	G4-LA5	Health & Safety (pages 16-17)
Injury Rates	G4-LA6	Health & Safety (pages 16-17)
Training And Education	G4-DMA	Employee Development (page 18)
Employee Training	G4-LA9	Employee Development (page 18)
Diversity And Equal Opportunity	G4-DMA	Workforce Profile (page 6)
Diversity In Governance Body	G4-LA12	Workforce Profile (page 6)
Supplier Assessment For Labor Practices	G4-DMA	Sustainable Sourcing (pages 20-21)
Screening New Suppliers	G4-LA14	Sustainable Sourcing (pages 20-21)
Negative Impacts Of Supply Chain	G4-LA15	Sustainable Sourcing (pages 20-21)
<b>HUMAN RIGHTS</b>		
Non-Discrimination	G4-DMA	Compliance (page 19)
Incidents Of Discrimination And Actions Taken	G4-HR3	Compliance (page 19)
Freedom Of Association And Collective Bargaining	G4-DMA	Compliance (page 19)
Violations Of Freedom Of Association And Collective Bargaining	G4-HR4	Compliance (page 19)
Child Labor	G4-DMA	Compliance (page 19)
Risks Of Incidents Of Child Labor	G4-HR5	Compliance (page 19)
Forced Or Compulsory Labor	G4-DMA	Compliance (page 19)
Risks Of Incidents Of Forced Labor	G4-HR6	Compliance (page 19)
Indigenous Rights	G4-DMA	Compliance (page 19)
Incidents Of Violations Involving Indigenous Rights And Actions Taken	G4-HR8	Compliance (page 19)
<b>SOCIETY</b>		
Local Communities	G4-DMA	Community Involvement (page 27)
Local Community Engagement	G4-SO1	Community Involvement (page 27)
Impacts On Local Communities	G4-SO2	Community Involvement (page 27)
Compliance	G4-DMA	Compliance (page 19)
Fines And Sanctions For Non-Compliance	G4-SO8	Compliance (page 19)
Supplier Assessment For Impacts On Society	G4-DMA	Sustainable Sourcing (pages 20-21)
New Suppliers Screened For Impacts On Society	G4-SO9	Sustainable Sourcing (pages 20-21)
Negative impacts in the supply chain	G4-SO10	Sustainable Sourcing (pages 20-21)