

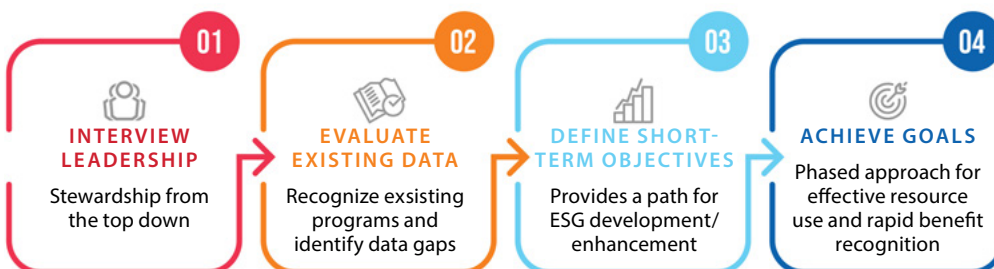
Environmental Social Governance (ESG)

Small steps add up to big results.

Environmental, Social, and Governance (ESG) is driving discussions in government, industry, investors, and consumers across the globe. At its heart, ESG practices describe how responsibly a business operates. Environmental metrics illustrate a business' stewardship of the environment such as carbon emissions, energy use, and climate change. Social factors include benefits to the local community, commitment to employees, and fairness to suppliers. Governance conveys the transparency and ethics of the business. High performance in ESG criteria announce that a company is conscientious of how its business practices affect the community and world around it, and that its operations will be reliably sustainable into the future. Today, these are companies that other firms want to do business with, investors want in their portfolio, consumers want to buy from, the public wants in their communities, and people want to work for. Industry trends indicate that firms with a strong ESG profile are financially out-performing those that do not.

Businesses have the choice of proactively embracing ESG and reaping the benefits of visible responsible operations, or can wait until they begin to lose reputation, investors, supply contracts, consumer confidence, and talented staff to begin developing an ESG program. At Groundwater & Environmental Services, Inc. (GES), we have found that many businesses already have the building blocks of an ESG program in place, but do not formally recognize them as such. We believe that taking small steps toward ESG goals can add up to big results. GES can assist both small and mid-sized firms with staff who manage ESG as one of their many roles, as well as large firms with dedicated ESG staff. Our experience indicates that developing a long-term strategy combined with implementing practical initial steps is the most successful path to achieving ESG excellence. It is critical for businesses to initiate, continue, and enhance their ESG profile.

Step towards ESG excellence. Have GES develop an ESG program, perfectly aligned with your vision. Our simple yet effective approach to developing and implementing an ESG strategy can be applied company-wide or to a specific facility. Our approach involves four key steps:



Areas of Expertise

Strategy development
Execution planning
Develop client programs

Environmental

Carbon emissions
Carbon offsets
Climate impact
Energy use
Nature-based projects
Pollution reduction
Resource consumption
Waste management

Social

Community relations
Diversity equity and inclusion
Employee engagement
Labor standards
Supply chain

Governance Practices

Auditing
Board/leadership compensation and makeup
Bribery and corruption