



Corporate
Sustainability
Report

May 2017

TABLE OF CONTENTS

WELCOME	3
COMPANY OVERVIEW	5
Cascade Brands	7
The Cascade Suite of Services	8
Markets Served	8
Company Profile	9
Company Growth	10
Membership of Associations	11
Governance	12
Ethics & Integrity	12
MATERIALITY	13
Material Issues	13
Feedback Contact	13
MANAGEMENT APPROACH	14
General Management Approach	14
SUSTAINABILITY PRIORITIES	15
Social Responsibility	15
<i>Employment Recognition</i>	15
<i>Wellbeing</i>	17
<i>Health & Safety</i>	19
<i>Employee Development</i>	23
<i>Compliance</i>	24
Environmental Stewardship	25
<i>Supply Chain</i>	26
<i>Sustainable Sourcing</i>	27
<i>Fleet and Energy Consumption</i>	28
<i>Spills</i>	29
<i>Sustainable Remediation</i>	30
<i>Green Team</i>	31
Economic Benefit	32
<i>Growth and Investments</i>	32
<i>Community Involvement</i>	33
STAKEHOLDER ENGAGEMENT	34
GRI CONTENT INDEX	35



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

This year marks Cascade's 25th Anniversary. We have witnessed many exciting changes over the years including the dramatic growth of our organization. From our humble beginnings as a regional drilling company, Cascade has emerged as the nation's largest integrated environmental and geotechnical drilling, site characterization, and remediation partner.

2016 also marks a new beginning. In June, we introduced a brand identity symbolizing our growth and transformation in the environmental services industry. The Cascade brand is supported by a new operating structure to better serve the environmental and engineering consulting community. As we continue to expand our breadth of services, we remain committed to facilitating the success of our consulting clients in meeting their client's environmental challenges.

We are excited to share our third Annual Sustainability Report with you. Sustainability reporting is a valuable process that helps us identify the issues material to our stakeholders and our organization. It also helps us to continually align our efforts with the goals and expectations of our stakeholders.

We take this opportunity to celebrate our accomplishments:

- Improved an already stellar safety record with total recordable incident rate under 1.0, over 34,000 documented acts of accident prevention by employees and clients through our Cascade Card program, and 60% of our locations operating one year or longer without a recordable injury
- Continued significant growth marked by the successful completion of five strategic acquisitions, 138% year-over-year revenue growth, and 30% increase in workforce
- Implemented a new organizational structure and brand identity to strengthen partnerships with the environmental and engineering consulting industry
- Redesigned our website to deliver valuable resources to our stakeholders and open the lines of communication for stakeholder engagement
- Invested over \$28M in our fleet, information technology and facilities to ensure our employees have the right tools to get the job done safely and efficiently

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

Our business faces a number of risks in the coming year. Some pose a significant impact to our future success. Through the process of sustainability planning and reporting, our senior leadership examines these risks to determine how to address each and best position the company to withstand potential effects. The most immediate and significant is the uncertain political climate under a new presidential administration.

Much of our business is driven by environmental regulation and government funding of infrastructure projects and environmental remediation. The new administration has alluded to a more lax regulatory framework and a surge of funding for infrastructure projects. Weakening of environmental regulations and funding for cleanups may soften the environmental services market having a direct negative impact on our environmental drilling and technical service business lines. Conversely, a boom in infrastructure funding would drive our geotechnical drilling business.

Our resources are aligned to manage this risk over the next five years. The vertical integration of services to include environmental and geotechnical drilling, site characterization, and environmental remediation diversifies our risk. We are able to partner with our clients to offer innovative solutions to complex problems from the earliest planning phase to achieving the project objectives. Our new operating structure leverages all Cascade resources: personnel, equipment, and technologies as a full service environmental platform resulting in an agile response to changing market conditions. We will continue to focus on:

- Maintaining our strict safety standards
- Upgrading our fleet with safety and energy efficiency in mind
- Recruiting and retaining top talent across all areas of our business

We look forward to continuing the journey with you as our partner over the next twenty-five years.

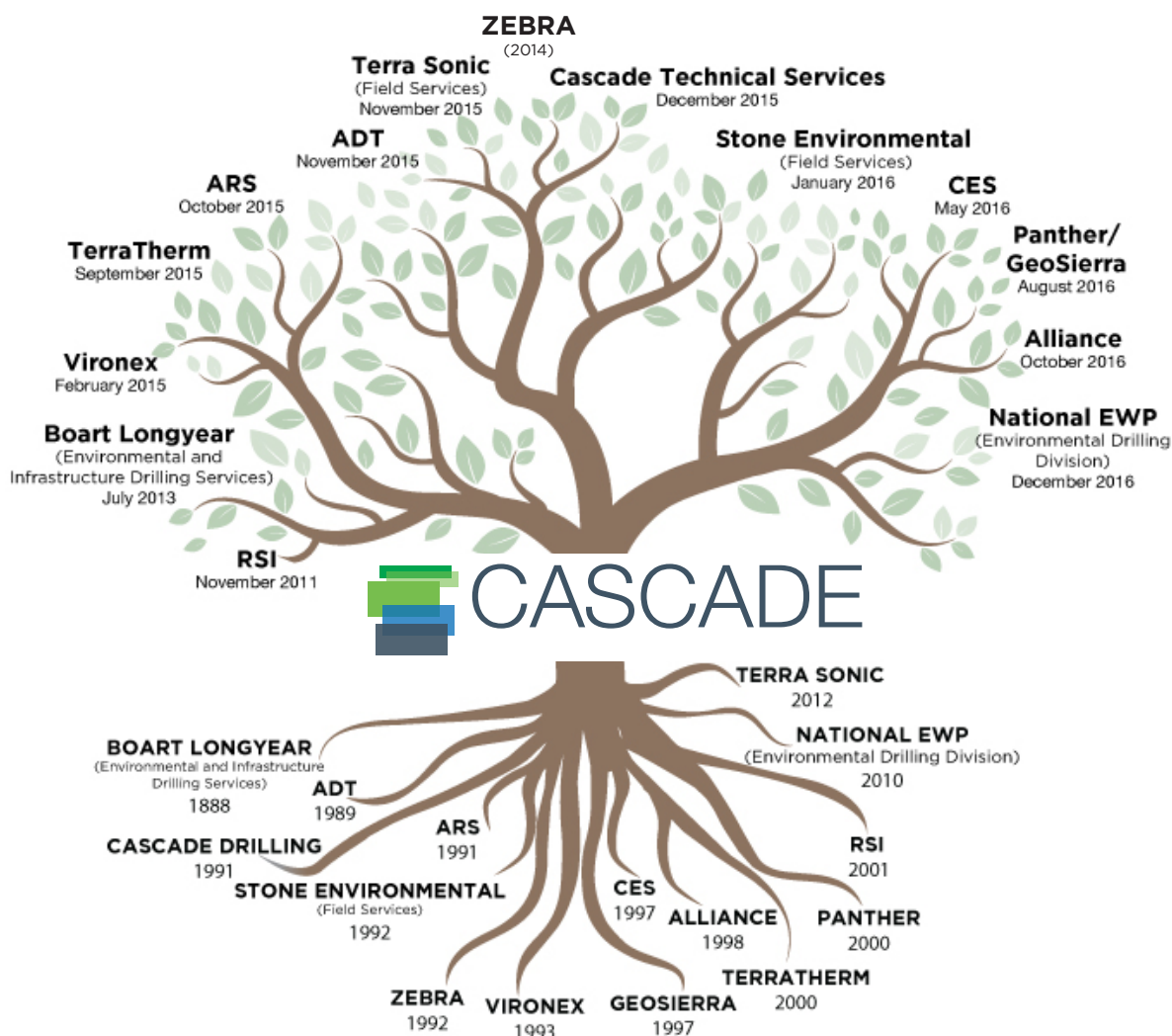


Tim Smith
President & CEO

COMPANY OVERVIEW

Cascade Drilling was founded in 1991 as a highly regarded Northwestern U.S. regional drilling company operating across three states. Cascade developed a strong reputation for safety, service and reliability with a particular emphasis on traditional drilling technologies: auger, rotary and direct push. In 2013, the company made a significant investment in sonic drilling technology and expanded its geographic reach across the United States.

In 2016, Cascade expanded our service offerings through strategic acquisitions and reorganized into two companies: Cascade Drilling and Cascade Technical Services. Cascade Drilling continues to provide geotechnical and environmental drilling services with a full range of technologies including sonic, auger, rotary, and direct push. Cascade Technical Services provides site characterization, site investigation and environmental remediation solutions. Our subsidiary companies of Aquifer Drilling & Testing, TerraTherm, Panther Technologies, and GeoSierra Environmental provides specialty technologies and services under one integrated Cascade platform.





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.



CASCADE BRANDS

Known in the marketplace simply as Cascade, our organization is comprised of two primary operating companies and a number of subsidiaries. Our project teams and business development specialists work closely together to ensure our clients have access to the full suite of services and industry leading experts under the Cascade umbrella.

CASCADE DRILLING®



Cascade Drilling provides a full range of environmental and geotechnical drilling services. Regardless of the lithology or location, Cascade Drilling has the right equipment, experience, and specialized expertise to do the job. We offer sonic and conventional drilling technologies. Our fleet includes track- and truck-mounted equipment and limited access rigs for tight spaces, low overhead conditions, and over-water work allowing us to access almost any project site.

CASCADE TECHNICAL SERVICES®



Cascade Technical Services focuses on high resolution site characterization, subsurface investigation, and environmental remediation. With expertise from field technicians to PhDs, we partner with you to deliver the right technology for every job no matter how routine or complex.

CASCADE SUBSIDIARIES



TerraTherm is a worldwide leader in the development and implementation of in situ and on-site thermal remediation of contaminants. TerraTherm designs, builds and operates projects from concept to closure, using Thermal Conduction Heating (TCH), Steam Enhanced Extraction (SEE), Electrical Resistance Heating (ERH), and combinations of the technologies.



Aquifer Drilling and Testing (ADT) provides environmental and geotechnical drilling for a variety of applications in the greater New York City area. ADT's experienced drilling crews operate a diverse drilling fleet including sonic, auger, rotary and specialty equipment.



Panther Technologies provides environmental services including conventional and innovative soil and groundwater remediation, hazardous and non-hazardous waste management and disposal, industrial landfill capping and lagoon closures, and mechanical system installations.



GeoSierra Environmental is best known for placement of trenchless permeable reactive barriers (PBRs). In addition to trenchless PRBs, GeoSierra leverages technology and highly specialized groundwater expertise to tackle other difficult groundwater cleanup problems.

THE CASCADE SUITE OF SERVICES

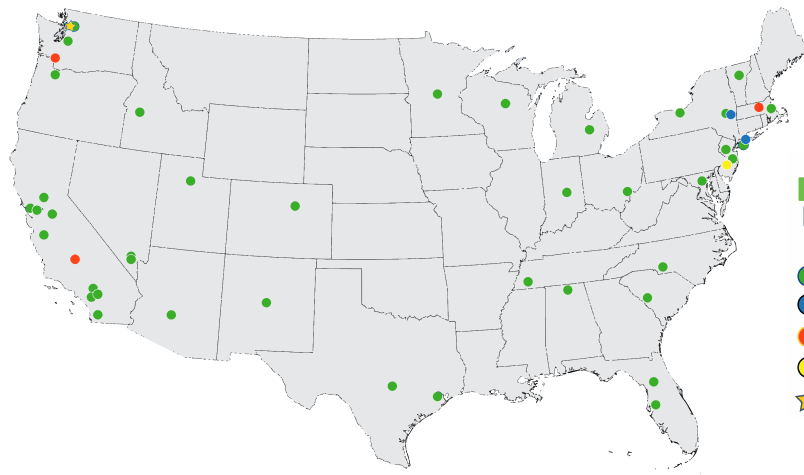
From humble roots our company has grown into Cascade Environmental - a national drilling and remediation field services company offering innovative solutions for every step of your project, from environmental and geotechnical drilling to advanced site characterization, and both in situ and ex situ remediation applications. Our diverse portfolio of environmental, investigation, and remediation services are evidence of our ability to complete even the most challenging projects on time and on budget. Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.

Suite of Services		
Drilling Environmental Drilling <ul style="list-style-type: none"> • Sampling & Coring • Pump Services • Well Services Geotechnical Drilling <ul style="list-style-type: none"> • Geotechnical Investigation • Heavy Infrastructure Support Utility Clearance Investigation Derived Waste	Site Characterization Analytical Chemistry High Resolution Site Characterization <ul style="list-style-type: none"> • MIP/MiHPT • UVOST • Waterloo^{APS} • CORE^{DFN} 3D Data Visualization	Site Remediation Chemical Thermal Biological Shallow Soil Mixing Soil Stabilization Excavation Enhanced Emplacement

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. The vast majority of services are provided in the United States.

Country of Operations	Type of Operations
United States	On-site operations
Vietnam, Puerto Rico	On-site operations
Denmark, Sweden, Switzerland, Japan, Canada, Belgium	Licensing and royalties



- Cascade
- ADT
- TerraTherm
- Panther/GeoSierra
- ★ Cascade Corporate Office

<h1 style="margin: 0;">\$224M</h1> <p style="margin: 0;">net sales</p>	<h1 style="margin: 0;">48</h1> <p style="margin: 0;">facilities nationwide</p>
--	--

COMPANY PROFILE

The data provided in this report covers all of the Cascade Brands: Cascade Drilling, Cascade Technical Services, TerraTherm, ADT, Panther Technologies and GeoSierra unless otherwise specified.

Total number of employees:				1093	/	7
		full-time			part-time	
Workforce Profile						
Executive Team	13	Male	996			
Management	102	Female	101			
Corporate Administrative	107	Under Age 30		264		
Sales & Marketing	24	Age 30-50		574		
Field & Shop	746	Over Age 50		259		
Field Supervisions	34					
Operations Administration	72					



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

- 2016 Environmental Business Journal Award for Business Achievement: New Practice Area
- 2016 Environmental Business Journal Award for Business Achievement: Mergers & Acquisitions
- 2016 Engineering News Record Top 200 Environmental Firms Ranked #84
- 2016 Innovator Award from Dexter + Chaney

COMPANY GROWTH

This year, Cascade expanded our business to provide integrated environmental investigation, characterization and remediation services. Launched in 2016, Cascade Technical Services (CTS) works closely with the consulting community bringing innovative solutions to meet remediation objectives. Our team of renowned environmental experts utilizes sophisticated data acquisition technologies for site investigation and characterization as well as a broad range of in situ and ex situ remediation technologies.

138%
year-over-year
revenue growth

grew our employee
base to over
1,000
employees

5
acquisitions
completed

New facilities:
None

Facility closings:
Cascade Drilling: Dundee, OH; Aiken, SC;
Aquifer Drilling & Testing: Newington, CT

Company History

1991	Cascade Drilling, Inc. Founded
2009	Joint venture with Emigrant Capital Corp
2010	Acquired RSI
2013	Acquired Boart Longyear's Environmental & Infrastructure Business
2014	Acquired ZEBRA Environmental Services
2015	Purchased by private equity Snow Phipps Group Acquired Vironex, TerraTherm, ARS, Aquifer Drilling and Testing, Sonic Drilling Services, Diversified Geophysics, Field Services Division of Terra Sonic International
2016	Acquired Field Services Division of Stone Environmental, Current Environmental Solutions, Panther Technologies, GeoSierra Environmental, Alliance, Environmental Drilling Division of National EWP

MEMBERSHIP OF ASSOCIATIONS

Cascade interacts with many stakeholder groups through our involvement with professional and trade organizations. 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

Geologic Association of America

Geologic 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

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

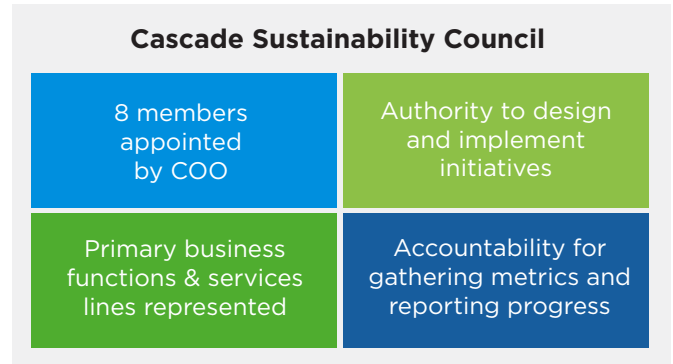
West Texas Geological Society

Western States Petroleum Association

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, three representatives from the private equity ownership group and two outside representatives. The Board meets quarterly to offer insight and advice to owners on critical issues facing the business.

The Compass™ Corporate Sustainability Program is led by the Sustainability Council. The Council operates under a shared governance model in which members have the authority to drive sustainability initiatives and are held accountable for tracking performance. Council members are formally appointed by the Chief Operating Officer and represent all major organizational functions. The Council meets on a regular basis to discuss the company’s environmental stewardship, social responsibility and economic impact efforts.



ETHICS & INTEGRITY

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 as employment policies, procedures, safety responsibilities, and a description of employee benefits. A printed copy of the Handbook is provided to all employees upon hiring. It is also 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.

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

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 Sustainability Plan which carries us through the end of 2017. This report includes the issues identified as material during the 2014 campaign and other on-going engagement efforts.

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

Sustainability Council Chair
Cascade

sbruning@cascade-env.com

206.795.5369

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 us 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-recognized metrics enables us to put the processes and policies in place to improve our overall performance.

GENERAL MANAGEMENT APPROACH

The members of our Sustainability Council 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 Council meets routinely 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 icons in each section reflect that issue's materiality category as described in the [Materiality Section](#) of this report.

SOCIAL RESPONSIBILITY

EMPLOYMENT

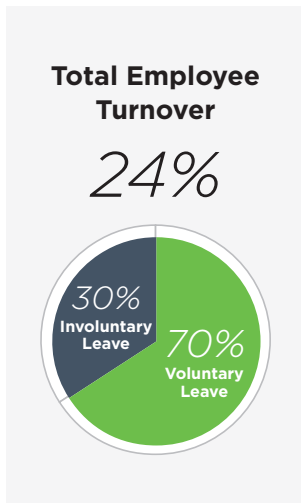
Our employees are the most valuable asset at Cascade. Our crews and managers are some of the most experienced professionals in the industry. We strive to recruit, train, and retain employees for rewarding careers in a wide variety of professional occupations including drillers, geologists, engineers, 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.

Employee Turnover

Cascade uses employee turnover rates as a way to measure employee engagement. Some 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



EMPLOYEE RECOGNITION

Cascade offers many employee recognition programs to promote achievement, reinforce responsibility, and reward leadership. These programs enhance our values, provide employees with the platform for advancement, and encourage involvement at every level of the organization.

- Cascade Coins
- ELITE Driller Program
- Employee of the Quarter
- Excellence in Safety & Compliance
- Financial Performance
- Financial Steward
- Operational Leadership in Drilling
- Operational Leadership in Technical Services
- Performance Recognition Bulletin
- President's Award
- Safety & Compliance Location of the Year
- Safety Leadership Award
- Safety Milestone Plaques
- Shareholder's Award



ELITE DRILLER HALL OF FAME 2016



Mike Bond
Flint, MI



Jimmy Hall, Jr.
New Ellenton, SC



James Goble
Woodinville, WA



Amador Arroyo
Richmond, CA

2015



Todd Schmalfeldt
Schofield, WI



Josh Sigler
Marietta, OH



Jon Weeks
Schofield, WI



David Wilcox
New Ellenton, SC

We are 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 clients. Cascade's ELITE Driller Program™ recognizes and rewards top-performing drillers throughout our organization. The program provides co-workers, supervisors and managers with 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.



The Cascade Coin program provides leaders and employees with an exciting new tool to promote a positive workplace culture. Coins are awarded as recognition for exemplary overall performance and positive representation of the company. Managers award coins in a wide variety of categories. The names of all recipients are communicated each quarter. Over 200 coins are awarded each year and new coin categories are added as our organization grows.

658
employees covered
under the health
insurance program

\$3M
employee 401(k)
contributions



\$21.8M
401k plan assets

\$535K
employer HSA
contributions

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

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

- Employee health and safety training
- Drug free workplace
- Non-retaliation (whistle blower protection)
- Sexual harassment
- Tobacco and smoke-free workplace
- Violence prevention in the workplace
- Background and reference checks
- Break time for nursing mothers
- Workplace harassment
- Discriminatory harassment
- Tobacco free and smoke-free workplace
- Violence prevention in the workplace
- Prohibited use of cell phones while driving

HEALTH & SAFETY

At Cascade, every day begins and ends with safety in mind. 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 program focused on incident prevention. Through this program, employees receive extensive classroom and on-the-job training in health and safety, compliance and risk, inspections and audits, communication, and incident investigation. In addition, all 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



Cascade's comprehensive CORE program addresses specific job-related risk factors

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

Health and safety is our number one priority and we have a world-class program to prove it. A comparative analysis of ten award-winning organizations identified seven common best practices within world-class safety programs. Our CORE program includes all seven of these elements.

WORLD CLASS PROGRAM ELEMENTS	CASCADE'S CORE ELEMENTS
Training	Element 1.0 Training
Safety Systems & Hazard Recognition	Element 2.0 Compliance & Risk
Performance Measurement	Element 3.0 Inspection & Audits
Communication Strategy	Element 4.0 Communication
Employee Recognition	Element 5.0 Recognition & Accountability
Management Commitment	Element 6.0 Management Involvement
Causal Analysis	Element 7.0 Incident

From training to recognition and even a little competition, employee engagement is an important aspect of CORE. Our Cascade Card Program offers clients and employees an opportunity to identify and correct safety risks before an accident happens. Each card is carefully reviewed by our experienced team of safety professionals.



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.

	2016	2015	2014	
TRIR	.96	1.37	1.82	A TRIR >2.0 excludes contractors from many service opportunities
DART	.26	.62	0.83	
LTC	.09	2	0.50	
Fatalities	0	0	0	

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.

LTC- 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.

Fatalities- the number of workplace incidents that result in death of an employee.

Cascade’s exemplary worker safety record is also 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.

	2016	2015	2014
EMR rating	.69	.69	0.75

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.

29
locations
completed the
year without a
recordable injury

Our Obsidian Award Recipients 

(1 year without reportable incident or loss time accident)

- La Habra, CA
- Sacramento, CA
- McCarren, NV
- Peoria, AZ
- Midland, NV
- Concord, CA
- Santa Ana, CA
- New Brunswick, NJ
- Gardner, MA
- Mineola, NY
- Waterford, NY

Our Granite Award Recipients 

(2 years without reportable incident or loss time accident)

- Woodinville, WA
- Las Vegas, NV
- Phoenix, AZ
- Flint, MI
- Ocala, FL
- Jackson, NJ
- Schenectady, NY
- Tampa, FL
- Millersville, MD
- Golden, CO

Our Marble Award Recipients 

(3 or more years without reportable incident or loss time accident)

- Richmond, CA
- Federal Way, WA
- Memphis, TN
- Portland, OR
- Boise, ID
- Santee, CA
- Northborough, MA
- Marietta, OH



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 related 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

We recognize that integrating into a new organization, either as a new hire or through acquisition, can be a stressful time for employees. With the significant growth we’ve experienced over the last three years, Cascade has put considerable effort to ease this transition experience for our employees.

- We have enhanced our intranet to serve as a 24/7 source for information, resources, and assistance for every aspect of our business
- We introduced an internal webinar series to explain our services and meet the experts
- We launched employee newsletter as a means of corporate communication and employee engagement

11 hours
annual average
hours of training

Over 11,500 hours
of employee training
conducted in 2016

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

A 'significant fine' is one that resulted in monetary penalty greater than \$10,000

The Out of Service rate reflects occurrences of commercial drivers or vehicles pulled off the road and placed out of service as a result of infractions that pose an imminent hazard to safety during a roadside inspection. The driver or vehicle must remain out of service until the infraction is corrected. Cascade consistently ranks better than the OOS national averages.

Cascade's Out of Service Rate (OOS) is significantly better than the national average:

Vehicle:	Cascade 15%	National Avg: 20.7%
Driver:	Cascade 3.8%	National Avg: 5.5%
HazMat:	Cascade 0%	National Avg: 4.5%

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>

BASICS Scoring for Cascade Drilling, LP (Behavior Analysis & Safety Improvement Categories):

	2016	2015
Drug and Alcohol:	0%	0%
Crash Indicator:	0%	0%
Unsafe Driving:	2%	5%
Vehicle Maintenance:	33%	20%
Hours of Service:	47%	42%
Driver Fitness:	50%	78%

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.

SUPPLY CHAIN

Cascade’s environmental stewardship efforts start 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.

Supply Chain Spend



\$131M
spent on goods and services
to operate our business

2K
individual vendors Cascade works
with to provide the goods and
services that power our business

SUSTAINABLE SOURCING

Through our Sustainable Sourcing program, Cascade seeks to reduce the adverse impact of our purchases by first considering the practices and standards of these vendors within our process of sourcing and procurement. Sustainable Sourcing Guidelines are used to determine the best value of products and services for the company by considering the way in which products are made, used, transported, stored, packaged, priced and managed at end-of-life. Through careful supply chain management and product choices, Cascade is an able partner with companies that align with Cascade’s vision of sustainability.

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
- 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

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	Priority Product Groups
<ul style="list-style-type: none">• Certified Small Business & Diversified Suppliers• Durable, Recyclable, Reusable• Energy & Fuel Efficiency• Recycling & Disposal• Recycled Content	<ul style="list-style-type: none">• Labor• Drilling Materials• Equipment and Repair• Fuel• Facility Maintenance• Electronics and Communication Equipment

Our Sourcing Partners

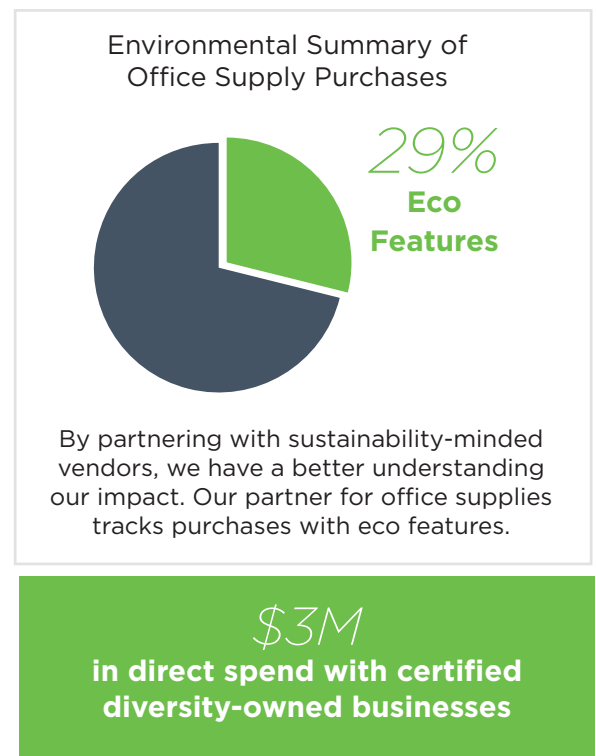
Collaborative vendor partnerships are more than getting the lowest price. By working together, our vendors help us to identify solutions that make our organization run more smoothly, achieve our business goals and maximize value for our clients.

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. Many of these partners have their own sustainability initiatives to address environmental impact, energy consumption, and diversified supply chains. Cascade is proud to recognize our national sourcing partners:

- Airgas
- Amazon
- Boart Longyear
- CLC Lodging
- Enterprise/National
- Grainger
- Hole Products
- PetroCard
- Staples
- United Rentals
- UPS
- Xerox



FLEET AND ENERGY CONSUMPTION



Our fleet is the primary source of energy consumption. We recognize our fleet has a significant impact from fuel consumption to greenhouse gas emissions and worker health & safety. It is also the area in which we can have the most significant conservation impact. Our fleet management department focuses efforts on improving fuel efficiency and vehicle maintenance. 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.

- Our proprietary and highly proactive industry-leading Maintenance Advantage Program™ (“MAP”) integrates preventative maintenance with corporate health and 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
- Cascade maintains over 1,800 fleet vehicles and equipment nationwide
- We are updating our fleet with more capacity for biodiesel and biodiesel blends, lower emission engines, increased fuel economy, and improved safety features
- Panther Technologies converted its heavy equipment fleet to 100% low sulfur fuel
- 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 fleet is 100% compliant with stringent federal guidelines and California Air Resources Board (CARB) regulations

Fleet Assets	
Drill Rigs	321
Support Trucks	719
Trailers	382
Other Equipment	387

Gallons of Fuel	
Diesel	1,220,127
Gasoline	271,466
Diesel Exhaust Fluid	1,025

SPILLS

Spills are a real concern on every one of our job sites. 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 for 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

**A 'significant spill' is one that involved a reportable quantity under hazardous materials regulations*

zero
significant*
spills in
2016

SUSTAINABLE REMEDIATION

Sustainable remediation balances community goals, economic impacts, and environmental effects of remediation activities from project planning through design and implementation. Cascade works closely with environmental consultants to identify and incorporate a wide range of sustainability best practices.

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 field practices have on the environment, local communities and our employees.

Environmental Impact	Cascade Best Management Practices
Energy, Air & Climate Change	<ul style="list-style-type: none"> • Preventative Maintenance Plan • Fuel Reduction • Carpooling • No Idle Policy • Compliance with Emission Standards • Dust Control & Mitigation • Chromium and Zinc Negative Air Removal Systems in Welding Bays
Natural Resources	<ul style="list-style-type: none"> • Water Conservation and Reuse • Spill Prevention
Waste Reduction & Management	<ul style="list-style-type: none"> • Waste Minimization • Electronic Communication • IDW Reduction and Management • Waste Recycling
Materials	<ul style="list-style-type: none"> • Environmentally Preferred Purchasing & Sustainable Sourcing Program
Community	<ul style="list-style-type: none"> • On Site Nuisance Reduction • Rubber Tracked Rigs Minimize Surface Disturbance

We measure cleanup progress in terms of Return on Remediation Investment (RORI). The RORI approach is based on over 20 years of field experience addressing contamination at hundreds of sites. This sustainability-based approach reduces total life-cycle remediation costs through site characterization and remediation best practices. It also minimizes the health risks and liabilities from contaminant source areas and plumes to ultimately achieve unlimited use and unrestricted exposure remediation objectives.



Download our white paper entitled [“Remediation of Complex Chlorinated Solvent Sites While Maximizing Return on Remediation Investment”](#)

54K
projects completed
in 2016

GREEN TEAM

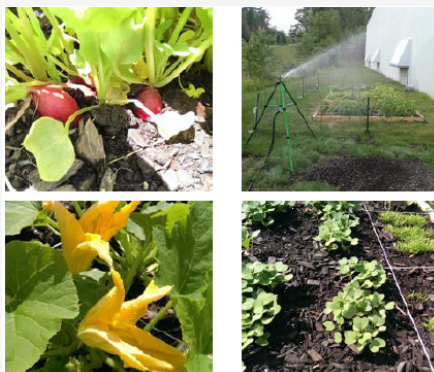
Cascade's Green Team is a volunteer group, open to all Cascade employees. The team meets monthly via conference call to learn about a wide variety sustainability issues. Members are champions of our Compass Corporate Sustainability Program affecting change at the local level. We try to have a little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

The Green Team consists of more than 50 employees representing over 30 different locations. One of our greatest accomplishments in 2016 was the Great Recycle Challenge. During the three-month long recycling contest, participants recycled nearly 343,000 pounds of waste.

Our Richmond, CA team celebrated Earth Day cleaning up a local park



Employees aired their dirty laundry in this year's Dirty Sock Contest designed to increase awareness of auto emissions and importance of routine maintenance



Other Green Team led projects include:

- Bike to Work Day
- 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
- Manage on-site recycling programs
- Collecting and recycling pens, pencils and markers to support with proceeds benefiting our charity partners

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.

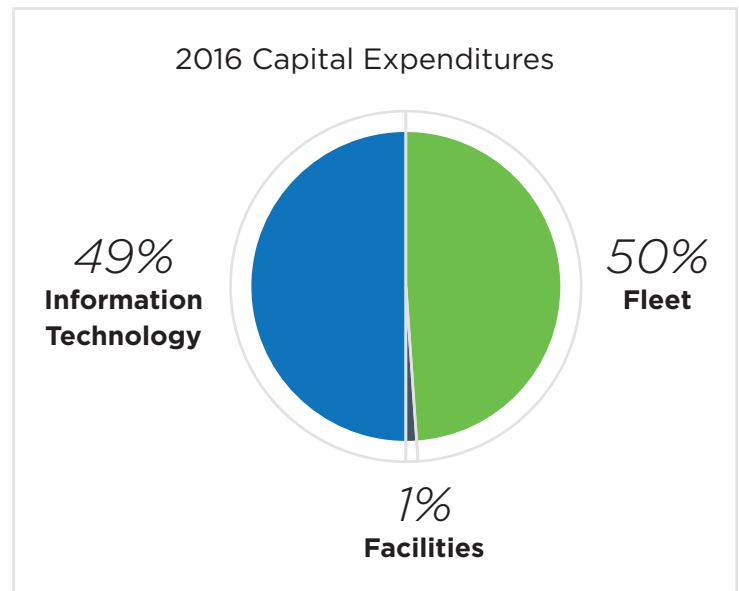
GROWTH AND INVESTMENTS

This year, we invested over \$89M in employee wages and benefits providing gainful employment and supporting the families of our team of 1100.

Company Growth - Cascade and Subsidiaries				
	2016	2015	2014	2010
Number of Locations	48	45	30	4
Jobs Executed	5,400	6,000	4,000	1,700
Employees	1097	850	584	<100
Net Sales	\$224M	\$151M	\$102M	\$26.2M

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.

- Over \$28M invested this year in our fleet, facilities, and information technology improvements that directly contribute to improving our environmental impact, workforce safety and employee well-being.
- Significant investment and upgrades in systems software, processes, and human capital have streamlined our office and administration functions.
- Technology enhancements implemented throughout the organization collect and analyze data for critical business decisions.
- New drilling rigs, MobiLab units, and support equipment minimize our environmental impact and improve quality of service to our clients.



COMMUNITY INVOLVEMENT

Strong communities are good for our employees and our business. Cascade supports our local economies through our procurement program, charitable contributions, and employee volunteer efforts. Our offices across the United States support a number of local non-profit events and associations each year.

Cascade Cares was inspired by the incredible generosity of our employees across the country. Through this matching grant program, Cascade is able to make to make our employees' charitable donations go even farther.

Cascade Cares

Charitable Investment Program

20+

local charities supported

\$12K

donated to charitable organizations

Our Employees and Local Offices Support a Wide Range of Charitable Organizations and Events

- Adirondack Gives
- Ainsley's Angels of America
- City of Flint, MI
- Flood Relief (Louisiana)
- Getaway Community Gardens (Huntington, NY)
- Happily Ever After League
- Kiwanis Club of the Five Towns
- Mom's House (Toledo, OH)
- My I.D. Club (King County WA Sheriff's Office)
- National MS Society (Southern California & Nevada Chapter)
- Northwest Harvest Food bank (Washington State)
- Penn State IFC/Panhellenic Dance Marathon
- Sarana International Buddhist Center
- Seattle Humane Society
- Sri Lankan Food Festival For Sustainable Livelihood (Rossmore, CA)
- The Nature Conservancy
- Toys for Tots (West Sacramento, CA)
- University of Washington
- YMCA Secret Santa Program (Camp Pendleton, CA)
- YWCA Everett Regional Center (Everett, WA)

Cascade's Flint, MI office collected and delivered bottle water to help their local community during the recent water crisis.



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

Featuring cloud-based employee resource center with 24/7 instant access to important company information, programs and policies and support

Also includes: open door management policy, newsletters, email, surveys, interviews, contests and training

Clients

Featuring a technical outreach program including webinars, local seminars and safety demonstrations

Also includes: e-campaigns, advertising, website, newsletter, sales calls, interviews, surveys, individual meetings, social media, social events

Vendors

Featuring collaborative partnerships to advance our sustainability program through environmentally preferred purchasing principles

Also includes: business review meetings, website, contracts, surveys

Other Programs

Featuring local community outreach, advertising, employee volunteer events and sponsorships

Also includes: association memberships, speaking engagements, conferences, trade shows, technical seminars



GRI CONTEXT INDEX

GENERAL STANDARD DISCLOSURES

GRI#	Description	Page / Response
STRATEGY AND ANALYSIS		
G4-1	CEO Statement	Welcome (page 3)
ORGANIZATIONAL PROFILE		
G4-3	Name of the Organization	Cascade Environmental, LLC
G4-4	Primary Brands, Products and Services	Suite of Services (page 8)
G4-5	Organization's Headquarters	Woodinville, WA
G4-6	Countries Where Operating	Markets Served (page 8)
G4-7	Nature of Ownership	Privately Held
G4-8	Markets Served	Markets Served (page 8)
G4-9	Scale of Organization	Company Profile (page 9)
G4-10	Employee Composition	Company Profile (page 9)
G4-11	Employees Under Collective Bargaining Agreements	71
G4-12	Organization's Supply Chain	Supply Chain (page 25)
G4-13	Significant Changes in Reporting Period	Company Growth (page 10)
G4-14	Precautionary Principle	N/A
G4-15	Economic, Environmental & Social Charters	N/A
G4-16	Memberships of Associations	Membership of Associations (page 11)
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Organizational Entities Covered in Report	Company Profile (page 9)
G4-18	Process for Defining Report Content	Materiality (page 13)
G4-19	Material Topics	Material Issues (page 13)
G4-20	Internal Aspect Boundaries	Material Issues (page 13)
G4-21	External Aspect Boundaries	Material Issues (page 13)
G4-22	Restatements of Information Provided in Prior Report	None
G4-23	Significant Changes from Previous Report	Company Growth (page 10)
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder Groups	Stakeholder Engagement (page 34)
G4-25	Basis for Stakeholder Identification	Stakeholder Engagement (page 34)
G4-26	Approach to Stakeholder Engagement	Stakeholder Engagement (page 34)
G4-27	Concerns Raised through Stakeholder Engagement	Material Issues (page 13)
REPORT PROFILE		
G4-28	Reporting Period	Jan 1, 2016 – Dec 31, 2016
G4-29	Most Recent Previous Report	June 2016

G4-30	Reporting Cycle	Annual
G4-31	Sustainability Contact	Feedback Contact (page 13)
G4-32	GRI Content Index	GRI Content Index (page 35)
G4-33	External Assurance	None
GOVERNANCE		
G4-34	Governance & Oversight	Governance (page 12)
ETHICS AND INTEGRITY		
G4-56	Organization's Values, Principles & Standards	Ethics & Integrity (page 12)

SPECIFIC STANDARD DISCLOSURES

Material Aspects	DMA and Indicators	Page	Section
ECONOMIC CATEGORY			
Economic Performance	G4-DMA	32	Economic Benefit
Direct economic value generated and distributed	G4-EC1	32-33	Growth and Investments Community Involvement
ENVIRONMENTAL CATEGORY			
Energy	G4-DMA	28	Fleet and Energy Consumption
Energy consumption within the organization	G4-EN3	28	Fleet and Energy Consumption
Effluents and Waste	G4-DMA	29	Spills
Significant spills	G4-EN24	29	Spills
Products and Services	G4-DMA	30	Sustainable Remediation
Environmental impacts	G4-EN27	30	Sustainable Remediation
Compliance	G4-DMA	24	Compliance
Fines for non-compliance	G4-EN29	24	Compliance
Transport	G4-DMA	28	Fleet and Energy Consumption
Environmental impacts of transportation	G4-EN30	26; 27-28	Sustainable Remediation; Fleet and Energy Consumption Sustainable Remediation
Overall	G4-DMA	30	Sustainable Remediation
Total environmental protections	G4-EN31	30	Sustainable Remediation
Supplier Environmental Assessment	G4-DMA	25;26-27	Supply Chain; Sustainable Sourcing
Screening new suppliers	G4-EN32	26-27	Sustainable Sourcing
Negative impacts of supply chain	G4-EN33	25	Supply Chain
SOCIAL CATEGORY			
LABOR PRACTICES AND DECENT WORK			
Employment	G4-DMA	15	Employment
Employee turnover	G4-LA1	15	Employment
Employee benefits	G4-LA2	17	Wellbeing
Occupational Health and Safety	G4-DMA	19-22	Health & Safety

Worker health & safety committees	G4-LA5	19-22	Health & Safety
Injury Rates	G4-LA6	21	Health & Safety
Training and Education	G4-DMA	23	Employee Development
Employee Training	G4-LA9	23	Employee Development
Diversity and Equal Opportunity	G4-DMA	9	Workforce Profile
Diversity in governance body	G4-LA12	9	Workforce Profile
Supplier Assessment for Labor Practices	G4-DMA	25;26-27	Supply Chain; Sustainable Sourcing
Screening new suppliers	G4-LA14	26-27	Supply Chain; Sustainable Sourcing
Negative impacts of supply chain	G4-LA15	25	Supply Chain
HUMAN RIGHTS			
Non-discrimination	G4-DMA	15	Employment
Incidents of discrimination and actions taken	G4-HR3	-	None
Freedom of Association and Collective Bargaining	G4-DMA	15	Employment
Violations of freedom of association and collective bargaining	G4-HR4	-	None
SOCIETY			
Local Communities	G4-DMA	31, 33	Green Team; Community Involvement
Local community engagement	G4-SO1	31, 33	Green Team; Community Involvement
Impacts on local communities	G4-SO2	31, 33	Green Team; Community Involvement
Compliance	G4-DMA	24	Compliance
Fines and Sanctions for Non-compliance	G4-SO8	24	Compliance
Supplier Assessment for Impacts on Society	G4-DMA	25; 26-27	Supply Chain; Sustainable Sourcing
Sustainable Sourcing			
New Suppliers Screened for Impacts on Society	G4-SO9	26-27	Sustainable Sourcing
Negative Impacts in the Supply Chain	G4-SO10	25	Supply Chain