



Effective July 15, 2023

Swoogo Environmental Policy

Purpose

At Swoogo, we are committed to building a better working world – one that includes sustainable growth. We recognize our obligation toward our people and the wider communities in which we operate to minimize the impact of our business operations on the environment.

Scope

This policy applies to all employees, consultants, and contractors of Swoogo LLC.

Policy

In particular, Swoogo will:

- Fulfill all compliance obligations, including laws, regulations, and other requirements relating to its environmental aspects to which Swoogo subscribes, and where possible, aim to exceed their minimum requirements.
- Ensure the prevention of pollution as reasonably and economically practicable.
- Assess our current environmental performance and aim to continuously improve critical measures.
- Minimize the consumption and wastage of natural resources as reasonably and economically practicable.
- Dispose of all waste according to the principles of the waste hierarchy.
- Ensure that consideration is given to purchasing environmentally sustainable products and services, as well as considering service partners' environmental credentials in the selection process.
- Prioritize partnering with companies that promote and educate on sustainability.
- Integrate environmental considerations into key business decisions.
- Where appropriate, actively encourage our customers to adopt environmental and sustainability strategies.
- Regularly monitor this Policy to ensure that it remains in line with legislative requirements, the activities of the business, and other relevant requirements. It will be regularly reviewed and revised as necessary, in the light of relevant changes to these.

We are committed to limiting our impact on the environment.