

Environmental Policy

Considering the purpose and context of the organization, and the condition of the environment in which the company operates, the management of The Paxton Companies is committed to the continual improvement of the Integrated Management System (IMS), according to compliance obligations, by following the principles and requirements of ISO 14001:2015 and ISO 9001:2015.

The framework for setting environmental objectives is defined in the IMS Manual.

All employees of The Paxton Companies are acting to protect the environment by preventing and eliminating environmental pollution through:

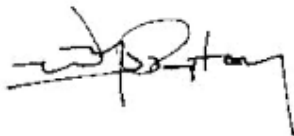
- Continual education in order to prevent environmental pollution, preserve natural resources, and improve the IMS
- Continual raising of environmental awareness
- Continual legal compliance
- Exploration of new materials with smaller environmental footprints and improvement of hazardous waste management
- Decrease of nonrenewable energy consumption and replacement with renewable energy sources
- Activities that emerge from the context of the organization
- Following environmental procedures in order to decrease environmental pollution, and prevent degradation and damage to the environment
- Decrease of adverse impact on water, soil, air, and biodiversity.

Climate change is recognized as an external issue that may influence the strategic direction, operational effectiveness, and environmental performance of the organization. Paxton reviewed and acknowledges that changing climatic conditions may affect service delivery, resource availability, legal and regulatory obligations, and stakeholder expectations.

Top Management is responsible for communicating the Environmental Policy to all persons working for or on behalf of the organization and making it available to the public.

COO

Bill Paxton



Signature