

SUSTAINABILITY POLICY

Policy Scope

This policy applies to all ReloOlogy Inspection Management Services, LLC (ReloOlogy) operations and assets. ReloOlogy performs administrative work with the support of subcontractors, who conduct inspection services across the nation (USA) and Canada.

Purpose

ReloOlogy recognizes that businesses can negatively impact the environment. We are committed to and enjoy finding ways to reduce the impact of our work both in the office, from home, and in the field. Our company helps provide a better environment for future generations.

Objective

ReloOlogy remains committed to growing our business and doing more good for the planet and society in our daily activities and services for our customers. We focus on the 3 P's of Sustainability: People, Planet, & Profit.

It is our policy to:

- Recycle as much waste material as possible
- Operate in a “paperless environment” to avoid using paper wherever possible. For example, invoices and final reports for services rendered are stored as PDF files.
- Recycling equipment that is no longer of use to the company. For example, giving away items such as computers and printers that we no longer use.
- Keep energy usage low. For example, use low-energy light bulbs throughout and ensure that computers are shut down after work.
- Purchase products made with recycled paper. For example, paper towels, printer paper for check payments, etc.
- Avoid unnecessary travel for company meetings and replace with instant messaging, video and audio conferencing, telephone, and email.

Office Space / Buildings:

- Support remote work / “work from home” for most positions.
 - 85%+ positions/employees currently work from home (as of October 2024).
 - ReloOlogy has committed for its primary operations staff to continue working from home through 2025.
- Main office (Dallas, TX): Certified building by the *Leadership in Energy and Environmental Design* (LEED) as an Energy Star Certified Building.
 - Comprehensive ESG report: <https://www.gaedeke.com/esg>
- Any newly added office spaces must include a review of the building’s sustainability efforts and environmental impact.



Subcontractors & Partners for Services Rendered:

- Sustainable Procurement of Subcontractors: Source and assign work to service partners within a 50-mile radius to conduct services for all work orders to reduce travel/carbon emissions. ReloOlogy maintains a nationwide network with over 3,000+ certified and qualified partners nationwide and in Canada.
- Promote and accept only digital/electronic reporting for services rendered for 99.7% of all orders. This significantly reduces the usage of paper, postage, and any mailing of reports which can negatively impact the environment.

ACTION PLAN

- 2025 Goal: 85%+ subcontractor payments made via direct deposit (electronic). Reduces both paper usage and environmental impact on postage/delivery.
- 2025 Goal: Update Service Partner (subcontractor) Guidelines to include all sustainability efforts and sustainability and environmental awareness recommendations.
- 2025 Goal: Increase charitable donations to organizations that promote and engage in sustainability efforts.
- Continue: ReloOlogy will continue to operate in a “paperless fashion” and must do so with any future systems or process upgrades and changes.

SUSTAINABILITY CONTACTS & POLICY UPDATES

For questions related to ReloOlogy’s Sustainability Policy:

Contact: **Eric Neeld**, Vice President, Customer Relations
eric.neeld@reloology.com / 215-478-6813

This policy is subject to change at the discretion of ReloOlogy’s executive management team. Please refer to the ‘Policies’ page on our site, www.reloology.com, for the most current and approved version of this policy.

