

# Sustainability FY2023 mid-year Progress



## Environmental Conservation

- ✓ Identify and implement opportunities to reduce and report Environmental impact (S1,S2,S3)
- ✓ Sponsor Armand Bayou Nature Center Grassland Project
- ✓ Chair Wetlands Conservation Events



## Workforce Development

- ✓ Continued third party Leadership Development Program
- ✓ Continue security awareness training and phishing testing.
- ✓ Business Process Seminar



## Corporate Culture, Ethics, & Governance

- ✓ Monitor government regulations for U.S. and Canadian operations
- ✓ Adhere to industry standard IT Security best practices
- ✓ IT AI Technology data confidentiality training
- ✓ Review new employee onboarding procedure



## Responsible Supply Chain Management

- ✓ Ongoing supply chain Risk Awareness evaluation
- ✓ Responsibly Sourced Tubulars™ (RST™) Request for information finalized & evaluating certification agencies.
- ✓ Establish Canopy online marketplace for profitable sale of customer surplus inventory



## Strategic Sustainability Oversight

- ✓ Increase organization's sustainability awareness through monthly internal and semi-annual publication for our supply chain partners
- ✓ Conduct quarterly Sustainability Principle Objective spotlight events



## Community Engagement

- ✓ On pace to exceed 15% YOY employee community engagement
- ✓ Respond to demand by hosting bi-annual blood drive
- ✓ Active engagement with youth education



✓ = NEW TARGET ADDED DURING THE FIRST HALF OF THE YEAR.