

**Adopted: June 1, 2020**

## **ITI Corporate Social Responsibility Framework:**

Infrastructure Technologies (ITI) is committed to setting an ongoing positive example for clients, employees and our communities in regard to good corporate citizenship. We are dedicated to environmental protection (excelling in how our work impacts the world we live in.), to be respectful of human rights and how we treat others, with nothing but the highest ethics. To lead by example and assure all partners, subcontractors and employees abide by these same basic principles.

Our goal is to be the service provider of choice for clients that champion contributions to societal goals of philanthropy, advocacy, or a charitable nature by engaging in or supporting volunteer work or ethically oriented practices.

### **Environmental Performance:**

ITI takes environmental protection very seriously. It is incumbent upon us all, to act responsibly and to be that good corporate citizen. ITI employs a 3<sup>rd</sup> party contractor annually, to review and assess our performance, in view of meeting and/or exceeding all local and state environmental legislation. Our objective is to minimize and/or eliminate any environmental impacts we might make in doing business. Reduce pollution, emissions or waste. Reduce the use of any applicable raw materials, energy, water and supplies and promote recycling and reuse opportunities. ITI is committed and will comply with any and all audits and mitigation plans that come from these annual reviews and champion all efforts to be socially responsible.

ITI also plays a philanthropic role outside the workplace by contributing financially to multiple environmental protection and conservatory programs within the state of New York. All employees at ITI are encouraged and do participate where they can.

### **Human Rights & Social Performance:**

In addition to details captured in Section 1: The Way We Work, of our Policies and Procedures Manual, ITI is committed to respecting all human rights by adopting the Universal Declaration of Human Rights as a standard. The Universal Declaration of Human Rights (UDHR) is a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (General Assembly resolution 217 A) as a common standard of achievements for all peoples and all nations. It sets out, for the first time, fundamental human rights to be universally protected and it has been translated into over 500 languages. And it goes without saying, ITI is explicitly committed to upholding those rights which are legally protected by the Constitution of the United States. ITI forbids child labor. Promotes freely chosen employment. Maintains a minimum wage, hours and benefits. Demands humane treatment of others. Requires nondiscrimination, equality and freedom of association.

### **Health and Safety:**

It is the policy of Infrastructure Technologies, Inc. to provide a safe and healthful workplace for our employees and to observe all State and Federal Laws and Regulations. Senior management is committed to establishing that safe and healthy workplace. We have and will continue to maintain a Safety and Health Program designed to train our employees to follow safe practices, and to recognize and correct unsafe working conditions. Safety is a part of every employee's job. Active participation and adherence to the Safety Program is a condition of each employee's employment. No employee is required to work at a job that he or she knows is not safe. Therefore, we must work to make every workplace safe by detecting and correcting unsafe working conditions, as well as the detection of unsafe work practices. Our Safety Policy has equal importance with clients/on-site construction managements policies of providing the best quality and most productive service in our industry. It is our goal to completely eliminate accidents and injuries. Because of the many different hazards of our industry, we must maintain a constant safety awareness to achieve this goal.

**Anti-Corruption:**

ITI leadership champions the strictest guidelines regarding compliance with code of conduct and anti-corruption rules, regulations and laws. Although ITI does not currently do business in other countries, we do serve clients that do. So, we have made it a priority for management to have a clear understanding of The Foreign Corrupt Practices Act of 1977, as amended, 15 U.S.C. §§ 78dd-1, et seq. ("FCPA") and all employees are required to review and acknowledge the Infrastructure Technologies INC. Code of Ethics and Business Conduct, annually.

Name: Garth Rogers

Title: Principal Partner

Signature:  \_\_\_\_\_

Date: 6/1/20