

Sustainability Policy

Hatch's Manifesto defines our unwavering vision for our organization in one concise statement: *We are passionately committed to the pursuit of a better world through positive change.*

Delivering positive change for the clients and communities we serve requires safe, innovative, and practical solutions that are sustainable for the long term.

We define sustainability as the optimization of environmental protection, economic prosperity, social justice, and cultural vibrancy to ensure that businesses, ecosystems, and communities thrive, now and in the future.

This sustainability policy provides the basis for delivering sustainable solutions, and a framework for setting and reviewing sustainability objectives and targets in our work.

Our commitment

- We protect the environment and prevent pollution while operating facilities in a sustainable manner.
- We fulfil all of Hatch's compliance obligations.
- We ensure the continual improvement of our sustainability efforts and our environmental management systems to enhance performance.
- We seek innovative solutions that deliver sustainable results for our clients and communities.
- We encourage our suppliers to adopt sustainable practices.

Our goals

- Optimize environmental, social, economic, and cultural performance in all aspects of our business.

- Plan, design, and implement projects that focus on creating sustainable value for our clients and their communities.
- Follow the Hatch Project LifeCycle Process, incorporating sustainability principles in all aspects of our services.
- Operate our own facilities in a safe, environmentally, and socially responsible manner while managing our footprint.
- Develop, employ, and disseminate innovative technologies and methods that integrate sustainability into our business and our clients' facilities.
- Contribute to the communities in which we live and work through initiatives such as volunteering and charitable giving, with a focus on educational scholarships.
- Provide employees with training and opportunities to integrate sustainability into their work.
- Establish goals, objectives, and key performance indicators to measure progress towards achieving our sustainability goals and commitments.
- Regularly review our projects and business sustainability initiatives to capture insights and promote continual improvement.
- Achieve net-zero in our Scope 1 and 2 emissions by 2030 and net-zero for Scope 3 emissions by 2050.
- Communicate our achievements annually.

Responsibility and accountability

Responsibility and accountability for sustainability begins with the CEO and senior leaders, but our success depends on every employee integrating sustainability principles into their daily activities.

John Bianchini
Chief Executive Officer
April 2026