



Environmental Policy Statement

Goodwill Industries of San Antonio is committed to minimizing its environmental impact by conserving natural resources and being a steward of the environment. To achieve our environmental aspects, we employ the following objectives:

- Increase environmentally sustainable actions and behaviors among staff to conserve energy and resources.
- Manage resources and to conserve energy at Goodwill facilities by using education and the implementation of energy saving devices, renewable energy sources, and the exploration of new practices and technologies.
- Involve all employees and facility users in an effort to achieve maximum resource and energy conservation.
- Use management systems and procedures specifically designed to minimize the use of hazardous materials, energy, and natural resources. We minimize the generation of waste for ourselves and the community by recycling and reuse of materials.
- Promote participation and communicate our commitment to responsible environmental management by promoting environmental responsibility among Team Members by providing the necessary training and support to enable them to implement this policy; by informing suppliers of our policy and encouraging them to adopt effective environment practices.
- Provide the necessary resources and training for Team Members to conduct work in accordance with applicable environmental regulations and Goodwill Industries' requirements.
- Develop, implement, and track environmental goals against targets relevant to operations.
- Promote pollution prevention, waste minimization, and conservation
- Foster a work environment where Team Members are encourage to report and

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raise environmental issues without repercussions.

- Continually monitor and improve the effectiveness and efficiency of environmental management system through assessment audits and performance cost metrics.
- Comply with applicable laws, regulations, and other promulgated environmental requirements.

At Goodwill Industries of San Antonio, every Team Member is expected to:

- Conduct their assigned duties in a manner that complies with applicable environmental regulations and Goodwill Industries of San Antonio's requirements;
- At all times, be aware of the potential environmental consequences of their actions and take care to minimize any adverse consequences;
- Promptly report or address conditions that could result in a spill and/or release of hazardous material into the environment.
- Actively participate in incident investigations.
- Effectively disseminate information and lessons learned to other Team Members from any incidents.
- Correct deficiencies and take actions to prevent incidents from occurring.
- Always wear the required personal protective equipment (PPE) when at work in the environment and practice safety first.

Debbie Schmidt
Goodwill Industries of San Antonio
Vice President of Quality & Compliance

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