GOODWILL SAN ANTONIO

Environmental Policy Statement

(Current as of 2021)

Goodwill Industries is committed to being a steward of the environment.

- Minimize the generation of waste for ourselves and the community by recycling and reusing materials.
- Increase environmentally sustainable actions and behaviors among Team Members to conserve energy and resources.
- Manage resources and conserve energy at our facilities by using education and the implementation of energy saving devices, renewable energy sources, and the exploration of new practices and technologies.
- Involve all Team Members 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.
- Promote participation and communicate our commitment to responsible environmental management 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 encouraged to report and raise environmental issues without repercussions.
- 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.

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At Goodwill Industries, every Tean Member is expected to:

- Conduct their assigned duties in a manner that complies with applicable environmental regulations and Goodwill Industries' requirements;
- 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;
- Participate in incident investigations;
- Disseminate information and lessons learned to other Team Members from any incidents;
- Correct deficiencies and take actions to prevent incidents from occurring; and
- Wear the required personal protective equipment (PPE) when at work in the environment and practice safety first.