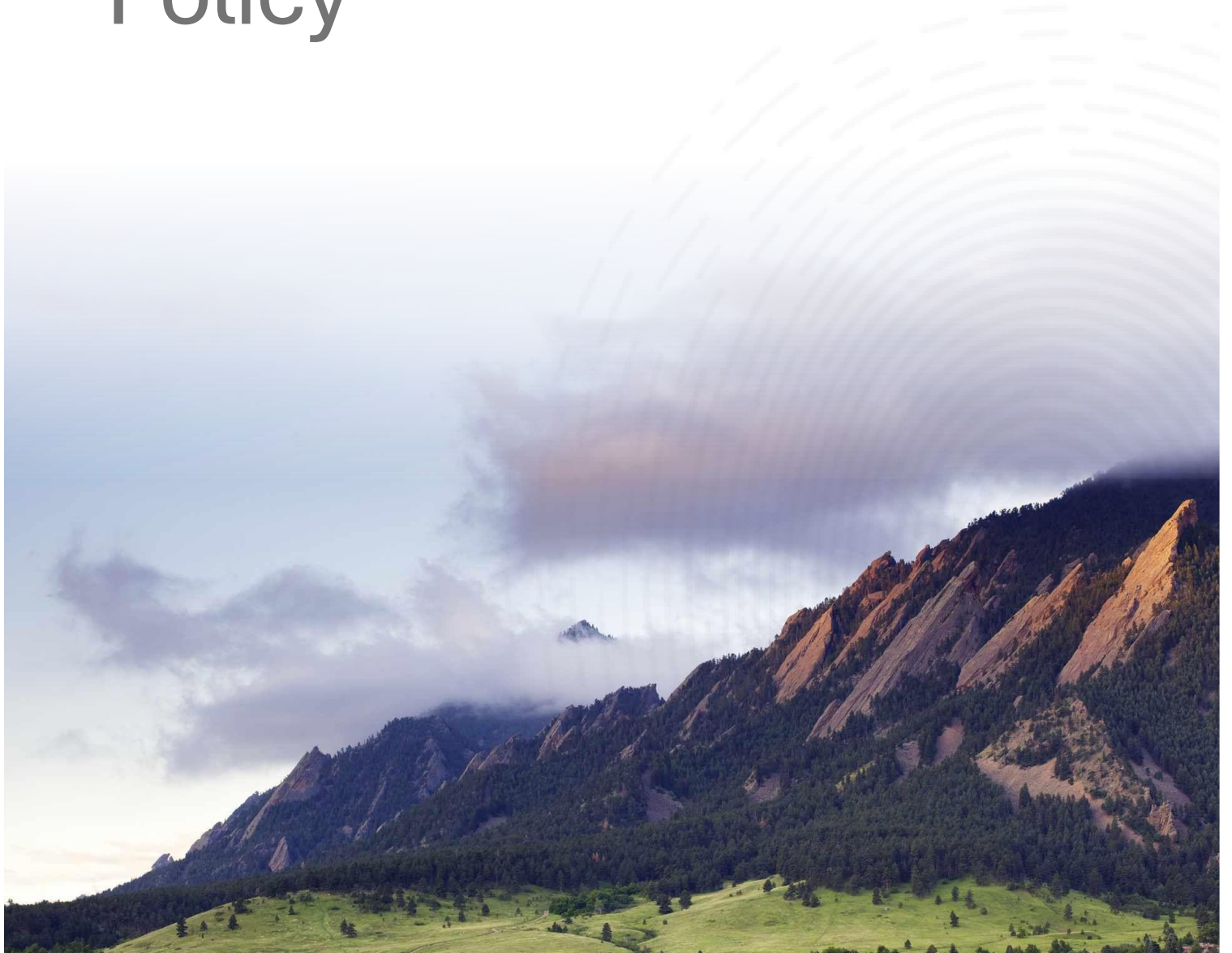


# The Hyde Environmental Policy



## Introduction

At Hyde Engineering + Consulting, our commitment to environmentally sustainable business practices is not just a statement—it's a guiding principle that shapes our decisions, operations, and company culture. We recognize the critical role that businesses play in protecting the planet, and we are proud to take meaningful action toward a healthier, more sustainable future. This document outlines our mission, our sustainability commitment, and the strategic steps we are taking to reduce our environmental impact and advance our strategic objectives.

## Our Mission

Environmental sustainability is at the core of our mission: *to inspire and implement solutions that improve global health and the health of the planet*. We uphold this mission by integrating environmental responsibility into every facet of our work and lives. We recognize the influence our operations have on the planet, and we embrace our responsibility of ensuring that our practices have the lowest possible environmental impact, all while contributing to a more sustainable future.

## Our Sustainability Commitment

At Hyde Engineering + Consulting, we believe that protecting the environment is not just a duty, but a legacy we choose to leave behind. We conduct our business with a steadfast commitment to environmental compliance. We believe in the conservation of resources and strive to always use our materials thoughtfully and efficiently. We are dedicated to implementing sustainable practices that strategically manage energy and water consumption and reduce both waste generation and greenhouse gas emissions. We are devoted to being responsible members of the communities in which we live and work. Above all, we are deeply committed to protecting and preserving the environment that surrounds and sustains us, ensuring a *healthier planet* for future generations.

## Advancing our Mission

In pursuit of the commitments described above, we are dedicating resources, establishing measurable targets, and taking strategic, science-based actions to progress towards our long-term goals. At the heart of this endeavor is our Environmental Management System – a comprehensive and dynamic framework that guides our actions, aligns our operations with our sustainability goals, and drives us toward continuous improvement.

Turning vision into action, we are advancing our mission by focusing on the following objectives:

### Compliance

- Ensure that full compliance with all local, state, and federal environmental regulations is maintained, and that emerging or changing obligations are continuously monitored and addressed.

### Pollution Prevention

- Maintain the highest standards of environmental protection through pollution prevention and control of accidental releases, targeting a goal of zero reportable incidents and zero unauthorized pollutant discharges.

### Sustainable Operations

- Advance environmental sustainability by promoting the efficient use of resources and energy, encouraging waste minimization through recycling and reuse initiatives, and monitoring applicable emissions scopes to inform and guide ongoing sustainability initiatives.

### Environmental Stewardship

- Ensure all employees within the scope of the EMS are educated and trained on relevant environmental issues, encouraging environmental stewardship and the adoption of sustainable practices throughout their daily activities.

## Scope

This Environmental Policy is applicable to Hyde employees and activities at the Hyde Engineering + Consulting Corporate Offices and Analytical Laboratory, located in Louisville, Colorado. The scope of the Environmental Management System (EMS) encompasses all activities and services that occur within this location, for which Hyde has direct operational control over and can influence environmental performance.

## Governance

The Hyde Engineering + Consulting Board of Directors (BOD) is responsible for establishing the company's strategic direction while Hyde Corporate and Laboratory management oversees the company's performance, including the implementation of its environmental strategy and other key sustainability initiatives.

The Hyde EMS Team is comprised of environmentally driven leaders within the organization who work to ensure that sustainability initiatives are executed and integrated throughout the Hyde Analytical Laboratory and Corporate organization. This team consists of members who are responsible for maintaining and communicating the management system and environmental strategy, and for ensuring compliance with environmental regulations. This policy is implemented through the Hyde Environmental Management System (EMS), and Hyde management is accountable for the EMS implementation within their area of responsibility.

This Environmental Policy is reviewed annually by the Chief Executive Officer of Hyde Engineering + Consulting.

April 2026



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ENGINEERING  
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