



## **ENVIRONMENTAL POLICY**

Heenan Blaikie recognizes environmental protection as a key component of sound business decisions. To integrate the consideration of environmental concerns and their impact on how the Firm is managed, an Environment Committee has been set up whose purpose is to raise employee awareness and to support the employees in taking the necessary steps to protect and improve the quality of our environment. To achieve this goal, the Committee will promote changes to certain habits and the development of a collective conscience, and will encourage members of the Firm to voice their environmental concerns. The Environment Committee will also take into account the economic and technological feasibility of all recommendations.

The Firm is committed to:

- consider the environmental impact when making decisions;
- promote environmental awareness among employees and provide them with the necessary tools to work in an environmentally-responsible manner;
- reduce waste through recycling and better work processes;
- purchase environmentally-responsible products and where feasible, use recycled materials;
- communicate the Firm's environmental decisions and initiatives to employees, clients and suppliers;
- strive to continually improve our environmental performance by periodically reviewing our environmental policy and its application.

Employees wishing to share ideas and suggestions with the Committee can do so by email at [envirocom@heenan.ca](mailto:envirocom@heenan.ca).