



GLASS LEWIS

Sustainability Policy

Glass Lewis believes it is in the best interest of our organization, employees, clients and society in general, to move along a path toward sustainability by promoting and practicing social, economic and environmental responsibility.

To that end, we are committed to achieving the following vision of performance:

- **Community Impact.** Our work with clients presents the biggest opportunity for us to make a difference. Integrating sustainability into our policies enables our clients to maximize shareholder value while making a positive contribution to society. By investing globally in more sustainable companies, we are helping our clients not only drive economic growth but also protecting the world in which we all live in.

- **Diversity and Inclusion.** We promote diversity and inclusion not only as part of our employee hiring practices but also within the workplace. We will treat those within each level of our workforce in a respectful way, especially with regard to compensation and benefits; promotion; training; open, constructive dialogue with management; working conditions that are safe and healthy; and encouraging wellness, giving back to the community and appropriate work-life balance.

- **Responsible Governance.** We maintain sound corporate governance, and continuously practice ethics in all areas of our business, as well as comply with all laws and applicable regulations where we operate. We hold all of our business partners and vendors to the same standards we apply to ourselves.

- **Environmental Practices.** We will conserve our use of natural resources and energy to the extent practicable by leveraging technology to minimize travel and use of paper, promoting employee use of public transportation, occupying LEED-certified buildings and supporting recycling programs in our facilities. We will work with our business partners and vendors, to the extent practicable, who also strive to reduce adverse environmental impacts and risks associated with their operations and optimize environmental benefits.