



WE Environmental Sustainability Policy

WE Communications (WE) is committed to protecting the local and global environment and takes accountability and responsibility for its role in minimizing the negative and maximizing the positive impacts of its service-based business on the environment, while supporting diverse, equitable, and vibrant communities where it operates. WE achieves this commitment in the following ways:

- Partner with property management partners and suppliers to improve the environmental performance of the company by coordinating actions in the areas of travel, commuting, waste and energy.
- Prevent pollution, reduce waste and minimize the consumption of resources.
- Design leased offices and facilities based on an eight-point metric to measure the general sustainability practices of our offices worldwide, to make decisions, select vendors and balance costs. WE gives preference to certified green buildings for leased corporate facilities, and/or pursues interior design certification using recognized standards such as LEED and Green Star.
- Commitment from senior management to ensure that protection of the environment is embedded in both the company and employee culture and endeavor to influence suppliers and customers in a similar environmental manner.
- Factor in sustainable business practices into business strategies and initiatives decisions that impact operations, technology investments, travel and commuting options, and choice of suppliers.
- Educate and motivate employees to carry out tasks in environmentally responsible ways.
- Comply with all prevailing environmental laws and regulations throughout our international network of offices and workplaces.

WE recognizes that the long-term success of the company depends on responsible environmental stewardship and is committed to continual improvement of environmental performance. This policy is communicated to employees and contractors via formal internal communication channels and is made available externally to clients and suppliers by request. The policy applies to all businesses and departments globally, including all corporate office locations, lines of business and operational business units.



WE takes a long term view of sustainability efforts and commits to continual improvement through measured environmental impact reporting and data-driven insights.