



Increasing our clients'  
profitability through  
smart consulting™

**2023**

# ESG POLICY

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## MISSION

The mission of KERAMIDA is:

### TO BE

The Advisor of Choice  
for our CUSTOMERS

The Employer of Choice  
for our PEOPLE

### TO HAVE

The Highest Standards  
for Excellence, Ethics &  
Safety

### AND ACHIEVE

A Fair Balance of  
Profitability,  
Social Responsibility  
& Sustainability

## KERAMIDA'S ESG POLICY

At KERAMIDA, we understand that all human beings depend on the physical environment and its natural resources for life. We also understand that the benefits of a clean environment and the burdens of pollution are not shared equally in society.

Climate change is an issue of great importance for human rights, public health, and socioeconomic equity because of its diverse consequences overall as well as its disproportionate impact on vulnerable and socially marginalized populations.

Since 1988, KERAMIDA has been providing sustainability and climate change services for our clients with the guiding principles of climate equity and climate justice as the cornerstone of our work. KERAMIDA's founder, Dr. Vicky Keramida, believes that sustainability and its three pillars Environment, Social, and Governance (ESG) are the foundation for the thriving existence of people, businesses, organizations, and governments – individually, locally, and globally.

Through our business operations and processes, KERAMIDA strives to balance both our company's and our clients' access to key resources, while protecting vulnerable communities and populations from environmental hazards, regardless of race, income, or other characteristics. We believe that a low-carbon and resilient Climate Action Plan can be a powerful engine to revitalize global economic growth, help reduce poverty, generate low-carbon jobs, lower energy costs, lead to benefits like improving food security, and expand income opportunities, all while vigorously countering growing climate risks.

In our 35-year history, KERAMIDA has grown to a firm of over 130 professionals who possess technical certifications and professional registrations in over 30 areas, and numerous M.S. and Ph.D. degrees. Our subject matter experts hold patents, publish peer-reviewed articles, and author books related to Environmental, Health and Safety, ESG, and climate challenges and solutions. Our principals are recognized leaders in their fields of expertise and are highly sought after to instruct advanced classes, speak at popular conferences, and give expert testimony. Over the years, KERAMIDA has pioneered many concepts of sustainable development and climate action, including GHG breakthrough studies and research for the U.S. DOE and U.S. DOD.

Our commitment to being a socially responsible company includes promoting a corporate culture of caring through finding meaningful ways to help our global and local communities. We recruit and hire purpose-oriented employees who help drive our social responsibility goals, with a focus on health, safety, and environmental sustainability. We work with and support various charities and non-profits including the KERAMIDA Foundation for Sustainable Living, and we welcome opportunities to collaborate with local and global initiatives.



## KERAMIDA'S ESG PRINCIPLES

KERAMIDA's ESG Plan is based on the TCFD Guidance.

Our ESG Plan relies on the following activities, policies, and actions:

The creation and support of the KERAMIDA Foundation for Sustainable Living is at the heart of KERAMIDA's ESG Strategy.

The KERAMIDA Foundation for Sustainable Living is a not-for-profit 501 (C) (3) organization, that focuses on educational activities and promoting sustainable living principles which enhance the understanding of Sustainable Living among all people, especially youth. ([keramidafoundation.org](https://keramidafoundation.org)).





## ENVIRONMENT



### Climate Action

Starting in 2022, KERAMIDA began replacing our fleet vehicles with hybrid models, in order to reduce the carbon footprint of our operations.

GHG Emissions (MT CO <sub>2</sub> e)		
Current Vehicles	AWD EcoBoost	Hybrid
36.39	30.79	19.06
17.66	14.94	9.25
19.92	16.86	10.43
17.57	14.86	9.20
38.73	32.77	20.29
<b>130.27</b>	<b>110.23</b>	<b>68.24</b>
<b>% Reduction*</b>	<b>15.38%</b>	<b>47.62%</b>

\* = % Reduction compared to current vehicles



### Recycling Program

KERAMIDA's recycling program was established in 2000, and addresses plastic, paper, metal, and glass waste.



### Waste Reduction

Beginning in 2015, KERAMIDA implemented a waste reduction program that reduced the use of paper and plastic in our functions by using reusable coffee cups, glasses, plates, and utensils, instead of disposable items, whenever possible. KERAMIDA has eliminated the use of Keurig-like pods for coffee making.

## SOCIAL



### Employee Safety & Health

KERAMIDA's mission includes the protection of our employees' Safety and Health. Our Safety & Health Program is nationally recognized and given the highest grade by the most prestigious Safety Organizations, including Avetta, Gatefeed, ISNetwork, and Distribution Contractors Association. Furthermore, our company has passed audits by the Coalition for Construction Safety.



### Employee Well-being

KERAMIDA prioritizes Employee well-being and provides several benefits that support a healthy Life-Work balance for our employees. Some of these benefits include: allowing time off to care for sick family members, offering remote work options, and providing extra days off around the winter holidays.



### Mental Health

KERAMIDA gives the utmost importance to both the physical and mental health of our employees and their families. We provide extra financial coverage for out-of-pocket mental health costs, in addition to what is provided by our Health Insurance Provider, so that our employees and their family members, can have immediate access to the best mental health professionals, many of whom do not accept insurance.

KERAMIDA has established a Mental Health Committee that oversees the company's efforts and recommends actions to be taken.



### Maternal and Paternal Leave

KERAMIDA has had a Maternal Paid Leave Policy since the company's inception in 1988. KERAMIDA added a 3-week Paternal Paid Leave in 2015, and in 2024 increased the Paid Maternity Leave to 6 Months. KERAMIDA's goal is to offer paid leave for mothers and fathers, as well as work-from-home options, that support our employees' efforts in raising children.



### Education

KERAMIDA provides opportunities for advancing the careers of our employees through receiving additional university degrees.

KERAMIDA pays the tuition for this education, provided the employee meets the requirements for this benefit.



### Philanthropy & Community Support

The bedrock for our philanthropic activities is the KERAMIDA Foundation for Sustainable Living. The Foundation oversees the KERAMIDA Museum of Art, a museum that is open to the public and free of charge in downtown Indianapolis. ([keramidamuseum.org](https://keramidamuseum.org)).

In addition, KERAMIDA organizes employee volunteer opportunities and provides financial support to Universities, Natural Resources Centers, Art Institutions, Theaters, Orchestras, and many youth organizations and activities.

## GOVERNANCE



### Governance

KERAMIDA has embedded our ESG Policy into all our annual strategic planning sessions and in our management policies and procedures. KERAMIDA's purpose is to advise clients on their ESG and EHS strategy, planning, and reporting. As such, KERAMIDA has focused on conducting our own operations in a responsible, equitable, and ethical way since our founding in 1988.



### ESG Committee

KERAMIDA has established its ESG Committee to oversee our ESG activities and report to our shareholders. The Committee is comprised of members of the Sustainability, EHS Compliance and Land Departments of KERAMIDA, as well as the Vice President of Human Resources. The ESG Committee's function is to: oversee KERAMIDA's ESG programs and actions; recommend actions for continuous improvements; and report to KERAMIDA's shareholders on a Quarterly basis.



### Executive Participation

KERAMIDA's CEO is leading KERAMIDA's Sustainability and Climate Services for our clients and is overseeing KERAMIDA's Corporate ESG Strategy and Planning.





KERAMIDA Inc.

[www.keramida.com](http://www.keramida.com)

