Corporate Sustainability Report
May 2017
TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>WELCOME</td>
<td>3</td>
</tr>
<tr>
<td>COMPANY OVERVIEW</td>
<td>5</td>
</tr>
<tr>
<td>Cascade Brands</td>
<td>7</td>
</tr>
<tr>
<td>The Cascade Suite of Services</td>
<td>8</td>
</tr>
<tr>
<td>Markets Served</td>
<td>8</td>
</tr>
<tr>
<td>Company Profile</td>
<td>9</td>
</tr>
<tr>
<td>Company Growth</td>
<td>10</td>
</tr>
<tr>
<td>Membership of Associations</td>
<td>11</td>
</tr>
<tr>
<td>Governance</td>
<td>12</td>
</tr>
<tr>
<td>Ethics &amp; Integrity</td>
<td>12</td>
</tr>
<tr>
<td>MATERIALITY</td>
<td>13</td>
</tr>
<tr>
<td>Material Issues</td>
<td>13</td>
</tr>
<tr>
<td>Feedback Contact</td>
<td>13</td>
</tr>
<tr>
<td>MANAGEMENT APPROACH</td>
<td>14</td>
</tr>
<tr>
<td>General Management Approach</td>
<td>14</td>
</tr>
<tr>
<td>SUSTAINABILITY PRIORITIES</td>
<td>15</td>
</tr>
<tr>
<td>Social Responsibility</td>
<td>15</td>
</tr>
<tr>
<td>Employment Recognition</td>
<td>15</td>
</tr>
<tr>
<td>Wellbeing</td>
<td>17</td>
</tr>
<tr>
<td>Health &amp; Safety</td>
<td>19</td>
</tr>
<tr>
<td>Employee Development</td>
<td>23</td>
</tr>
<tr>
<td>Compliance</td>
<td>24</td>
</tr>
<tr>
<td>Environmental Stewardship</td>
<td>25</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>26</td>
</tr>
<tr>
<td>Sustainable Sourcing</td>
<td>27</td>
</tr>
<tr>
<td>Fleet and Energy Consumption</td>
<td>28</td>
</tr>
<tr>
<td>Spills</td>
<td>29</td>
</tr>
<tr>
<td>Sustainable Remediation</td>
<td>30</td>
</tr>
<tr>
<td>Green Team</td>
<td>31</td>
</tr>
<tr>
<td>Economic Benefit</td>
<td>32</td>
</tr>
<tr>
<td>Growth and Investments</td>
<td>32</td>
</tr>
<tr>
<td>Community Involvement</td>
<td>33</td>
</tr>
<tr>
<td>STAKEHOLDER ENGAGEMENT</td>
<td>34</td>
</tr>
<tr>
<td>GRI CONTENT INDEX</td>
<td>35</td>
</tr>
</tbody>
</table>

This report is prepared in accordance with Core GRI4 Guidelines. Global Reporting Initiative (GRI) is the internationally recognized sustainability reporting framework that enables companies and organizations to measure, understand, and communicate their sustainability efforts. GRI’s mission is to make sustainability reporting standard practice, one that helps to promote and manage change toward a sustainable global economy.
This year marks Cascade’s 25th Anniversary. We have witnessed many exciting changes over the years including the dramatic growth of our organization. From our humble beginnings as a regional drilling company, Cascade has emerged as the nation’s largest integrated environmental and geotechnical drilling, site characterization, and remediation partner.

2016 also marks a new beginning. In June, we introduced a brand identity symbolizing our growth and transformation in the environmental services industry. The Cascade brand is supported by a new operating structure to better serve the environmental and engineering consulting community. As we continue to expand our breadth of services, we remain committed to facilitating the success of our consulting clients in meeting their client’s environmental challenges.

We are excited to share our third Annual Sustainability Report with you. Sustainability reporting is a valuable process that helps us identify the issues material to our stakeholders and our organization. It also helps us to continually align our efforts with the goals and expectations of our stakeholders.

We take this opportunity to celebrate our accomplishments:

- Improved an already stellar safety record with total recordable incident rate under 1.0, over 34,000 documented acts of accident prevention by employees and clients through our Cascade Card program, and 60% of our locations operating one year or longer without a recordable injury

- Continued significant growth marked by the successful completion of five strategic acquisitions, 138% year-over-year revenue growth, and 30% increase in workforce

- Implemented a new organizational structure and brand identity to strengthen partnerships with the environmental and engineering consulting industry

- Redesigned our website to deliver valuable resources to our stakeholders and open the lines of communication for stakeholder engagement

- Invested over $28M in our fleet, information technology and facilities to ensure our employees have the right tools to get the job done safely and efficiently

Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.
Our business faces a number of risks in the coming year. Some pose a significant impact to our future success. Through the process of sustainability planning and reporting, our senior leadership examines these risks to determine how to address each and best position the company to withstand potential effects. The most immediate and significant is the uncertain political climate under a new presidential administration.

Much of our business is driven by environmental regulation and government funding of infrastructure projects and environmental remediation. The new administration has alluded to a more lax regulatory framework and a surge of funding for infrastructure projects. Weakening of environmental regulations and funding for cleanups may soften the environmental services market having a direct negative impact on our environmental drilling and technical service business lines. Conversely, a boom in infrastructure funding would drive our geotechnical drilling business.

Our resources are aligned to manage this risk over the next five years. The vertical integration of services to include environmental and geotechnical drilling, site characterization, and environmental remediation diversifies our risk. We are able to partner with our clients to offer innovative solutions to complex problems from the earliest planning phase to achieving the project objectives. Our new operating structure leverages all Cascade resources: personnel, equipment, and technologies as a full service environmental platform resulting in an agile response to changing market conditions. We will continue to focus on:

- Maintaining our strict safety standards
- Upgrading our fleet with safety and energy efficiency in mind
- Recruiting and retaining top talent across all areas of our business

We look forward to continuing the journey with you as our partner over the next twenty-five years.

Tim Smith
President & CEO
COMPANY OVERVIEW

Cascade Drilling was founded in 1991 as a highly regarded Northwestern U.S. regional drilling company operating across three states. Cascade developed a strong reputation for safety, service and reliability with a particular emphasis on traditional drilling technologies: auger, rotary and direct push. In 2013, the company made a significant investment in sonic drilling technology and expanded its geographic reach across the United States.

In 2016, Cascade expanded our service offerings through strategic acquisitions and reorganized into two companies: Cascade Drilling and Cascade Technical Services. Cascade Drilling continues to provide geotechnical and environmental drilling services with a full range of technologies including sonic, auger, rotary, and direct push. Cascade Technical Services provides site characterization, site investigation and environmental remediation solutions. Our subsidiary companies of Aquifer Drilling & Testing, TerraTherm, Panther Technologies, and GeoSierra Environmental provides specialty technologies and services under one integrated Cascade platform.
MISSION: Cascade is the leading provider of environmental and infrastructure drilling, in situ remediation applications, and high resolution site characterization technologies. We are the only nationwide integrated service provider with expert technical capabilities and fleet to fulfill all your project needs—anywhere, every time.

VISION: Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.

CORE PRINCIPLES:

Safety
Safety is the first priority in all that we do. We believe in creating a safe work environment where employees have opportunities for growth, are recognized for their achievements, and share in the success of the company.

Quality
We believe in providing outstanding service and superior productivity by consistently developing and implementing new ideas to create unique, cost-effective solutions for clients.

Growth
We believe in growing our business in a responsible manner through significant investment in our company, our people and our communities.

Innovation
We believe in collaborating with our clients and utilizing the most advanced technologies to provide custom, results-oriented solutions.

Sustainability
We believe it is our business to take care of the natural environment and conduct our business in a way that positively impacts all those around us.

CORPORATE SUSTAINABILITY POLICY: Cascade supports the advancement of sustainability by integrating the principles of environmental stewardship, social responsibility and economic prosperity into the decisions and actions that drive our business as well as the technologies we provide to support our clients.
CASCADE BRANDS

Known in the marketplace simply as Cascade, our organization is comprised of two primary operating companies and a number of subsidiaries. Our project teams and business development specialists work closely together to ensure our clients have access to the full suite of services and industry leading experts under the Cascade umbrella.

CASCADE DRILLING®

Cascade Drilling provides a full range of environmental and geotechnical drilling services. Regardless of the lithology or location, Cascade Drilling has the right equipment, experience, and specialized expertise to do the job. We offer sonic and conventional drilling technologies. Our fleet includes track- and truck-mounted equipment and limited access rigs for tight spaces, low overhead conditions, and over-water work allowing us to access almost any project site.

CASCADE TECHNICAL SERVICES®

Cascade Technical Services focuses on high resolution site characterization, subsurface investigation, and environmental remediation. With expertise from field technicians to PhDs, we partner with you to deliver the right technology for every job no matter how routine or complex.

CASCADE SUBSIDIARIES

**TerraTherm** is a worldwide leader in the development and implementation of in situ and on-site thermal remediation of contaminants. TerraTherm designs, builds and operates projects from concept to closure, using Thermal Conduction Heating (TCH), Steam Enhanced Extraction (SEE), Electrical Resistance Heating (ERH), and combinations of the technologies.

**Aquifer Drilling and Testing** (ADT) provides environmental and geotechnical drilling for a variety of applications in the greater New York City area. ADT’s experienced drilling crews operate a diverse drilling fleet including sonic, auger, rotary and specialty equipment.

**Panther Technologies** provides environmental services including conventional and innovative soil and groundwater remediation, hazardous and non-hazardous waste management and disposal, industrial landfill capping and lagoon closures, and mechanical system installations.

**GeoSierra Environmental** is best known for placement of trenchless permeable reactive barriers (PRBs). In addition to trenchless PRBs, GeoSierra leverages technology and highly specialized groundwater expertise to tackle other difficult groundwater cleanup problems.
THE CASCADE SUITE OF SERVICES

From humble roots our company has grown into Cascade Environmental - a national drilling and remediation field services company offering innovative solutions for every step of your project, from environmental and geotechnical drilling to advanced site characterization, and both in situ and ex situ remediation applications. Our diverse portfolio of environmental, investigation, and remediation services are evidence of our ability to complete even the most challenging projects on time and on budget. Our vision is to integrate technology, safety, sustainability and human potential to tackle the challenging environmental and geotechnical issues facing our clients.

<table>
<thead>
<tr>
<th>Suite of Services</th>
<th>Site Characterization</th>
<th>Site Remediation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drilling</td>
<td>Site Characterization</td>
<td>Site Remediation</td>
</tr>
<tr>
<td>Environmental Drilling</td>
<td>Analytical Chemistry</td>
<td>Chemical</td>
</tr>
<tr>
<td></td>
<td>• Sampling &amp; Coring</td>
<td>Thermal</td>
</tr>
<tr>
<td></td>
<td>• Pump Services</td>
<td>Biological</td>
</tr>
<tr>
<td></td>
<td>• Well Services</td>
<td>Shallow Soil Mixing</td>
</tr>
<tr>
<td>Geotechnical Drilling</td>
<td>Site Characterization</td>
<td>Soil Stabilization</td>
</tr>
<tr>
<td></td>
<td>• Geotechnical Investigation</td>
<td>Excavation</td>
</tr>
<tr>
<td></td>
<td>• Heavy Infrastructure Support</td>
<td>Enhanced Emplacement</td>
</tr>
<tr>
<td>Utility Clearance</td>
<td>Site Characterization</td>
<td></td>
</tr>
<tr>
<td>Investigation Derived</td>
<td>High Resolution Site Characterization</td>
<td></td>
</tr>
<tr>
<td>Waste</td>
<td>• MIP/MiHPT</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• UVOST</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• WaterlooAPS</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• COREDFN</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3D Data Visualization</td>
<td></td>
</tr>
</tbody>
</table>

MARKETS SERVED

Cascade has serviced the environmental, water supply, geotechnical, mining and construction markets for decades. Our clients include leading national environmental consulting firms, blue chip industrial companies, contractors, energy and utility providers and government agencies. We service all branches of the US Military, major defense contractors, port facilities and airports. Our personal service, attention to detail, exemplary safety record, and operational excellence result in long-term collaborative relationships with our clients. The vast majority of services are provided in the United States.

<table>
<thead>
<tr>
<th>Country of Operations</th>
<th>Type of Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>On-site operations</td>
</tr>
<tr>
<td>Vietnam, Puerto Rico</td>
<td>On-site operations</td>
</tr>
<tr>
<td>Denmark, Sweden, Switzerland, Japan, Canada, Belgium</td>
<td>Licensing and royalties</td>
</tr>
</tbody>
</table>
COMPANY PROFILE

The data provided in this report covers all of the Cascade Brands: Cascade Drilling, Cascade Technical Services, TerraTherm, ADT, Panther Technologies and GeoSierra unless otherwise specified.

Cascade is recognized by well-respected organizations for our industry leading growth and innovation. This year’s awards include:

- 2016 Environmental Business Journal Award for Business Achievement: New Practice Area
- 2016 Environmental Business Journal Award for Business Achievement: Mergers & Acquisitions
- 2016 Engineering News Record Top 200 Environmental Firms Ranked #84
- 2016 Innovator Award from Dexter + Chaney

Total number of employees: 1093 full-time / 7 part-time

Workforce Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Team</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>102</td>
<td></td>
</tr>
<tr>
<td>Corporate Administrative</td>
<td>107</td>
<td></td>
</tr>
<tr>
<td>Sales &amp; Marketing</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>Field &amp; Shop</td>
<td>746</td>
<td></td>
</tr>
<tr>
<td>Field Supervisions</td>
<td>34</td>
<td></td>
</tr>
<tr>
<td>Operations Administration</td>
<td>72</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>996</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>101</td>
<td></td>
</tr>
<tr>
<td>Under Age 30</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>Age 30-50</td>
<td>574</td>
<td></td>
</tr>
<tr>
<td>Over Age 50</td>
<td>259</td>
<td></td>
</tr>
</tbody>
</table>

facilities nationwide

$224M net sales
COMPANY GROWTH

This year, Cascade expanded our business to provide integrated environmental investigation, characterization and remediation services. Launched in 2016, Cascade Technical Services (CTS) works closely with the consulting community bringing innovative solutions to meet remediation objectives. Our team of renowned environmental experts utilizes sophisticated data acquisition technologies for site investigation and characterization as well as a broad range of in situ and ex situ remediation technologies.

138% year-over-year revenue growth

grew our employee base to over 1,000 employees

5 acquisitions completed

New facilities: None

Facility closings:
Cascade Drilling: Dundee, OH; Aiken, SC;
Aquifer Drilling & Testing: Newington, CT

Company History

1991  Cascade Drilling, Inc. Founded
2009  Joint venture with Emigrant Capital Corp
2010  Acquired RSI
2013  Acquired Boart Longyear’s Environmental & Infrastructure Business
2014  Acquired ZEBRA Environmental Services
2015  Purchased by private equity Snow Phipps Group
  Acquired Vironex, TerraTherm, ARS, Aquifer Drilling and Testing, Sonic Drilling Services, Diversified Geophysics, Field Services Division of Terra Sonic International
2016  Acquired Field Services Division of Stone Environmental, Current Environmental Solutions, Panther Technologies, GeoSierra Environmental, Alliance, Environmental Drilling Division of National EWP
MEMBERSHIP OF ASSOCIATIONS

Cascade interacts with many stakeholder groups through our involvement with professional and trade organizations. These organizations also provide valuable continuing education and skill development opportunities for our employees.

Association of Environmental & Engineering Geologists
American Exploration & Mining Association
American Institute of Professional Geologists
American Society of Professional Engineers
Arizona Hydrological Society
Association of State Dam Safety Officials
Association of Environmental Health and Sciences
Colorado Environmental Management Society
Central Pennsylvania Geotechnical Council
Colorado Mining Association
Elk Grove Community Emergency Response Team
Engineering News Record
Environmental Professionals of Arizona
Five Towns Kiwanis
Florida Association of Environmental Professionals
Geologic Association of America
Geologic Association of Nevada
Georgia Association of Environmental Professionals
Groundwater Resource Association
Hudson Mohawk Professional Geologic Association
Idaho Groundwater Association
International Risk Management Institute
International Society of Sustainability Professionals

Interstate Technology & Regulatory Council
National Association of Environmental Professionals
National Ground Water Association
Nevada Groundwater Remediation Association
North American Tunneling Association
Northwest Environmental Business Council
Oregon State Bar Association
Professional Environmental Marketing Association
Project Management Institute
Society of American Military Engineers
Society for Human Resource Management
Society Mining Engineers
Society of Economic Geologists
Society of Mining, Metallurgy, and Exploration
South Florida Remediation Association
Sustainable Remediation Forum
Tampa Bay Association of Environmental Professionals
Texas Association of Environmental Professionals
Utah Geologic Association
West Texas Geological Society
Western States Petroleum Association
GOVERNANCE

As a privately-held company, Cascade is governed by a Board of Directors. The six-member Board is comprised of Cascade’s Chief Executive Officer, three representatives from the private equity ownership group and two outside representatives. The Board meets quarterly to offer insight and advice to owners on critical issues facing the business.

The Compass™ Corporate Sustainability Program is led by the Sustainability Council. The Council operates under a shared governance model in which members have the authority to drive sustainability initiatives and are held accountable for tracking performance. Council members are formally appointed by the Chief Operating Officer and represent all major organizational functions. The Council meets on a regular basis to discuss the company’s environmental stewardship, social responsibility and economic impact efforts.

ETHICS & INTEGRITY

Our employees are held to a high professional standard as detailed in Cascade’s Employee Handbook. The Handbook includes our Code of Ethics as well as employment policies, procedures, safety responsibilities, and a description of employee benefits. A printed copy of the Handbook is provided to all employees upon hiring. It is also available upon request through the Human Resources Department and posted to the company’s internal website. All new employees go through comprehensive training programs unique to their job responsibilities. All employees participate in regular training updates covering key aspects of their jobs throughout the year.

**Issues covered in the Handbook include:**

- Equal Employment Opportunity
- Affirmative Action
- Open Door Policy
- Standards of Business Conduct
- Code of Ethics
- Client Relations
- Diversity
- Americans with Disabilities & Amendments Act
- Workplace Harassment
- Discriminatory Harassment
- Sexual Harassment
- Drug Free Workplace Policy
- Tobacco Free and Smoke Free Workplace
- Workplace Attire & Grooming Policy
- Job Descriptions
- Employment of Minors
- Payment of Wages
- Violence Prevention in the Workplace
- Communications Policy
- Social Media Policy
- Performance Evaluations
- Training & Development
- Corrective Action
- Complaint Reporting & Resolution
MATERIALITY

In 2014, Cascade engaged in a thorough stakeholder outreach campaign. We started by outlining our strengths, initiatives already in queue, and the company’s long-term strategic goals. We then identified the values and expectations of clients, employees, vendors and other stakeholder groups. Our Sustainability Leadership Team compiled and prioritized the feedback received to develop the Company’s first Sustainability Plan which carries us through the end of 2017. This report includes the issues identified as material during the 2014 campaign and other on-going engagement efforts.

MATERIAL ISSUES

This report presents material issues in four categories. Cascade reports on the issues that have been identified as having a significant impact on our continued success or may greatly impact our stakeholders.

PEOPLE

Enhance the safety, health, and well-being of our employees and the communities in which they live and work.

Material Issues:
employment demographics, employee health and safety, education and training, wages and benefits, and community involvement

RESOURCES

Conserve natural resources, use purchased goods and services wisely, and manage our supply chain in a responsible manner.

Material Issues: supply chain management, transportation, energy and fuel, and recycling

INVESTMENT

Invest in our company, employees, and communities in a way that creates a long-lasting, positive impact.

Material Issues: net sales, company growth, capital expenditures, and community involvement

COMPLIANCE

Maintain compliance with state, local, and federal regulations that govern our operations.

Material Issues: regulatory compliance and spills

FEEDBACK CONTACT

Getting the right information to the right people is important to us. We encourage everyone reading this report to let us know how we are doing. You can provide feedback, ask questions or request further information by contacting:

Sue Bruning
Sustainability Council Chair
Cascade
sbruning@cascade-env.com
206.795.5369
WHY DO WE CARE? Producing an Annual Sustainability Report is a resource intensive, year-long process. This report goes beyond any sales sheet or routine marketing communication. We believe there is a significant return on investment from the reporting process.

RELATIONSHIPS
Our business is built on relationships with our employees, our clients and our vendors. Our Annual Sustainability Report is designed to provide transparency and insight into the way we operate our business. We believe this openness builds trust with our stakeholders and strengthens those relationships.

BUSINESS STRATEGY
Many of our clients are searching for partners that can help them advance their own sustainability agendas. Investors are exercising more scrutiny on issues of corporate social responsibility. We believe our Sustainability program differentiates us from our industry competitors and it just makes good business sense.

IMPROVEMENT
Understanding how we measure up on the issues important to our stakeholders and our business is crucial to Cascade’s long term success. Gathering and analyzing internationally-recognized metrics enables us to put the processes and policies in place to improve our overall performance.

GENERAL MANAGEMENT APPROACH
The members of our Sustainability Council drive individual initiatives that align with our corporate sustainability goals. Data is maintained in a variety of accounting, human resources, and environmental health and safety software systems. The Council meets routinely to evaluate progress and prioritize projects competing for our limited financial and human resources.

For each material aspect discussed in the following pages, we describe why it matters and how we manage the impacts. Our stakeholder engagement efforts play a crucial role in shaping our management approach, prioritizing projects and reporting progress.
SUSTAINABILITY PRIORITIES

Excellence on Every Level isn’t just a tag-line. It’s the way we approach our business, especially when it comes to sustainability. We strive for excellence in the way we treat people, take care of the environment, and create economic benefit.

The icons in each section reflect that issue’s materiality category as described in the Materiality Section of this report.

SOCIAL RESPONSIBILITY

EMPLOYMENT

Our employees are the most valuable asset at Cascade. Our crews and managers are some of the most experienced professionals in the industry. We strive to recruit, train, and retain employees for rewarding careers in a wide variety of professional occupations including drillers, geologists, engineers, field and laboratory scientists, apprentices, mechanics, administration, health & safety, and management. When asked what they like about their job, our employees describe the satisfaction they receive from solving new challenges on each project site. They enjoy the flexibility of travel and the diversity of skills needed to be successful.

Employee Turnover

Cascade uses employee turnover rates as a way to measure employee engagement. Some turnover is unavoidable as employees retire, move or leave the workforce. Each year, our Human Resources Department closely examines employee turnover rates, gathers information regarding the reasons for employee turnover and analyzes this data to identify trends. The results are shared with the management team and are used to improve work environments.

Efforts to Reduce Employee Turnover:

- Leadership development for supervisors and managers
- Annual performance review for all employees
- Competitive wages and benefits
- Employee recognition programs
- Open door communication policy

EMPLOYEE RECOGNITION

Cascade offers many employee recognition programs to promote achievement, reinforce responsibility, and reward leadership. These programs enhance our values, provide employees with the platform for advancement, and encourage involvement at every level of the organization.

- Cascade Coins
- ELITE Driller Program
- Employee of the Quarter
- Excellence in Safety & Compliance
- Financial Performance
- Financial Steward
- Operational Leadership in Drilling
- Operational Leadership in Technical Services
- Performance Recognition Bulletin
- President’s Award
- Safety & Compliance Location of the Year
- Safety Leadership Award
- Safety Milestone Plaques
- Shareholder’s Award
We are very fortunate to have so many experienced, skillful drillers willing to go out of their way to ensure the job gets done safely and exceeds the expectations of our clients. Cascade’s ELITE Driller Program™ recognizes and rewards top-performing drillers throughout our organization. The program provides co-workers, supervisors and managers with the opportunity to recognize drillers who have demonstrated outstanding performance with a commitment to the company’s core principles. Each nomination is carefully reviewed and rated on criteria related to performance, safety, skill, leadership and accountability.

The Cascade Coin program provides leaders and employees with an exciting new tool to promote a positive workplace culture. Coins are awarded as recognition for exemplary overall performance and positive representation of the company. Managers award coins in a wide variety of categories. The names of all recipients are communicated each quarter. Over 200 coins are awarded each year and new coin categories are added as our organization grows.
WELLBEING

It is our obligation to ensure a safe, healthy, and satisfying work environment for our employees. We provide many programs for our employees and their families to promote health and wellness, career advancement, and work-life balance.

Benefits Offered to Full-Time Employees:

• Accidental death & dismemberment insurance
• Bereavement leave
• Civic leave (jury duty)
• Dental insurance
• Direct deposit
• Educational and license assistance
• Health savings account (HSA) with employer contribution
• Life insurance
• Long- and short-term disability insurance
• Maternity/Paternity leave
• Medical insurance
• Medical leave
• Military leave
• Paid vacation and personal time off
• 401(k) retirement plan with profit sharing
• Vision insurance
• Workers compensation
**Employment Programs and Policies to Ensure Safe Workplace**

- Employee health and safety training
- Drug free workplace
- Non-retaliation (whistle blower protection)
- Sexual harassment
- Tobacco and smoke-free workplace
- Violence prevention in the workplace
- Background and reference checks
- Break time for nursing mothers
- Workplace harassment
- Discriminatory harassment
- Tobacco free and smoke-free workplace
- Violence prevention in the workplace
- Prohibited use of cell phones while driving

**Assistance Programs Offered to Full-time Employees**

The challenges we face outside of the workplace can affect our health, family, and our job performance. Cascade believes that providing employees with special assistance programs leads to a better quality of life and helps employees focus on performing their duties safely and efficiently. Cascade offers many assistance programs for employees and family members:

- Confidential counseling
- Legal support
- Financial planning
- Tuition reimbursement
- Safety boot reimbursement
- Healthcare support
At Cascade, every day begins and ends with safety in mind. Our CORE™ Health and Safety Program empowers each and every Cascade employee with their personal safety and the safety of everyone in the organization. CORE is a behavior-based program focused on incident prevention. Through this program, employees receive extensive classroom and on-the-job training in health and safety, compliance and risk, inspections and audits, communication, and incident investigation. In addition, all field and operations personnel are in compliance with OSHA 1910.120 Hazardous Waste Training requirements.

**CORE is designed to:**

1. Focus on the prevention of work-related incidents through enhanced training
2. Create a measurable behavior-based, self-sustaining safety culture that is easily articulated and comprehended
3. Assign specific responsibilities at all levels throughout the company
Cascade’s comprehensive CORE program addresses specific job-related risk factors

- Air monitoring
- Barricades and signs
- Biological hazards
- Use of explosives
- Cold/heat stress
- Confined space
- Cranes and rigging
- Daily safety meeting
- Emergency response
- Energy isolation
- Ergonomics
- Excavations
- Fall protection
- Fire prevention
- First aid
- Hazard communication
- Hazard recognition
- Hazardous substances
- Hearing conservation
- Health & safety plans
- Illumination
- Incident reporting
- Material handling
- Medical surveillance
- Protective equipment
- Proximity to utilities
- Respiratory protection
- Severe weather
- Spill prevention
- Substance abuse
- Tool selection
- Transportation compliance
- Ventilation
- Welding & hot work
- Working near water

Health and safety is our number one priority and we have a world-class program to prove it. A comparative analysis of ten award-winning organizations identified seven common best practices within world-class safety programs. Our CORE program includes all seven of these elements.

From training to recognition and even a little competition, employee engagement is an important aspect of CORE. Our Cascade Card Program offers clients and employees an opportunity to identify and correct safety risks before an accident happens. Each card is carefully reviewed by our experienced team of safety professionals.

34,119 cascade cards submitted

$491K savings due to immediate preventative action
INJURY RATES

Cascade is extremely proud of our strong health and safety record. Our CORE Safety Program is a customized, comprehensive program designed to provide clear expectations for safety and performance and to ensure compliance with regulations.

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRIR</td>
<td>.96</td>
<td>1.37</td>
<td>1.82</td>
</tr>
<tr>
<td>DART</td>
<td>.26</td>
<td>.62</td>
<td>0.83</td>
</tr>
<tr>
<td>LTC</td>
<td>.09</td>
<td>2</td>
<td>0.50</td>
</tr>
<tr>
<td>Fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

A TRIR >2.0 excludes contractors from many service opportunities

Understanding OSHA Safety Statistics:

**TRIR**- the Total Recordable Incident Rate reflects the number of OSHA recordable injuries during the total hours worked by all employees that year.

**DART**- the Days Away, Restricted, and Transfer case rate reflects the number of cases which involve days away from work, days of restricted work activity, and/or days of job transfer during the total hours worked by all employees that year.

**LTC**- the Lost Time Case Rate reflects the number of occupational injury or illness which results in an employee being unable to work a full assigned work shift during the total hours worked by all employees that year.

**Fatalities**- the number of workplace incidents that result in death of an employee.

**Cascade's exemplary worker safety record is also reflected in the company's Experience Modification Rate (EMR).** EMR is a number used by insurance companies to gauge both past cost of injuries and future chances of risk. An EMR of 1.0 is considered the industry average.

<table>
<thead>
<tr>
<th>EMR rating</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.69</td>
<td>.69</td>
<td>0.75</td>
</tr>
</tbody>
</table>
Many of our facilities have gone one year or longer without a reportable incident or loss time accident. We celebrate these achievements each year with our Health and Safety Awards.

**Our Obsidian Award Recipients**
(1 year without reportable incident or loss time accident)
- La Habra, CA
- Sacramento, CA
- McCarren, NV
- Peoria, AZ
- Midland, NV
- Concord, CA
- Santa Ana, CA
- New Brunswick, NJ
- Gardner, MA
- Mineola, NY
- Waterford, NY

**Our Granite Award Recipients**
(2 years without reportable incident or loss time accident)
- Woodinville, WA
- Las Vegas, NV
- Phoenix, AZ
- Flint, MI
- Ocala, FL
- Jackson, NJ
- Schenectady, NY
- Tampa, FL
- Millersville, MD
- Golden, CO

**Our Marble Award Recipients**
(3 or more years without reportable incident or loss time accident)
- Richmond, CA
- Federal Way, WA
- Memphis, TN
- Portland, OR
- Boise, ID
- Santee, CA
- Northborough, MA
- Marietta, OH

29 locations completed the year without a recordable injury
EMPLOYEE DEVELOPMENT

Cascade supports ongoing training and development of employees in order to build knowledge, skills, and capabilities that advance the individual and team performance.

- **New Employee Orientation** – introduction and familiarization of company policies, procedures, and practices with an emphasis on department and job specific functions.

- **Technical & Functional Training** – acquisition and development of specific knowledge, skills, and abilities related to the job function.

- **Safety Training** – awareness, understanding, and adherence to company policies, procedures, and practices regarding health and safety.

- **Compliance Training** – awareness, understanding, and adherence to regulatory, insurance, credentialing requirements and standards, as well as the company’s internal policies and procedures.

- **Leadership & Development Training** – awareness, understanding, and application of effective and compliance leadership practices

We recognize that integrating into a new organization, either as a new hire or through acquisition, can be a stressful time for employees. With the significant growth we’ve experienced over the last three years, Cascade has put considerable effort to ease this transition experience for our employees.

- We have enhanced our intranet to serve as a 24/7 source for information, resources, and assistance for every aspect of our business
- We introduced an internal webinar series to explain our services and meet the experts
- We launched employee newsletter as a means of corporate communication and employee engagement

**11 hours**

**annual average**

**hours of training**

**Over 11,500 hours**

**of employee training conducted in 2016**
At Cascade, we believe that simply complying with applicable laws and regulations doesn’t go far enough. Our Environmental, Health and Safety professionals take a proactive approach by preventing infractions through training, professional development, and enforcing positive behaviors. Our management team ensures employees have the right tools and equipment to perform tasks safely and efficiently.

Our work is governed by federal, state and local laws pertaining to worker health and safety, transportation, environmental protection and employment practices. Cascade is proud of our exemplary compliance record:

- Zero significant, fines or non-monetary sanctions for non-compliance with environmental laws and regulations
- Zero significant, fines or non-monetary sanctions for non-compliance with worker protection laws and regulations including discrimination, freedom of association, labor, indigenous rights, human rights or corruption
- Ranked in top 1% for safe driving among similar carriers

A ‘significant fine’ is one that resulted in monetary penalty greater than $10,000

The Out of Service rate reflects occurrences of commercial drivers or vehicles pulled off the road and placed out of service as a result of infractions that pose an imminent hazard to safety during a roadside inspection. The driver or vehicle must remain out of service until the infraction is corrected. Cascade consistently ranks better than the OOS national averages.

**What’s BASICs?** The Federal Motor Carrier Safety Administration uses a motor carrier’s data from roadside inspections, including all safety-based violations, State-reported crashes, and the Federal motor carrier census to quantify performance in the following Behavior Analysis and Safety Improvement Categories (BASICs). Percentiles from 0 to 100 are determined by comparing the BASIC measurements of the carrier to the measurements of other carriers in the peer group. A percentile 100 indicates the worst performance. For more information on BASICs scoring, visit: [https://csa.fmcsa.dot.gov/about/basics.aspx](https://csa.fmcsa.dot.gov/about/basics.aspx)
ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is a responsibility we take very seriously. From the office to the field—our teams focus on technology, services and best practices to reduce our environmental impact.

SUPPLY CHAIN

Cascade’s environmental stewardship efforts start with supply chain management. Our supply chain is comprised of the equipment, material and supplies procured to perform a wide array of drilling, investigation and remediation services as directed by our clients. It includes support services such as sales, marketing and administration to conduct business and grow our organization.

Supply Chain Spend

- **73.4%** Job Costs
- **10.9%** Equipment & Materials
- **7%** Operations & Facilities
- **2.4%** Sales & Marketing
- **4%** Fuel
- **1.4%** Health & Safety
- **1.4%** Administration

$131M spent on goods and services to operate our business

2K individual vendors Cascade works with to provide the goods and services that power our business
SUSTAINABLE SOURCING

Through our Sustainable Sourcing program, Cascade seeks to reduce the adverse impact of our purchases by first considering the practices and standards of these vendors within our process of sourcing and procurement. Sustainable Sourcing Guidelines are used to determine the best value of products and services for the company by considering the way in which products are made, used, transported, stored, packaged, priced and managed at end-of-life. Through careful supply chain management and product choices, Cascade is an able partner with companies that align with Cascade’s vision of sustainability.

Our Sustainable Sourcing Guidelines

• Define priority attributes that support the company’s sustainability efforts
• Identify priority product groups where sustainable choices will have maximum impact on the company’s sustainability footprint
• Describe the 3 step process to ensure employees consider sustainability in the procurement process
• Provide a process for screening and selection of vendors based on their ability to support and advance Cascade’s Compass program
• Incorporate a continuous improvement mechanism for regular review, revision and communication of the Sustainable Sourcing Guidelines including employee training, feedback, program metrics, performance reporting, and assignment of responsibilities for program execution

Many of our sourcing activities have a significant impact on the company’s sustainability performance. Establishing sustainable sourcing priorities helps us achieve current sustainability goals across many of our business functions. Cascade has identified the following sustainable sourcing priorities:

<table>
<thead>
<tr>
<th>Priority Attributes</th>
<th>Priority Product Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Certified Small Business &amp; Diversified Suppliers</td>
<td>• Labor</td>
</tr>
<tr>
<td>• Durable, Recyclable, Reusable</td>
<td>• Drilling Materials</td>
</tr>
<tr>
<td>• Energy &amp; Fuel Efficiency</td>
<td>• Equipment and Repair</td>
</tr>
<tr>
<td>• Recycling &amp; Disposal</td>
<td>• Fuel</td>
</tr>
<tr>
<td>• Recycled Content</td>
<td>• Facility Maintenance</td>
</tr>
<tr>
<td></td>
<td>• Electronics and Communication Equipment</td>
</tr>
</tbody>
</table>
**Our Sourcing Partners**

Collaborative vendor partnerships are more than getting the lowest price. By working together, our vendors help us to identify solutions that make our organization run more smoothly, achieve our business goals and maximize value for our clients.

**Cascade screens new and existing vendors against a wide array of economic, social and environmental impact issues including:**

- Measuring and reporting sustainability performance
- Certifications and memberships
- Alignment with Cascade’s priority attributes and ability to support our sustainability program
- Labor practices

Through our Sustainable Sourcing program, Cascade has built strategic partnerships with well-recognized national suppliers. Together, these partnerships provide information, products, and services that enable Cascade to deliver exceptional results anywhere, every time. Many of these partners have their own sustainability initiatives to address environmental impact, energy consumption, and diversified supply chains. Cascade is proud to recognize our national sourcing partners:

- Airgas
- Amazon
- Boart Longyear
- CLC Lodging
- Enterprise/National
- Grainger
- Hole Products
- PetroCard
- Staples
- United Rentals
- UPS
- Xerox

---

*Environmental Summary of Office Supply Purchases*

By partnering with sustainability-minded vendors, we have a better understanding of our impact. Our partner for office supplies tracks purchases with eco features.

29% Eco Features

$3M in direct spend with certified diversity-owned businesses
FLEET AND ENERGY CONSUMPTION

Our fleet is the primary source of energy consumption. We recognize our fleet has a significant impact from fuel consumption to greenhouse gas emissions and worker health & safety. It is also the area in which we can have the most significant conservation impact. Our fleet management department focuses efforts on improving fuel efficiency and vehicle maintenance. Providing well-maintained equipment not only contributes to a safer working environment but also enables us to deliver reliable service and limit our carbon footprint.

- Our proprietary and highly proactive industry-leading Maintenance Advantage Program™ (“MAP”) integrates preventative maintenance with corporate health and safety and transportation compliance programs. This comprehensive fleet management program results in total fleet and equipment support with an emphasis on prevention.

- Once removed from our fleet, equipment is sent for salvage or sold at auction.

- Cascade maintains over 1,800 fleet vehicles and equipment nationwide.

- We are updating our fleet with more capacity for biodiesel and biodiesel blends, lower emission engines, increased fuel economy, and improved safety features.

- Panther Technologies converted its heavy equipment fleet to 100% low sulfur fuel.

- To maintain the equipment and maximize the useful lifespan, Cascade manages a network of 15 maintenance and repair (M&R) shops and three refurbishment centers. The M&R shops are designed to perform preventative maintenance and small to medium class repairs. The three rebuild centers direct all large scale restoration and refurbishment of rigs and support equipment.

- Our fleet is 100% compliant with stringent federal guidelines and California Air Resources Board (CARB) regulations.

### Fleet Assets

<table>
<thead>
<tr>
<th>Fleet Assets</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drill Rigs</td>
<td>321</td>
</tr>
<tr>
<td>Support Trucks</td>
<td>719</td>
</tr>
<tr>
<td>Trailers</td>
<td>382</td>
</tr>
<tr>
<td>Other Equipment</td>
<td>387</td>
</tr>
</tbody>
</table>

### Gallons of Fuel

<table>
<thead>
<tr>
<th>Gallons of Fuel</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diesel</td>
<td>1,220,127</td>
</tr>
<tr>
<td>Gasoline</td>
<td>271,466</td>
</tr>
<tr>
<td>Diesel Exhaust Fluid</td>
<td>1,025</td>
</tr>
</tbody>
</table>
Spills are a real concern on every one of our job sites. Cascade recognizes that spills of fuel, hydraulic fluids, or chemicals may pose a serious threat to human health, safety, and the environment. Equipment failure poses the greatest likelihood of spills for our operations. In order to mitigate the risk of spills, Cascade focuses first on prevention then on action.

We use several procedures to prevent spills or releases to the ground or surface water while working on project sites. These include but are not limited to:

- Documented pre-shift site and equipment inspections
- Site specific Spill Prevention and Response Plans
- Job Safety Analyses for spill prevention and response completed before operations commence
- Hydraulic Hose Inspection Program to prevent leaks and broken hoses
- Secondary containment for chemicals and fuels carried in trucks, equipment and stored onsite
- Ground cover used under equipment and drill rigs to safeguard sensitive habitats and prevent contamination from spills
- Job Safety Analyses for refueling and equipment service to prevent spills
- Spill kits and absorbents carried on all equipment, trucks and drill rigs

*A ‘significant spill’ is one that involved a reportable quantity under hazardous materials regulations*

zero significant* spills in 2016
SUSTAINABLE REMEDIATION

Sustainable remediation balances community goals, economic impacts, and environmental effects of remediation activities from project planning through design and implementation. Cascade works closely with environmental consultants to identify and incorporate a wide range of sustainability best practices.

Many of the best management practices (BMPs) from the ASTM Greener Remediation Standard are implemented at our job sites across the country. These BMPs improve workplace efficiency and limit the negative impacts our field practices have on the environment, local communities and our employees.

<table>
<thead>
<tr>
<th>Environmental Impact</th>
<th>Cascade Best Management Practices</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Energy, Air &amp; Climate Change</strong></td>
<td>• Preventative Maintenance Plan</td>
</tr>
<tr>
<td></td>
<td>• Fuel Reduction</td>
</tr>
<tr>
<td></td>
<td>• Carpooling</td>
</tr>
<tr>
<td></td>
<td>• No Idle Policy</td>
</tr>
<tr>
<td></td>
<td>• Compliance with Emission Standards</td>
</tr>
<tr>
<td></td>
<td>• Dust Control &amp; Mitigation</td>
</tr>
<tr>
<td></td>
<td>• Chromium and Zinc Negative Air Removal Systems in Welding Bays</td>
</tr>
<tr>
<td><strong>Natural Resources</strong></td>
<td>• Water Conservation and Reuse</td>
</tr>
<tr>
<td></td>
<td>• Spill Prevention</td>
</tr>
<tr>
<td><strong>Waste Reduction &amp; Management</strong></td>
<td>• Waste Minimization</td>
</tr>
<tr>
<td></td>
<td>• Electronic Communication</td>
</tr>
<tr>
<td></td>
<td>• IDW Reduction and Management</td>
</tr>
<tr>
<td></td>
<td>• Waste Recycling</td>
</tr>
<tr>
<td><strong>Materials</strong></td>
<td>• Environmentally Preferred Purchasing &amp; Sustainable Sourcing Program</td>
</tr>
<tr>
<td><strong>Community</strong></td>
<td>• On Site Nuisance Reduction</td>
</tr>
<tr>
<td></td>
<td>• Rubber Tracked Rigs Minimize</td>
</tr>
<tr>
<td></td>
<td>• Surface Disturbance</td>
</tr>
</tbody>
</table>

We measure cleanup progress in terms of Return on Remediation Investment (RORI). The RORI approach is based on over 20 years of field experience addressing contamination at hundreds of sites. This sustainability-based approach reduces total life-cycle remediation costs through site characterization and remediation best practices. It also minimizes the health risks and liabilities from contaminant source areas and plumes to ultimately achieve unlimited use and unrestricted exposure remediation objectives.

Download our white paper entitled “Remediation of Complex Chlorinated Solvent Sites While Maximizing Return on Remediation Investment”
Cascade's Green Team is a volunteer group, open to all Cascade employees. The team meets monthly via conference call to learn about a wide variety sustainability issues. Members are champions of our Compass Corporate Sustainability Program affecting change at the local level. We try to have a little fun along the way.

The Green Team consists of more than 50 employees representing over 30 different locations. One of our greatest accomplishments in 2016 was the Great Recycle Challenge. During the three-month long recycling contest, participants recycled nearly 343,000 pounds of waste.

Other Green Team led projects include:
- Bike to Work Day
- Maintaining on-site gardens. Office staff coordinate throughout the planting, growing and harvest seasons to cultivate fruits, vegetables and flowers
- Volunteer projects with local charitable organizations
- Manage on-site recycling programs
- Collecting and recycling pens, pencils and markers to support with proceeds benefiting our charity partners
ECONOMIC BENEFIT

Cascade has had an impact on local communities since the company was founded in 1991. Starting out with just five employees that year, Cascade has grown from a specialized regional drilling provider to a national, full service provider for site investigation, remediation, and drilling.

GROWTH AND INVESTMENTS

This year, we invested over $89M in employee wages and benefits providing gainful employment and supporting the families of our team of 1100.

<table>
<thead>
<tr>
<th>Company Growth - Cascade and Subsidiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>2016</td>
</tr>
<tr>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>Number of Locations</td>
</tr>
<tr>
<td>Jobs Executed</td>
</tr>
<tr>
<td>Employees</td>
</tr>
<tr>
<td>Net Sales</td>
</tr>
</tbody>
</table>

As the company has grown in size, we’ve invested heavily in our infrastructure to ensure our employees have the right tools to get the job done safely, efficiently, on-time, and on budget.

• Over $28M invested this year in our fleet, facilities, and information technology improvements that directly contribute to improving our environmental impact, workforce safety and employee well-being.

• Significant investment and upgrades in systems software, processes, and human capital have streamlined our office and administration functions.

• Technology enhancements implemented throughout the organization collect and analyze data for critical business decisions.

• New drilling rigs, MobiLab units, and support equipment minimize our environmental impact and improve quality of service to our clients.
COMMUNITY INVOLVEMENT

Strong communities are good for our employees and our business. Cascade supports our local economies through our procurement program, charitable contributions, and employee volunteer efforts. Our offices across the United States support a number of local non-profit events and associations each year.

Cascade Cares was inspired by the incredible generosity of our employees across the country. Through this matching grant program, Cascade is able to make our employees’ charitable donations go even farther.

Our Employees and Local Offices Support a Wide Range of Charitable Organizations and Events

- Adirondack Gives
- Ainsley’s Angels of America
- City of Flint, MI
- Flood Relief (Louisiana)
- Getaway Community Gardens (Huntington, NY)
- Happily Ever After League
- Kiwanis Club of the Five Towns
- Mom’s House (Toledo, OH)
- My I.D. Club (King County WA Sheriff’s Office)
- National MS Society (Southern California & Nevada Chapter)
- Northwest Harvest Food bank (Washington State)
- Penn State IFC/Panhellenic Dance Marathon
- Sarana International Buddhist Center
- Seattle Humane Society
- Sri Lankan Food Festival For Sustainable Livelihood (Rossmoor, CA)
- The Nature Conservancy
- Toys for Tots (West Sacramento, CA)
- University of Washington
- YMCA Secret Santa Program (Camp Pendleton, CA)
- YWCA Everett Regional Center (Everett, WA)

Cascade’s Flint, MI office collected and delivered bottle water to help their local community during the recent water crisis.

Cascade Cares
Charitable Investment Program

20+
local charities supported

$12K
donated to charitable organizations
As a market leader, we are dedicated to leaving a positive impact on the people surrounding our business. Through extensive engagement efforts we continue to align our sustainability goals with the values and expectations of our stakeholders.

Cascade has identified primary stakeholders as those groups that are very likely to be impacted by our company or who could potential have a significant upon our company.

### Channels of Engagement

<table>
<thead>
<tr>
<th><strong>Employees</strong></th>
<th><strong>Clients</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Featuring cloud-based employee resource center with 24/7 instant access to important company information, programs and policies and support.</td>
<td>Featuring a technical outreach program including webinars, local seminars and safety demonstrations.</td>
</tr>
<tr>
<td>Also includes: open door management policy, newsletters, email, surveys, interviews, contests and training.</td>
<td>Also includes: e-campaigns, advertising, website, newsletter, sales calls, interviews, surveys, individual meetings, social media, social events.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Vendors</strong></th>
<th><strong>Other Programs</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Featuring collaborative partnerships to advance our sustainability program through environmentally preferred purchasing principles.</td>
<td>Featuring local community outreach, advertising, employee volunteer events and sponsorships.</td>
</tr>
<tr>
<td>Also includes: business review meetings, website, contracts, surveys.</td>
<td>Also includes: association memberships, speaking engagements, conferences, trade shows, technical seminars.</td>
</tr>
</tbody>
</table>
## GENERAL STANDARD DISCLOSURES

<table>
<thead>
<tr>
<th>GRI#</th>
<th>Description</th>
<th>Page / Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-1</td>
<td>CEO Statement</td>
<td>Welcome (page 3)</td>
</tr>
<tr>
<td>G4-3</td>
<td>Name of the Organization</td>
<td>Cascade Environmental, LLC</td>
</tr>
<tr>
<td>G4-4</td>
<td>Primary Brands, Products and Services</td>
<td>Suite of Services (page 8)</td>
</tr>
<tr>
<td>G4-5</td>
<td>Organization’s Headquarters</td>
<td>Woodinville, WA</td>
</tr>
<tr>
<td>G4-6</td>
<td>Countries Where Operating</td>
<td>Markets Served (page 8)</td>
</tr>
<tr>
<td>G4-7</td>
<td>Nature of Ownership</td>
<td>Privately Held</td>
</tr>
<tr>
<td>G4-8</td>
<td>Markets Served</td>
<td>Markets Served (page 8)</td>
</tr>
<tr>
<td>G4-9</td>
<td>Scale of Organization</td>
<td>Company Profile (page 9)</td>
</tr>
<tr>
<td>G4-10</td>
<td>Employee Composition</td>
<td>Company Profile (page 9)</td>
</tr>
<tr>
<td>G4-11</td>
<td>Employees Under Collective Bargaining Agreements</td>
<td>71</td>
</tr>
<tr>
<td>G4-12</td>
<td>Organization’s Supply Chain</td>
<td>Supply Chain (page 25)</td>
</tr>
<tr>
<td>G4-13</td>
<td>Significant Changes in Reporting Period</td>
<td>Company Growth (page 10)</td>
</tr>
<tr>
<td>G4-14</td>
<td>Precautionary Principle</td>
<td>N/A</td>
</tr>
<tr>
<td>G4-15</td>
<td>Economic, Environmental &amp; Social Charters</td>
<td>N/A</td>
</tr>
<tr>
<td>G4-16</td>
<td>Memberships of Associations</td>
<td>Membership of Associations (page 11)</td>
</tr>
</tbody>
</table>

### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

| G4-17| Organizational Entities Covered in Report        | Company Profile (page 9)             |
| G4-18| Process for Defining Report Content              | Materiality (page 13)                |
| G4-19| Material Topics                                  | Material Issues (page 13)            |
| G4-20| Internal Aspect Boundaries                        | Material Issues (page 13)            |
| G4-21| External Aspect Boundaries                        | Material Issues (page 13)            |
| G4-22| Restatements of Information Provided in Prior Report | None                               |
| G4-23| Significant Changes from Previous Report          | Company Growth (page 10)             |

### STAKEHOLDER ENGAGEMENT

| G4-24| Stakeholder Groups                               | Stakeholder Engagement (page 34)    |
| G4-25| Basis for Stakeholder Identification              | Stakeholder Engagement (page 34)    |
| G4-26| Approach to Stakeholder Engagement               | Stakeholder Engagement (page 34)    |
| G4-27| Concerns Raised through Stakeholder Engagement   | Material Issues (page 13)            |

### REPORT PROFILE

| G4-29| Most Recent Previous Report                      | June 2016                            |
### SPECIFIC STANDARD DISCLOSURES

<table>
<thead>
<tr>
<th>Material Aspects</th>
<th>DMA and Indicators</th>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ECONOMIC CATEGORY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economic Performance</td>
<td>G4-DMA</td>
<td>32</td>
<td>Economic Benefit</td>
</tr>
<tr>
<td>Direct economic value generated and distributed</td>
<td>G4-EC1</td>
<td>32-33</td>
<td>Growth and Investments Community Involvement</td>
</tr>
<tr>
<td><strong>ENVIRONMENTAL CATEGORY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Energy</td>
<td>G4-DMA</td>
<td>28</td>
<td>Fleet and Energy Consumption</td>
</tr>
<tr>
<td>Energy consumption within the organization</td>
<td>G4-EN3</td>
<td>28</td>
<td>Fleet and Energy Consumption</td>
</tr>
<tr>
<td>Effluents and Waste</td>
<td>G4-DMA</td>
<td>29</td>
<td>Spills</td>
</tr>
<tr>
<td>Significant spills</td>
<td>G4-EN24</td>
<td>29</td>
<td>Spills</td>
</tr>
<tr>
<td>Products and Services</td>
<td>G4-DMA</td>
<td>30</td>
<td>Sustainable Remediation</td>
</tr>
<tr>
<td>Environmental impacts</td>
<td>G4-EN27</td>
<td>30</td>
<td>Sustainable Remediation</td>
</tr>
<tr>
<td>Compliance</td>
<td>G4-DMA</td>
<td>24</td>
<td>Compliance</td>
</tr>
<tr>
<td>Fines for non-compliance</td>
<td>G4-EN29</td>
<td>24</td>
<td>Compliance</td>
</tr>
<tr>
<td>Transport</td>
<td>G4-DMA</td>
<td>28</td>
<td>Fleet and Energy Consumption</td>
</tr>
<tr>
<td>Environmental impacts of transportation</td>
<td>G4-EN30</td>
<td>26; 27-28</td>
<td>Sustainable Remediation; Fleet and Energy Consumption Sustainable Remediation</td>
</tr>
<tr>
<td>Overall</td>
<td>G4-DMA</td>
<td>30</td>
<td>Sustainable Remediation</td>
</tr>
<tr>
<td>Total environmental protections</td>
<td>G4-EN31</td>
<td>30</td>
<td>Sustainable Remediation</td>
</tr>
<tr>
<td><strong>Supplier Environmental Assessment</strong></td>
<td>G4-DMA</td>
<td>25;26-27</td>
<td>Supply Chain; Sustainable Sourcing</td>
</tr>
<tr>
<td>Screening new suppliers</td>
<td>G4-EN32</td>
<td>26-27</td>
<td>Sustainable Sourcing</td>
</tr>
<tr>
<td>Negative impacts of supply chain</td>
<td>G4-EN33</td>
<td>25</td>
<td>Supply Chain</td>
</tr>
<tr>
<td><strong>SOCIAL CATEGORY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LABOR PRACTICES AND DECENT WORK</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment</td>
<td>G4-DMA</td>
<td>15</td>
<td>Employment</td>
</tr>
<tr>
<td>Employee turnover</td>
<td>G4-LA1</td>
<td>15</td>
<td>Employment</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>G4-LA2</td>
<td>17</td>
<td>Wellbeing</td>
</tr>
<tr>
<td><strong>Occupational Health and Safety</strong></td>
<td>G4-DMA</td>
<td>19-22</td>
<td>Health &amp; Safety</td>
</tr>
<tr>
<td>Section</td>
<td>Code</td>
<td>Page(s)</td>
<td>Category</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>--------</td>
<td>---------</td>
<td>---------------------------------</td>
</tr>
<tr>
<td>Worker health &amp; safety committees</td>
<td>G4-LA5</td>
<td>19-22</td>
<td>Health &amp; Safety</td>
</tr>
<tr>
<td>Injury Rates</td>
<td>G4-LA6</td>
<td>21</td>
<td>Health &amp; Safety</td>
</tr>
<tr>
<td><strong>Training and Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Training</td>
<td>G4-LA9</td>
<td>23</td>
<td>Employee Development</td>
</tr>
<tr>
<td><strong>Diversity and Equal Opportunity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diversity in governance body</td>
<td>G4-LA12</td>
<td>9</td>
<td>Workforce Profile</td>
</tr>
<tr>
<td><strong>Supplier Assessment for Labor Practices</strong></td>
<td>G4-DMA</td>
<td>25;26-27</td>
<td>Supply Chain; Sustainable Sourcing</td>
</tr>
<tr>
<td>Screening new suppliers</td>
<td>G4-LA14</td>
<td>26-27</td>
<td>Supply Chain; Sustainable Sourcing</td>
</tr>
<tr>
<td>Negative impacts of supply chain</td>
<td>G4-LA15</td>
<td>25</td>
<td>Supply Chain</td>
</tr>
<tr>
<td><strong>HUMAN RIGHTS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-discrimination</td>
<td>G4-DMA</td>
<td>15</td>
<td>Employment</td>
</tr>
<tr>
<td>Incidents of discrimination and actions taken</td>
<td>G4-HR3</td>
<td>-</td>
<td>None</td>
</tr>
<tr>
<td>Freedom of Association and Collective Bargaining</td>
<td>G4-DMA</td>
<td>15</td>
<td>Employment</td>
</tr>
<tr>
<td>Violations of freedom of association and collective bargaining</td>
<td>G4-HR4</td>
<td>-</td>
<td>None</td>
</tr>
<tr>
<td><strong>SOCIETY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Communities</td>
<td>G4-DMA</td>
<td>31, 33</td>
<td>Green Team; Community Involvement</td>
</tr>
<tr>
<td>Local community engagement</td>
<td>G4-SO1</td>
<td>31, 33</td>
<td>Green Team; Community Involvement</td>
</tr>
<tr>
<td>Impacts on local communities</td>
<td>G4-SO2</td>
<td>31, 33</td>
<td>Green Team; Community Involvement</td>
</tr>
<tr>
<td><strong>Compliance</strong></td>
<td>G4-DMA</td>
<td>24</td>
<td>Compliance</td>
</tr>
<tr>
<td>Fines and Sanctions for Non-compliance</td>
<td>G4-SO8</td>
<td>24</td>
<td>Compliance</td>
</tr>
<tr>
<td><strong>Supplier Assessment for Impacts on Society</strong></td>
<td>G4-DMA</td>
<td>25; 26-27</td>
<td>Supply Chain; Sustainable Sourcing</td>
</tr>
<tr>
<td><strong>Sustainable Sourcing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Suppliers Screened for Impacts on Society</td>
<td>G4-SO9</td>
<td>26-27</td>
<td>Sustainable Sourcing</td>
</tr>
<tr>
<td>Negative Impacts in the Supply Chain</td>
<td>G4-SO10</td>
<td>25</td>
<td>Supply Chain</td>
</tr>
</tbody>
</table>