

A photograph of three white wind turbines standing on a grassy hill with autumn-colored foliage. In the background, there are rolling hills and a clear sky. The image is used as a background for the report cover.

BOND

BOND
Brothers, Inc.

Sustainability Report

2021



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Overview

A MESSAGE FROM TONY BOND, CEO

For 115 years, we have embodied our core purpose of Building a Better Society through Enduring Relationships.

For many of us, that purpose is fulfilled two ways. The first way is through who we build for, with clients ranging from those who educate and provide healthcare services to our communities as well as those who provide power and heat to our homes and businesses.

The second way is through the long-standing relationships that we create both internally and externally, whether it is with our colleagues, our clients, or our subcontractor and vendor community. Now we are setting out on a third way to fulfill our core purpose – not only focusing on what we build but how we build and how that influences the society and environment that we work and live in.



Throughout our inaugural Sustainability Report, you will get insights into where we currently stand on a wide range of environmental, societal, and governance commitments. We are incredibly proud of what we've accomplished, and are committed to moving forward with a long-term vision and focus on excellence and continual improvement.

Among those accomplishments, I am particularly proud of our safety program and safety record, the establishment of an employee committee to help advance diversity, equity and inclusion across our company, the development of our greenhouse gas emissions inventory as the first step to reduce our carbon footprint, and the governance processes we have put in place to ensure that our company holds itself to the highest standards of business conduct and sound management practices.

My hope is that by sharing this with the BOND community at-large, you will better understand the journey our organization is on to honor the commitments we are making.

Tony Bond

CEO & President

About the Report

BOND's inaugural sustainability report encompasses BOND Brothers, Inc., and its subsidiaries BOND Building, BOND Civil & Utility, and BOND Mechanical. This report aligns with the Sustainability Accounting Standards Board (SASB) standards and the Global Reporting Initiative (GRI). This report has been prepared for BOND in accordance with the GRI Standards: Comprehensive option for the fiscal year November 1st, 2020 through October 31st, 2021.

BOND is categorized under the Engineering & Construction Services and the Professional & Commercial Services industry within SASB and provides engineering, construction, design, consulting, contracting, and other related services that support various infrastructure and building projects.

BOND considered the company's core values, experience, stakeholder expectations and interests when determining the content for this report. In this document, BOND reports on the standards and goals relevant to our operations within 2020 – 2021. In certain instances, such as commitments, this report provides an outlook on 2022.

Internal subject matter experts (SMEs) were engaged to develop the report. In the context of BOND's carbon footprint and waste management practices, this report represents emissions produced within the corporate boundary. All other health, safety, environmental, economic, stakeholder engagement, governance, human rights, labor practice, philanthropy, and community service data included in this report cover BOND and our subsidiaries, except as specifically noted. All dollar amounts are expressed in USD currency. References to "we," "our," "us," "the Company," and "BOND" mean BOND Brothers, Inc. and our subsidiaries.

To calculate Scope 1 and Scope 2 emissions, BOND provided utility bill data, meters, and estimates that were used by our third-party consultant, KERAMIDA Inc., to quantify our greenhouse gas (GHG) emissions. Emissions of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) are calculated using emission factors and conversions provided by the Environmental Protection Agency (EPA). Additionally, we use the Greenhouse Gas Protocol – Scope 2 Guidance 1 location-based method to calculate indirect emissions from purchased electricity.

Total GHG emissions, represented in CO₂ equivalents (CO₂e), are calculated using Global Warming Potentials from the Intergovernmental Panel on Climate Change's Fourth Assessment. Understanding our Scope 1 and Scope 2 emissions is critical in assessing and formulating BOND's sustainability strategies in the years to come, as emissions are at the core of understanding our impact on the planet and our ability to create solutions within the company.

Forward-Looking Information

This report contains forward-looking statements relating to the manner in which we intend to conduct our activities based on our current plans and expectations. These statements are not promises of our future conduct or policy and are subject to a variety of uncertainties and other factors, many of which are beyond our control. Therefore, the actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed in this report, may differ materially in the future. The statements of intention in this report speak only as of the date of this report, and we do not undertake to publicly update any statements in this report.

Contact

Your comments and insights are important to us. For more information or to share your thoughts about this report, contact:

Richard Small

Chief Financial Officer

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Company

PROFILE

We strive to build a bond of **TRUST** that fuels **TEAMWORK**, **INNOVATION**, and **EXCELLENCE** in everything we do.

Since opening our doors in 1907, BOND’s family of companies has provided the Northeast with premier construction management and general contracting services. Our depth of knowledge and decades of experience have established us as leaders and creative problem-solvers within the construction management industry.

BOND is headquartered in Medford, Massachusetts with offices in Connecticut, New York, New Jersey, and Rhode Island. Reaching across the eastern United States, we pride ourselves on our construction offerings, ranging from construction management to general contracting and a wide range of self-performing services.

Our main markets include district energy, education, healthcare, infrastructure, industrial, and energy & utility.



BOND Building

BUILDING COMMUNITIES for the Future. United with our clients, we construct projects that combine traditional craftsmanship, innovation, and modern technologies.



BOND Civil & Utility

POWERING COMMUNITIES for Generations. We’re committed to delivering critical infrastructure for institutions, major utilities, and power & energy companies.



BOND Mechanical

SUPPORTING COMMUNITIES for a Lifetime. Together with our clients, we are dedicated to supporting our communities by providing cleaner and more fuel-efficient mechanical systems.

Company

HOW WE DO BUSINESS

As a fifth generation, privately held firm, we keep our feet firmly on the ground with the same formula for success as when we started:

CLIENT-FIRST COMMITMENT, DEDICATION TO EMPLOYEES, STRONG MANAGEMENT PRACTICES, and **QUALITY CRAFTSMANSHIP.**

Our core values define the integrity, commitment, teamwork, innovation, and excellence that we bring to every partnership and project.

Integrity

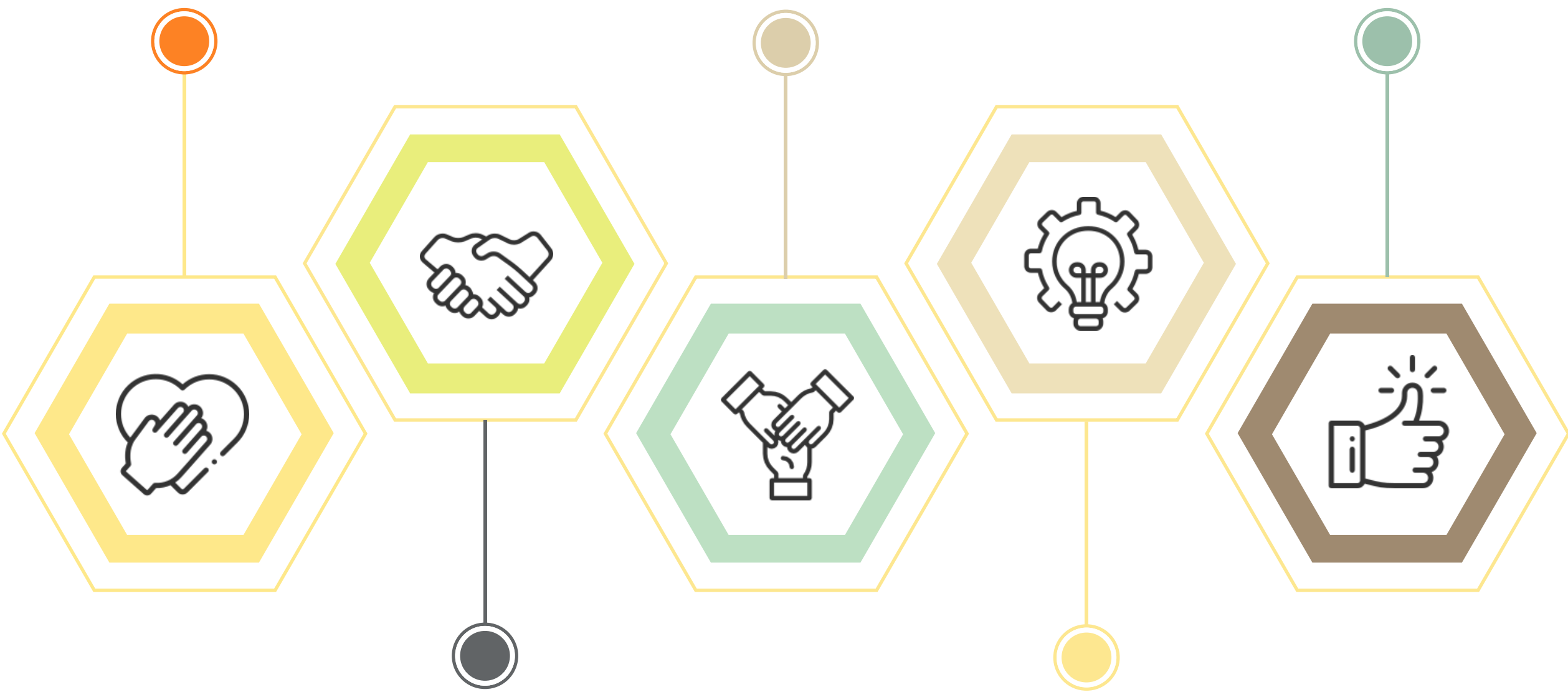
Holding ourselves to the highest ethical conduct and professional standards

Teamwork

Fostering a safe, inclusive, and collaborative culture

Excellence

Driven to exceed expectations



Commitment

Dedicated to our people and their safety, our clients and their goals

Innovation

Integrating new ideas with our collective expertise

BOND is driven to bring these values to every client, every project, and every partnership. These values form the foundation of our commitment to continuously build a sustainable organization.

Governance

Governance at BOND begins with the guidance and support of the BOND Brothers, Inc. Board of Directors (the Board) which oversees the management and development of our subsidiaries, BOND Building, BOND Civil & Utility, and BOND Mechanical. The Board works to ensure that our enterprises are guided by our shared values and standards and ensures that our subsidiaries conduct business using our **guiding principles and company ethics**. In addition, the Board works to establish and maintain processes to identify, analyze and manage enterprise-wide strategic, operational, financial, and compliance risks.

The Board collaborates and aids in informing our decisions, updating our strategies, policies, and goals related to sustainable development. While each BOND subsidiary is separately capitalized and financially independent from each other, the Board continues to provide them with certain corporate services such as risk and safety management, facilities, and administrative benefits. BOND continuously evaluates and assesses the safety record and financial stability of our subcontractors and suppliers to ensure that only those firms who meet our standards of excellence and quality are utilized on our projects.

SUSTAINABILITY OVERSIGHT

Our Board’s guidance and support extends towards our sustainability efforts as well and requires the involvement of all Vice Presidents across our subsidiaries to ensure that we can be a better, greener BOND.

BOND analyzes industry trends to identify both potential risks to our business and the potential risks of our business on the environment and society. While executing the project for a client, BOND meets or exceeds all applicable local, regional, and federal laws and regulations, and seeks to mitigate or avoid any negative impacts to the environment and community by incorporating safety, social and environmental considerations in our planning and delivery processes.



OUR APPROACH TO SUSTAINABILITY

A **sustainable future** is the only future. BOND has been leading by example for over 100 years and we actively support the construction industry's sustainability transition by sharing our own sustainability journey in the following pages of this report. Sustainability has always been BOND's priority, but last year we took significant steps to integrate **GOOD GOVERNANCE, PEOPLE & COMMUNITIES**, and **ENVIRONMENTAL STEWARDSHIP** more deeply into every aspect of our operations.

To ensure good Governance, BOND has

- Established a governance structure to oversee the management of our operating subsidiaries and promote sustainable business operations
- Built a stakeholder engagement framework to focus on the needs and expectations of our clients, our employees, our business partners, and the communities in which we work
- Implemented various management processes to identify, measure and mitigate strategic, operational, project, and financial risks across the enterprise
- Promulgated policies and procedures to comply with all laws and regulations applicable to our business

To promote People & Communities, BOND has

- Developed a culture that holds ourselves to the highest ethical and professional standards
- Instituted policies to promote employee development, engagement, and continuous learning
- Implemented a safety program that strives to provide the highest standards of health and safety on our job sites and in our workplaces
- Established an employee committee to help advance diversity, equity, and inclusion across our company
- Contributed over \$1.5M to local community organizations through the BOND Brothers Foundation

To minimize and continuously reduce the impact of our operations on the Environment, BOND has

- Implemented procedures to ensure that we, in conjunction with our clients, are in full compliance with all federal and state guidelines regarding the disposal of hazardous and non-hazardous waste generated on our projects
- Measured and validated our carbon footprint including Scope 1 and Scope 2 emissions
- Incorporated green construction techniques into our construction processes
- Adopted practices to maximize recycling and reuse of building materials

PRIORITIZING OUR IMPACT

In 2021, we conducted our first materiality assessment to organize and prioritize our environmental, social, and governance impacts into a structured sustainability framework that helps us stay focused on what matters. In this inaugural Sustainability Report, we address each of these areas of focus which have been prepared under the direction and approval of BOND’s senior management and reviewed by a third-party group of sustainability experts.

Based on this evaluation, we prioritized five topics:



Occupational Health & Safety

Policies and procedures to ensure that BOND employees are safe and have the necessary training to minimize risks to our employees.



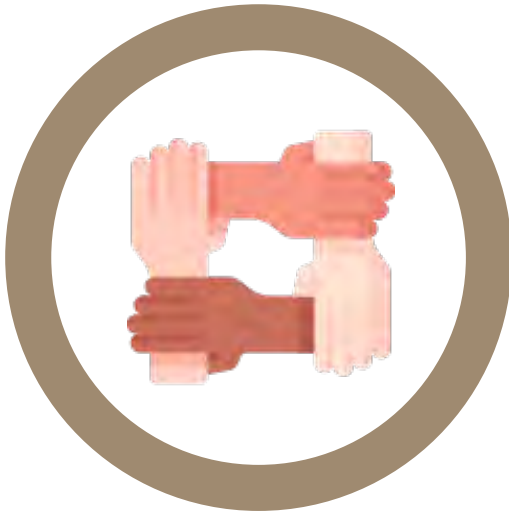
Energy and Greenhouse Gas Emissions

This includes measuring BOND’s direct and indirect energy consumption as well as developing a plan moving forward to reduce our emissions.



Waste Management

Managing and reducing waste generation and waste-related impacts.



Diversity Equity and Inclusion

Consists of measures to create a more diverse and inclusive workplace.



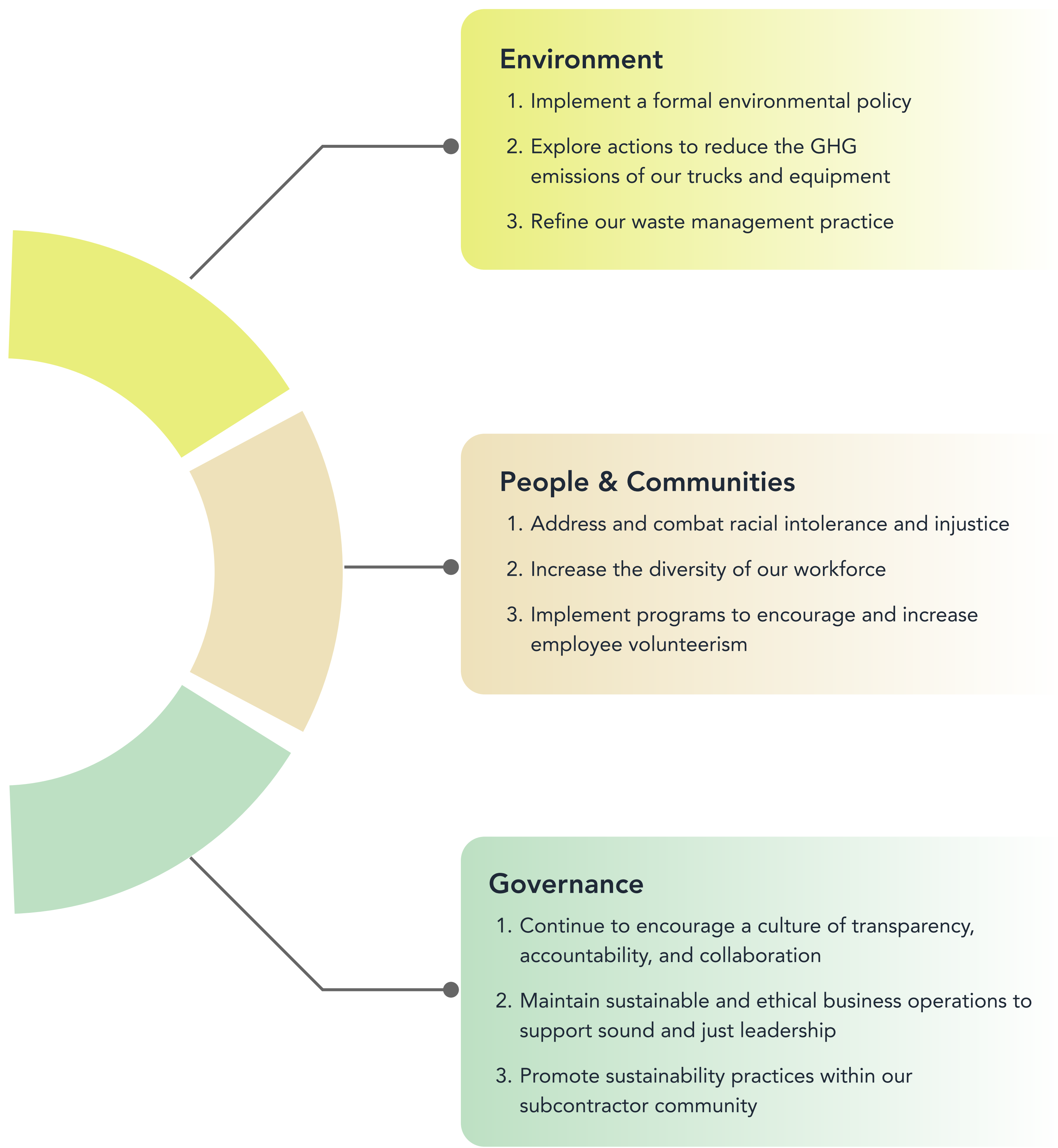
Local Communities

Engaging directly with the community through charitable donations and volunteer work helps us nurture a stronger connection with our people and our surroundings.

OUR COMMITMENT

Going forward, we are aiming to advance our sustainability practices so that they are consistent with our company’s culture and values. Therefore, in the coming years we will continue building on the ESG foundation laid out in this report.

Over the next three years, we will be working towards the following commitments:



People & Communities

A FAMILY BOND

Our people are at the core of everything we do, and we take great pride in building a family-driven firm culture with a true sense of caring for our employees and our community. Our core values define how we act and interact as individuals and as an organization.



Giving Back

Make a positive difference in someone else’s life.

Keeping It Green

Protect the environment in which we live.

Work Hard. Play Hard

We support a work/life balance.

Our workforce consists of a core team of approximately 300 project managers, superintendents, engineers, professionals in safety, marketing, estimating, accounting, human resources, information technology, along with craft from a variety of unions who fluctuate between 200 in the winter and 500 in the summer. Together we are committed to being a responsible corporate citizen, building projects that support communities, and enhancing the society at large.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement at BOND is an ongoing and evolving dialogue with our clients, our employees, our subcontractors, and the communities we work and live in through various practices and programs. As a client-first organization, we have implemented an account-based management process that is focused on building and fostering relationships with our clients to understand their needs and provide services that meet or exceed their expectations. As a professional services firm that delivers value through its people, we strive to constantly engage, train, develop, promote, and grow our employees through programs that promote a **culture of collaboration**, connectivity, accountability, professional fulfillment, and a workplace that fosters diversity, equity, and inclusion. As a business that relies significantly on subcontractors to execute our projects, BOND has implemented a subcontractor management program that prequalifies our subcontractors through a rigorous review and evaluation process, and then fosters a successful business partnership focused on safely delivering projects to our clients. Finally, through our Foundation and in conjunction with our clients, BOND supports various community engagement programs that address the needs of the communities that we serve in such areas as education, healthcare, housing, and workforce development.

Key Priorities	How We Engage	Examples
Clients		
<ul style="list-style-type: none">• Exceptional service and project execution• Sustainable construction• Trusted partner• Managerial & technical expertise	<ul style="list-style-type: none">• Long-term client & design team relationships• Active feedback loops (both formally & informally)• Multi-faceted offerings and specialties between subsidiaries• Proactive risk management and operational capabilities	<ul style="list-style-type: none">• Harvard DEF – BBC & BCU collaboration to deliver on key infrastructure project• Client Surveys• Account Based Management Initiative• BOND’s preconstruction & integrated service offerings
Employees		
<ul style="list-style-type: none">• Collaborative, family-oriented culture• Fair, healthy, and safe workplace environment• Competitive compensation and benefits• Commitment to diversity, equity, and inclusion	<ul style="list-style-type: none">• Active two-way communication• Focus on professional development• Emphasis on creating a positive employee experience• Targeted training and education	<ul style="list-style-type: none">• Company surveys & leadership lunches• BOND Leadership Development Program• Employee Campaigns – Safety Excellence, BOND1907 Awards, etc.• DE&I Committee
Subcontractors		
<ul style="list-style-type: none">• Fair business partner• Focus on safety• Delivering for the client• Dependable relationships	<ul style="list-style-type: none">• Transparent bidding process• Subcontractor kick-off, project progress, and closeout meetings to establish goals for all parties• Active financial & safety management to support subcontractor execution	<ul style="list-style-type: none">• BOND prequalification process• Highwire safety monitoring – providing trend data to subs• CCIP & SDI program

Communities

BOND Brothers Foundation

- Community engagement
 - Respect for the environment
 - A local business partner
- Building a better society
 - Support for local organizations and charities
 - Sustainable business operations
- Housing Families
 - National Grid, Grid For Good
 - Cristo Rey
 - Wentworth RAMP

Membership and Associations

Associated General Contractors (AGC)

US Green Building Council	American Society of Civil Engineers (ASCE)	Mechanical Contractors Association of America
Construction Management Association of America	Northeast Energy	Mechanical Contractors Association of NY, Inc.
International District Energy Association	National Gas Association (NGA)	National Certified Pipe Welding Bureau
New England Healthcare Engineer’s Society	New Jersey Utilities Association (NJUA)	Greater New York Welding Chapter
American Society for Health Care Engineering	Connecticut Construction Industry Association (CCIA)	Building Trades Employer Association of NY
Society of College and University Planners	NY Building Congress (NYBC)	American Institute of Architects
American Society of Professional Estimators	Distribution Contractors Association (NY) DCA	Guild of Gas Managers
Professional Women in Construction	Construction Industries of Massachusetts (CIM)	Preservation Mass
Boston Society of Architects	International District Energy Association (IDEA)	

INVESTING IN OUR PEOPLE

By investing in our people, we are investing in the future of BOND. We are committed to providing our employees with opportunities to continuously develop the skills and competencies they need to grow and advance their careers at BOND. We do this through technical training programs, professional certifications such as the Project Management Professional certification, along with managerial and leadership development programs. We also support a **lifetime of learning** with a tuition reimbursement program and access to an on-line library of courses covering people management, project management, financial management, computer skills, and other personal development topics.

Keeping in line with our spirit for growth, all employees participate in a performance assessment process that identifies position-specific goals and competencies for improvement and suggested learning and development opportunities, along with formal and informal check-ins throughout the year to discuss and evaluate progress. We also conduct staff development and succession planning exercises to evaluate the readiness of employees to take on new responsibilities, roles and opportunities within and across our family of companies.

BOND EMPLOYEE ENGAGEMENT

BOND sponsors several programs, committees, and initiatives designed to promote employee engagement including:

- Affinity groups to share knowledge and experience (e.g., Women in Construction group)
- Employee committees to provide input and drive action on various issues and initiatives (e.g., Diversity, Equity, and Inclusion committee)
- An employee well-being program
- An awards program to recognize outstanding achievement and excellence
- Various other activities to enable employees to interact in a social setting within and outside of the workplace



WORKFORCE DIVERSITY AND ENGAGEMENT

BOND strongly believes that a more **diverse, fair, and inclusive workplace** boosts employee productivity, innovation, and engagement. In 2021, BOND set up a Diversity, Equity, and Inclusion Committee (DE&I Committee) to create and foster a workplace environment that reflects and contributes to the diverse communities in which we do business in. The DE&I Committee champions the adoption and implementation of DE&I initiatives throughout the BOND companies. In 2021, our Committee worked with National Grid and actively developed volunteer opportunities for mentorship. In 2022, we want to continue our work with the Committee and further develop this mentoring program. We aim to increase diversity by partnering with target schools, community programs, and related resources and associations to help provide exposure to job opportunities at BOND.

BOND has a comprehensive Equal Opportunity Policy which applies to all subsidiaries and departments of BOND Brothers, Inc. It is the policy and practice of BOND Brothers, Inc. to compensate all employees fairly and without regard to their age, race, color, sex, creed, or any protected status. We also believe in the fair compensation for all employees. Employees have the right to discuss their jobs, pay rates, salary ranges, and related matters with their designated HR representative and should escalate any concerns to their manager and up to the senior management level of that Subsidiary or Department, as necessary. On a bi-annual basis, BOND's employment demographics are reviewed by the Director of People Strategies across all subsidiaries, departments, job classifications, and company locations.

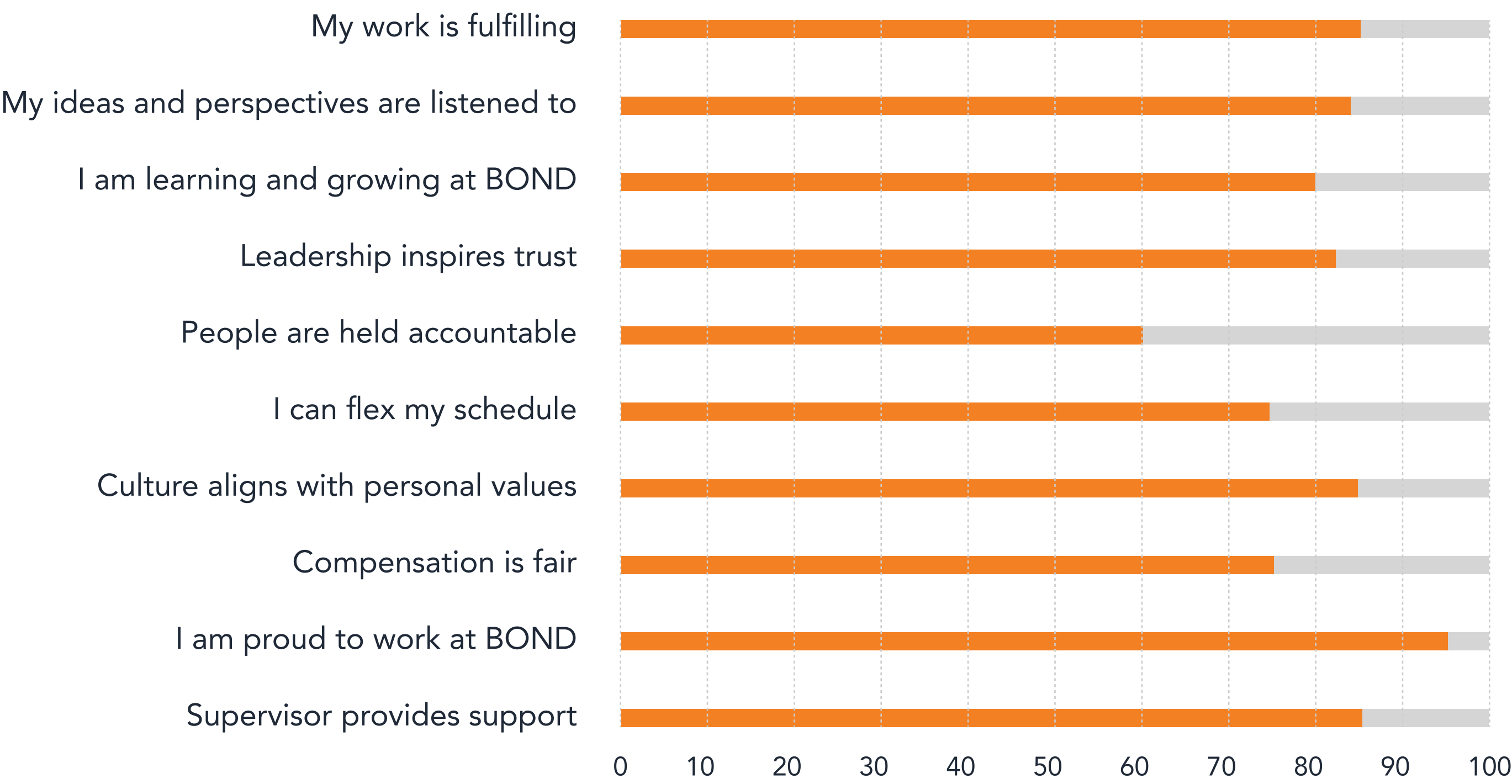
Engaging with our employees makes for a **better workforce environment**. Therefore, we require all employees to participate in the Company's "Blueprint" performance assessment process which gives employees performance feedback and the safe opportunity to make suggestions for improvements.



EMPLOYEE ENGAGEMENT

Our people are at the core of everything we do and are crucial to BOND’s development as a company. We actively engage our employees with an annual survey, which garnered over 250 responses, resulting in an **86% response rate**. We proudly report that more than half of our employees agree or strongly agree with the statements below.

Employee Engagement Survey



This feedback informs key developments within our company and our social sustainability strategy. We look forward to the opportunity to continue working with employees to improve our workplace culture and advance our efforts toward a more sustainable future.



GIVING BACK

BOND supports the communities in which we operate. In the last year, we hosted a variety of **COMMUNITY ENGAGEMENT PROGRAMS** across the eastern United States.



BOND Brothers
Foundation



Housing Families
Health & Homes



Grid For Good

BOND BROTHERS FOUNDATION

In 2008, the Company established the BOND Brothers Foundation to support the programs and great causes that enrich all our lives and society. As a company rich with history and culture, we feel it is our responsibility to create a formal means of giving and supporting the many causes that affect our lives daily.

Since its inception, our Foundation has contributed over **\$1.5 million** to local colleges, hospitals, and other non-profit organizations that provide education, assistance and support to the communities in which we and our clients work and live. The Foundation also matches donations up to a certain limit made by our employees to causes that they support.



HOUSING FAMILIES

BOND hosted the second annual virtual and in-person Housing Families Health & Homes for All 5K in 2021. BOND joined Housing Families in running, walking, and jogging to raise awareness around the important relationship between stable housing and positive health outcomes, and **successfully raised almost \$50K**. BOND continues to support this organization in multiple ways. In addition to organizing and participating in the run, we also actively solicited sponsors, and provided resources and monetary donations. In addition, we supported Housing Families with numerous other campaigns such as the Food Drive at Thanksgiving, Holiday Toy Drive, Back to School Backpack Drive, and their annual campaign for funding. BOND employees participate on Housing Families’ Board and frequently help in their online after-school tutoring program. We also have employees who are part of the Housing Families’ Young Professional Advisory Council Program and Development Program.



GRID FOR GOOD



Our partnership with Grid for Good enables us to invest in future generations of the workforce. Grid for Good is a program led by National Grid for ages 16 to 25+, aimed to leave a positive impact on socio-economically disadvantaged youth from underserved communities in the UK and US. Grid for Good was held in Boston and New York this year and offered a variety of engineering and construction programs and included coaching, training, and employment opportunities for young people.

This fantastic initiative showcases our commitment to Diversity, Equity, and Inclusion. BOND is one of only five energy industry partners for National Grid. In 2021, more than 10% of BOND’s workforce participated in the mentoring program.

Our goal is to increase this number to 15% in 2022.

Buildings tell stories too. They are an integral part of our community, and we take the responsibility of restoring and preserving historical structures seriously. Therefore, we are more than honored to have received the 2021 Preservation Massachusetts Paul & Niki Tsongas Award for a major renovation project at the historic City Hall building in Fitchburg, Massachusetts.

SAFETY IS A MINDSET

Our culture begins with a **DEDICATED LEADERSHIP** that puts employee safety first.

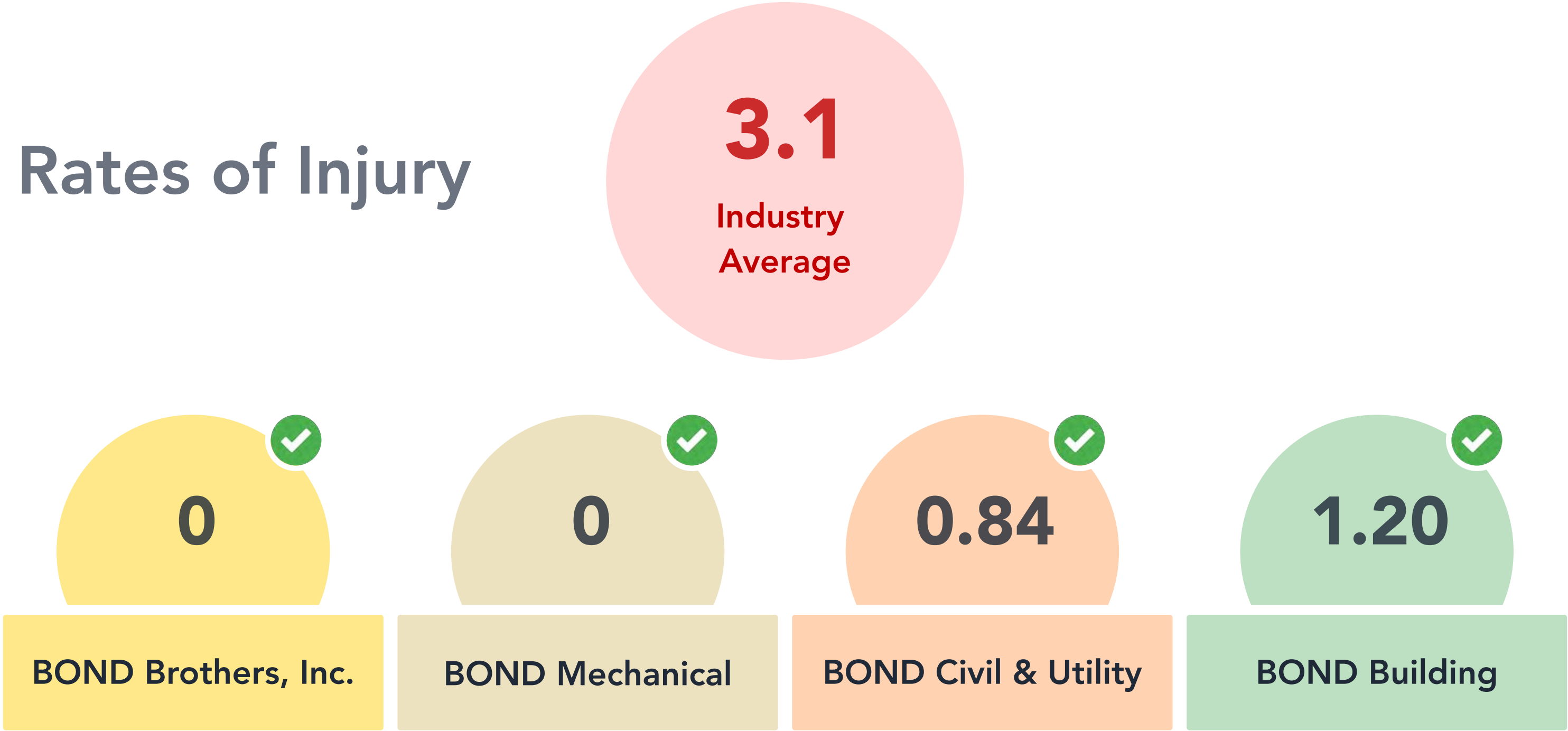
We aim to give our employees a place of employment that is free from recognized hazards and provide them with the resources and training necessary to complete their work safely and without incident. All BOND operations are responsible for the quality and competency of safety guidelines and processes. At BOND, everyone has a voice and the expression of opinion is respected by all levels of management. We believe that successful projects all have the same characteristics – they are planned meticulously and executed with extreme preciseness.

BOND strives to provide **high standards of health and safety** in the workplace and job site. It is the intention and priority of BOND to comply with all applicable federal and state health and safety regulations, including the implementation of OSHA guidelines and owner requirements. To accomplish our health and safety goals, a robust occupational health and safety management system has been implemented throughout all our operations. This includes a thorough and comprehensive training program for all workers under the guidance of our senior leadership. BOND has a safety excellence committee that continues to push us to be the safest version of ourselves. A corporate safety roundtable also exists which brings in new perspectives and robust discussions that consider employee and worker feedback.

We have built our Health & Safety Program around communication and respect, and we continue to monitor and assess areas for improvement. We are proud to implement thorough processes to identify work-related hazards and assess risks on a routine basis by using Project Risk Assessments and Job Hazard Analysis (JHA). Even fundamental elements like our “four seconds to safety” practices are critical as they remind workers to pause before beginning a new task. These seemingly simple initiatives have been shown to **reduce the probability of an injury incident by more than 90%**.

BOND takes great pride in our low rates of injury compared to industry averages. This is the result of our policies and administration efforts to prioritize worker health and safety in all situations.

Rates of Injury



SAFETY IS A MINDSET

Transparency plays a key role in workplace health and safety. All BOND employees are required to keep extensive documentation of any incidents that might occur on-site. Our workers are regularly trained on accident investigation, keeping in line with our understanding that safety is above everything. Every employee has the right to stop work, without any sort of reprisal, if they believe that the work situation can cause injury or ill health.

Safety begins on-site, every morning with a daily safety kickoff meeting where the foreman reviews the key safety considerations for the day's work. Safety Roundtables are conducted monthly to review our safety procedures and challenges. Safety data is regularly evaluated by senior management to identify trends and areas where BOND can improve. We utilize the seven step review to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents. This process requires workers to determine improvements needed in the occupational health and safety management system as a means of ensuring that everyone is working together to pursue a safe environment on every project.

SAFETY EXCELLENCE COMMITTEE

The purpose of BOND's SAFETY EXCELLENCE COMMITTEE is to ensure that our employees' place of employment is free from recognized hazards and provide our workers with the resources and training necessary to conduct their jobs safely. Each subsidiary has its own safety committee, which includes safety and operational managers, and members of our senior leadership team.



PROTECTING OUR CLIENTS

BOND considers the safety of our clients and customers a top priority. We understand that the constant changes and developments of new digital technologies can put our clients and customers at risk. Therefore, our IT team implements and manages a Security Awareness Training program that provides BOND personnel with the basic understanding of regulatory requirements and industry best practices relating to the use of computer resources. BOND is constantly evaluating and testing our data environment and continually fortifying our information systems to strengthen data security. **Our clients' security comes first**, and we have taken various steps behind the scenes to ensure that all data and client information is secured. Our commitment to client security is demonstrated by the fact that BOND has not had a single network data breach in the reporting year 2020-2021, and that no breaches have occurred where a customer's confidential business information (CBI) or personally identifiable information (PII) has been hacked. This has been possible through our incredible IT team and their dedication to our clients' safety.



ETHICAL BUSINESS

BOND is **committed to honest and ethical conduct** in all our business activities. Our comprehensive Employee Guidebook has specific instructions and policies to ensure the ethical and fair conduct of all of our employees. BOND prohibits bribes, kickbacks, or any other illegal or improper payments or transfers in the transaction of our business. No employees at BOND shall directly or indirectly pay, lend money to, or provide any money or thing of value to a union, its officers or its agents. Any employee who is requested to take any such action by any person or a union, its officers or agents must immediately report any such request to a senior executive of BOND.

HUMAN RIGHTS

BOND adheres to all applicable labor and human rights laws including those associated with equal opportunity and nondiscrimination, child labor, forced or compulsory labor, freedom of association, health and safety, a harassment-free work environment, and all laws and regulations regarding wages, benefits and working conditions. BOND understands that we have an obligation to create an environment in which **human rights are respected and prioritized**. We expect and require our business partners, contractors, and suppliers to demonstrate a commitment to the health and safety of their workers, treat their employees fairly and respectfully, and operate in compliance with all human rights laws.

In 2021, BOND drafted a human rights policy that encompassed our beliefs and values, and proudly formalized the policy at the beginning of January 2022. Moving forward, all Subsidiary Presidents are responsible for operating their business in accordance with this policy and all Corporate and Subsidiary Managers are responsible for monitoring compliance with this policy.

Environment

BUILDING A GREENER WORLD

BOND's culture of being a client-driven organization, coupled with the desire of being the best-in-class corporate citizen, codifies into a top line effort around establishing ESG driven business practices. BOND incorporates green construction and sustainable elements to protect the environment, reduce waste, save on energy costs, and improve the health of our communities. BOND adheres to all legal standards, regulations and permits. From waste management to energy generation, BOND is mindful of the impact that we have on the surrounding world.

BOND continuously reflects upon our impact on the planet and our ability to be an active part of the solution. We aim to advance efforts that can reduce our impact on the environment in the face of climate change and its impacts on society. A green future aligns with many of our clients' core values, and we believe that through **creativity and innovation**, we can provide solutions and services to our clients that advances our collective goals to build a **greener world**.



LEAN CONSTRUCTION

BOND **efficiently reduces waste** whenever possible by using Lean Construction practices. For example, by recycling steel waste products we utilize steel instead of sending it to landfills. BOND works in partnership with our clients to handle the generation and disposal of waste responsibly and in compliance with all applicable state and federal guidelines. While most waste related impacts are dealt with by the clients who hire us, BOND disposes of all waste (i.e. scrap metal, plywood, conduit, and PCB dust) responsibly.

BOND does not generate any hazardous waste, however, when applicable we identify and practice the safe disposal of hazardous materials for contaminated site materials. We hire trusted third-party organizations to manage hazardous waste responsibly.



US GREEN BUILDING COUNCIL

BOND is an active member of the US Green Building Council (USGBC), a membership-based non-profit organization that promotes sustainability in building design, construction, and operation. As USGBC members, we actively invest in training and educating our team in green building best practices. Within the USGBC is the LEED rating system, a highly acclaimed green building rating system that is used across the world to demonstrate sustainability leadership and identify ways that new and old buildings can improve efficiency, lower carbon emissions, save on capital expenditures, and create healthy and sustainable places for society. Our LEED Accredited Professionals lead BOND's sustainability efforts and deliver LEED Certified projects of all levels, including Commercial Interior and Platinum.

A NEW ERA FOR ENERGY

BOND is uniquely qualified to lead in a new era of energy-based infrastructure. The "Energy Transition", also known as "Electrification" or achieving Carbon Neutrality in the energy sector, has been the catalyst for development of new, and impactful energy generation and transmission infrastructure. Projects involving the buildout of new markets such as Offshore Wind (OSW) and Battery Energy Storage Systems (BESS) allow BOND to leverage our storied history in the Electrical Transmission market. Other emerging carbon neutral markets include Renewable Natural Gas and Hydrogen. The infrastructure associated with these build outs position BOND to support our existing natural gas and liquified natural gas clients as they navigate the transformation of their asset fleet from fossil fuel generation to a more carbon neutral baseload of energy supply.

BRISTOL COMMUNITY COLLEGE – HEALTH AND SCIENCE BUILDING

BOND's expertise and experience are highlighted by our engagement in the development of the Bristol Community College. BOND not only provided construction management services, but our efforts resulted in the building being awarded a LEED Platinum certification as well as several regional and national awards for its innovative design and approach to sustainable construction. In addition to this significant accomplishment, this facility remains one of the largest Zero Net Energy (ZNE) science buildings in the region.



BOND's commitment to sustainability is also displayed through the various Lean Construction techniques that were used to facilitate the project. The BOND Building team employed small batch planning to ensure that materials and labor were **delivered on time and with minimal waste**. Achieving these tremendous feats is no small matter when constructing a building that is up to 50,000 square feet. We are proud of what our team has accomplished and look forward to continued innovation and creating advances in sustainable construction.

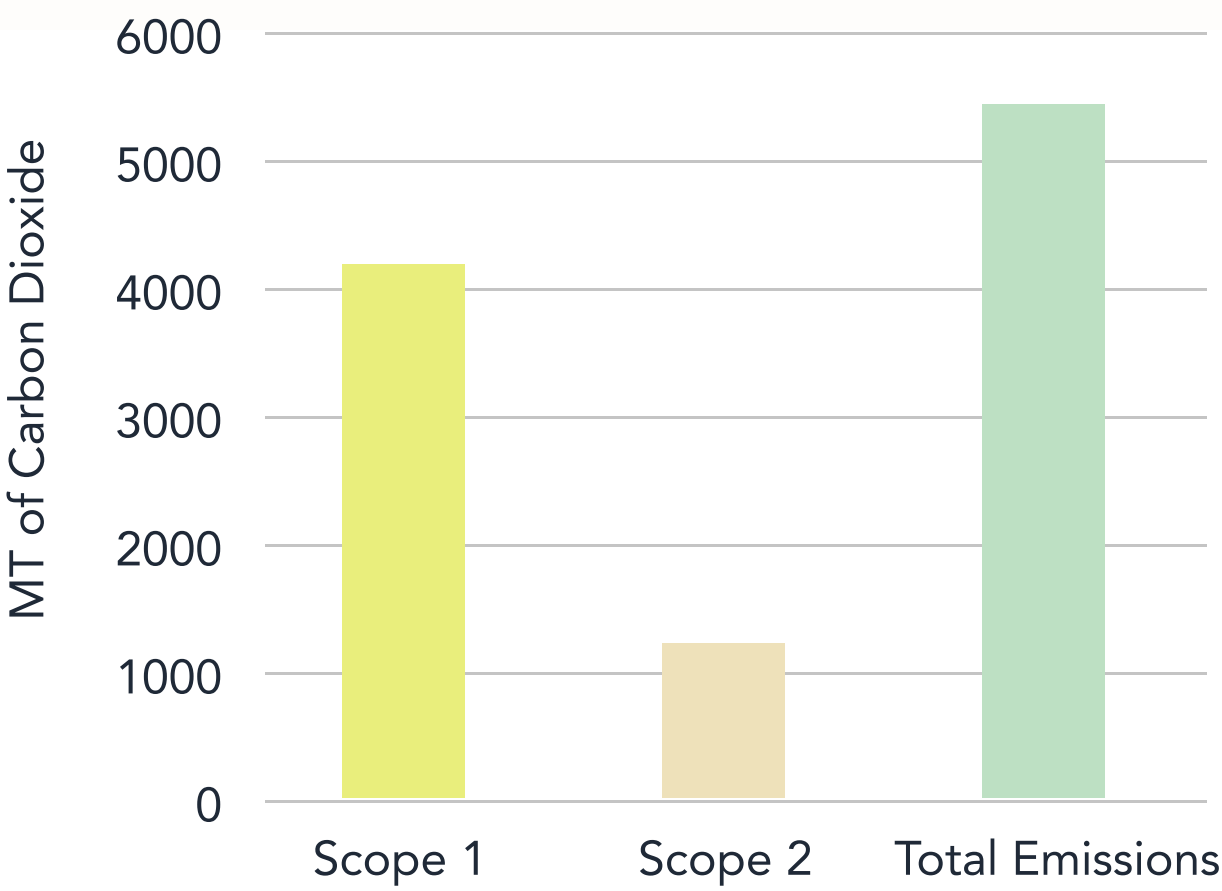
GHG EMISSIONS

Climate change is fundamentally the greatest challenge for our generation. As a responsible corporate citizen, we understand that human activity is mostly responsible for climate change through the combustion of fossil fuels which we must collectively work together to reverse. We took the first step of understanding our contribution to climate change by calculating our Scope 1 and 2 emissions.

Moving forward, BOND is researching and evaluating how we can reduce our emissions.

- **Scope 1** emissions include natural gas, leased vehicles, and company owned vehicles and equipment.
- **Scope 2** includes CO2 emissions from electricity data for BOND office spaces. Total emissions includes both Scope 1 and Scope 2.

GHG Emissions Metric Tons (MT) of Carbon Dioxide



LOOKING TO THE FUTURE

BOND looks to the future of construction and how we can **PROMOTE GREEN BUILDING PRACTICES.**

Starting in 2022, BOND will have implemented an Environmental Policy that encompasses all our subsidiaries and follows all applicable environmental laws and regulations in the locations in which we work. We are endeavoring to reduce our environmental impact by reducing our greenhouse gas emissions and encouraging the use of recycled products and supplies. We will continue to encourage and work with our business partners, contractors, and suppliers to improve their environmental performance and culture.

Continued improvement of our environmental performance is an integral part of our business strategy and operations. As we begin this journey, we will monitor and review our environmental performance on a regular basis and incorporate ESG pillars into our business decisions through the promotion of environmental stewardship and on-going training and education activities.

All Subsidiary Presidents are responsible for ensuring that this policy is followed in our day-to-day operations. Additionally, Corporate and Subsidiary Officers are given the responsibility to promote and advance the Company's efforts to reduce our environmental impacts. As a team, BOND is confident that we can work together to immerse our company in sustainability and pursue sustainable development in the years ahead.



Appendix

Company demographics for each employee category are provided below as of October 31st, 2021.

Percentage of gender representation for each work class

	Female (%)	Male (%)
Project Delivery Staff	15.0	85.0
G&A Staff	41.9	58.1
Craft Labor	2.2	97.8
Management	8.7	91.3
Total Staff	10.8	89.2

Labor force percentage by race and ethnicity for each employee category

	White (%)	Non-white (%)
Project Delivery Staff	90.5	9.5
G&A Staff	75.7	24.3
Craft Labor	75.2	24.8
Management	100.0	0.0
Total Staff	80.8	19.2

BOND's 2021 Safety Record

Subsidiaries	Rates of Injury*	Occupational Diseases	Lost Days	# of Work-Related Fatalities
BOND Brothers, Inc.	0	0	0	0
BOND Construction	1.20	0	16	0
BOND Civil & Utility	0.84	0	0	0
BOND Mechanical	0	0	0	0

*Per 200,000 hours

Global Reporting Index

GRI ID	Description	Response and Reference
ORGANIZATIONAL PROFILE		
102 - 1	Name of the organization	BOND Brothers, Inc.
102 - 2	Activities, brands, products, and service	Company, pg. 3
102 - 3	Location of headquarters	Company, pg. 3
102 - 4	Location of operation	Company, pg. 3
102 - 5	Ownership and legal form	Company, pg. 3 BOND is a privately owned S-corporation.
102 - 6	Markets served	Company, pg. 3
102 - 7	Scale of the organization	Company, pg. 3 A Family BOND, pg. 9
102 - 8	Information on employees and other workers	A Family BOND, pg. 9
102 - 9	Supply chain	Governance, pg. 5
102 - 10	Significant changes to the organization and its supply chain	No significant changes occurred during the reporting year.
102 - 11	Precautionary Principle or approach	Sustainability Oversight, pg. 5
102 - 12	External initiatives	Not at this time.
102 - 13	Membership of associations	Membership and Associations, pg. 11 DE&I Committee Safety Committee Technology Advisory Group
STRATEGY		
102 - 14	Statement from senior decision-maker	Message from the CEO, pg. 1
ETHICS AND INTEGRITY		
102 - 16	Values, principles, standards, and norms of behavior	Governance, pg. 5
GOVERNANCE		
102 - 18	Governance structure	Governance, pg. 5
102 - 20	Executive-level responsibility for economic, environmental, and social topics	Governance, pg. 5
STAKEHOLDER ENGAGEMENT		
102 - 40	List of stakeholder groups	Stakeholder Engagement, pg. 10-11
102 - 41	Collective bargaining agreements	All craft labor is covered by collective bargaining agreements.

GRI ID	Description	Response and Reference
102 - 42	Identifying and selecting stakeholders	Stakeholder Engagement, pg. 10-11
102 - 43	Approach to stakeholder engagement	Stakeholder Engagement, pg. 10-11
102 - 44	Key topics and concerns raised	Materiality, pg. 7
REPORTING PRACTICE		
102 - 45	Entities included in the consolidated financial statements	BOND Brothers, Inc., plus their three subsidiaries BOND Building, BOND Civil & Utility, BOND Mechanical.
102 - 46	Defining report content and topic Boundaries	Company, pg. 3 Materiality, pg. 7
102 - 47	List of material topics	Materiality, pg. 7
102 - 48	Restatements of information	No restatement of information as this is BOND’s first report.
102 - 49	Changes in reporting	No changes in reporting as this is BOND’s first report.
102 - 50	Reporting period	2021
102 - 51	Date of most recent report	No Previous Report
102 - 52	Reporting cycle	Fiscal Year
102 - 53	Contact point for questions regarding the report	Richard Small rsmall@bondbrothers.com
102 - 54	Claims of reporting in accordance with the GRI Standards	Company, pg. 3
102 - 55	GRI content index	This index serves as the GRI content index.
ANTI-CORRUPTION		
205-2	Communication and training about anti-corruption policies and procedures	Ethical Business, pg. 19
ENERGY		
103-1	Explanation of the material topic and its Boundary	GHG Emissions, pg. 22 About the Report, pg. 2
103-2	The management approach and its components	GHG Emissions, pg. 22 About the Report, pg. 2
103-3	Evaluation of the management approach	GHG Emissions, pg. 22 About the Report, pg. 2
302-1	Energy consumption within the organization	GHG Emissions, pg. 22 About the Report, pg. 2
302-3	Energy intensity	GHG Emissions, pg. 22 0.071 Kwhr/sqft
EMISSIONS		
103-1	Explanation of the material topic and its Boundary	GHG Emissions, pg. 22
103-2	The management approach and its components	GHG Emissions, pg. 22
103-3	Evaluation of the management approach	GHG Emissions, pg. 22

GRI ID	Description	Response and Reference
305-1	Direct Scope 1 GHG emissions	GHG Emissions, pg. 22 About the Report, pg. 2 4,280.38 MT CO2
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions, pg. 22 About the Report, pg. 2 1,130.83 MT CO2
WASTE		
103-1	Explanation of the material topic and its Boundary	Lean Construction, pg. 20
103-2	The management approach and its components	Lean Construction, pg. 20
103-3	Evaluation of the management approach	Lean Construction, pg. 20
306-1	Waste generation and significant waste-related impacts	Lean Construction, pg. 20
306-2	Management of significant waste-related impacts	Lean Construction, pg. 20
306-3	Waste generated	Lean Construction, pg. 20 Data on the total weight of waste generated is not currently collected.
306-4	Waste diverted from disposal	Lean Construction, pg. 20 Data on the total weight of waste diverted is currently omitted.
306-5	Waste directed to disposal	Lean Construction, pg. 20 Data on the weight of waste directed to disposal is currently omitted.
OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its Boundary	Safety is a Mindset, pg. 18 People and Communities, pg. 9
103-2	The management approach and its components	Safety is a Mindset, pg. 18 People and Communities, pg. 9
103-3	Evaluation of the management approach	Safety is a Mindset, pg. 18 People and Communities, pg. 9
403-1	Occupational Health and Safety Management System	Safety is a Mindset, pg. 18 People and Communities, pg. 9
403-2	Hazard identification, risk assessment, and incident investigation	Safety is a Mindset, pg. 18 People and Communities, pg. 9
403-3	Occupational health services	Safety is a Mindset, pg. 18 People and Communities, pg. 9
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety is a Mindset, pg. 18 People and Communities, pg. 9 Safety Committees and roundtables are used for worker participation and consultation.
TRAINING AND EDUCATION		
103-1	Explanation of the material topic and its Boundary	Investing in Our People, pg. 12
103-2	The management approach and its components	Investing in Our People, pg. 12

GRI ID	Description	Response and Reference
103-3	Evaluation of the management approach	Investing in Our People, pg. 12
404-1	Average hours of training per year per employee	Investing in Our People, pg. 12 On average, each employee receives 16 hours of training per year.
404-2	Programs for upgrading employee skills and transition assistance programs	Investing in Our People, pg. 12
404-3	Percentage of employees receiving regular performance and career development reviews	Investing in Our People, pg. 12 All employees are required to receive an annual performance review.
DIVERSITY AND EQUAL OPPORTUNITY		
103-1	Explanation of the material topic and its Boundary	Workforce Diversity and Engagement, pg. 13
103-2	The management approach and its components	Workforce Diversity and Engagement, pg. 13
103-3	Evaluation of the management approach	Workforce Diversity and Engagement, pg. 13
405-2	Ratio of basic salary and remuneration of women and men	On average, females are paid 93.4% of what males are paid.
HUMAN RIGHTS ASSESSMENT		
103-1	Explanation of the material topic and its Boundary	Human Rights, pg. 19
103-2	The management approach and its components	Human Rights, pg. 19
103-3	Evaluation of the management approach	Human Rights, pg. 19
412-2	Employee training on human rights policies or procedures	Human Rights, pg. 19
LOCAL COMMUNITIES		
103-1	Explanation of the material topic and its Boundary	People & Communities, pg. 9-19
103-2	The management approach and its components	People & Communities, pg. 9-19
103-3	Evaluation of the management approach	People & Communities, pg. 9-19
413-1	Operations with local community engagement, impact assessments and development programs	People & Communities, pg. 9-19 Exact percentage of operations with implemented local community engagement, impact assessments, and/or development programs is unavailable. Instead, BOND provides key examples of its local community engagement.

Sustainability Accounting Standards Board Index

Metric	Code	Response and Reference
ACTIVITY		
Production	IF-EN-000.B	303
Area of Manufacturing Facilities	IF-EN-000.C	139
ENVIRONMENTAL IMPACTS OF PROJECT DEVELOPMENT		
Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	IF-EN-160a.2	Lean Construction, pg. 20
WORKFORCE HEALTH & SAFETY		
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	IF-EN-320a.1	Rates of Injury, pg. 17
CLIMATE IMPACTS OF BUSINESS MIX		
Discussion of processes to incorporate operational-phase energy and water efficiency considerations into project planning and design	IF-EN-410a.1	Environment, pg. 20-22
BUSINESS ETHICS		
Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	IF-EN-510a.3	Ethical Business, pg. 19

Metric	Code	Response and Reference
DATA SECURITY		
Description of approach to identifying and addressing data security risks	SV-PS-230a.1	BOND uses a variety of tools and software in order to identify and address data security risks.
		IT Management implements and manages a Security Awareness Training program that provides BOND personnel with a basic understanding of regulatory requirements and industry best practices relating to the use of computer resources. BOND has not identified vulnerabilities in its information systems that can possibly lead to a data security risk. BOND manages its security process through a Security Assessment Plan for Information Systems that store, process, or display PII/or PHI. BOND has not disclosed trends it has observed in the type, frequency, and origination of attacks to its data security and information systems. BOND does not have an external standard or framework that it utilizes to manage data security.
		BOND has also developed a Plan of Action and Milestones (POA&M) for the information system to document planned remedial actions to correct weaknesses or deficiencies noted during the assessment of the security controls and to reduce or eliminate known vulnerabilities in the system. The POA&M is updated annually based on the findings from security controls assessments, and vulnerability assessments.
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	BOND addresses the collection, usage, and retention of customer information, including demographic data, confidential data (CBI) and personally identifiable information (PII).
		The information systems that store, process, or display PII/ or PHI must be authorized by the Director of IT and documented in accordance with contractual requirements.
		IT monitors the information system connections on a consistent basis. Only HR and payroll have access to personal information and data, and the security measures differs between locations.
		BOND does not implement U.S. OMB Guidance for Implementing the Privacy Provisions of the E-Government Act of 2002 (M-03-22), including use of Privacy Impact Assessments (PIAs) within its organization.

Metric	Code	Response and Reference
NUMBER OF DATA BREACHES		
Percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	(1) 0, (2) 0% (3) 0
WORKFORCE AND DIVERSITY		
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	Voluntary turnover rate: 11.76% Involuntary turnover rate: 1.68%
Employee engagement as a percentage	SV-PS-330a.3	86% response rate



BOND

Thank You

BOND

Brothers, Inc.

<https://www.bondbrothers.com>