

Battle Axe Construction, LLC

Sustainability Plan



Battling for excellence in managing sustainability!

BACKGROUND

Climate change is no longer just an issue for government agencies and major corporations. The demand for sustainability is reaching deep into the supply chain to affect even the smallest businesses. Many of our clients have already embarked on initiatives to curb their greenhouse gas emissions or reduce their environmental footprints. Our company must be ready to address climate change in a way that supports their efforts.

Battle Axe Construction, LLC recognizes that only by becoming sustainable can we continue to grow. The necessity to move to a more sustainable business model has become a critical strategy. Not moving in this direction will have serious repercussions on how clients and potential clients judge our company and value our services in the future. Consequently, we have developed this well thought out plan that outlines a journey toward sustainability that is long-term in focus and ongoing in implementation.

Our Business at a Glance

Battle Axe Construction is a specialty contractor who provides Demolition, Wrecking/Razing of buildings houses and structures, Landscaping, Clearing and Grubbing services. We have a diverse group of skilled, talented, and experienced professionals that are all dedicated to achieving excellence. Serving Ohio, Kentucky, and Indiana.

Plan Overview

At Battle Axe Construction, we have a direct impact on the environment through our daily consumption of energy and paper resources. In fact, the biggest energy users operate in office buildings, which have a major impact on the lives of employees and the lives of people in the communities where they are located. These Office buildings account for 19 percent of all commercial energy consumption, more than any other type of commercial building. Heating, cooling and energy for office space are responsible for almost 40% of the nation's carbon dioxide emissions and more than 23% of total electricity usage in the building sector. This is certainly detrimental to the continued growth of the nation's economy.

Energy is a vital component of our operations. However, we recognize that energy efficiency is a critical element to managing climate change. Profit at all cost is no longer the acceptable standard of doing business. The definition of business success is rapidly changing from making money to what a company does to make money. This philosophy is bringing forth a green economy with a new culture and new values.

Perhaps the best definition of sustainable development comes from the World Commission on Environment and Development's *Bundtland Report*, which defined it as: "Development that meets the needs of the present without sacrificing the ability of future generations to meet their own needs."

Battle Axe Construction, LLC is committed to model the principles of sustainability in our office operations and other areas where we can reduce the company's environmental impact. We can achieve real and sustained business value through the adoption of practices that maximize the efficient use of resources and minimize waste.

Now that sustainable development is at the forefront of our consciousness, the challenge is to find the right balance between completing economic, social and environmental goals. In order to sustain our future, we need to perform well in the three key areas that are the principles of sustainable development:

- Economic Performance - sustaining economically and building capital
- Social and Ethical Performance - sustaining social and human capital
- Environmental Performance - sustaining natural capital

The following is a useful framework for structuring our activities:

Battle Axe Construction is committed to the community. Our intent is to not only build a more sustainable business that starts at our home office, but also extends into the community where we live and work. It means meeting the community's growing needs in economically, environmentally and socially responsible ways. In short, helping to secure a prosperous community for future generations is what our concept of sustainability is all about. This translates into a commitment to operate our business profitably, while focusing on energy efficiency, waste reduction and working to improve the quality of life for everyone. This plan describes how we intend to share responsibility for the community where we work and the world where we live.

The Future We Envision

While we envision ourselves as a sustainable futuristic leader, we also understand the transition it will take to get there. The need to have a vision that reaches beyond environmental responsibility is paramount. It serves to keep us focused on the company we aspire to become and the expectations we have set forth in this document.

We find there are great challenges and an even greater reward in our future as a sustainable company. Our vision statement is an example of where we see ourselves in the long-term:

Battle Axe Construction intends to be fully engaged in the future by leveraging sustainability. With the urgent necessity to conserve the Earth's resources, we envision our company to lead in green initiatives. Our company plans are to develop, implement and collaborate with the community to utilize and maintain Sustainability. Ultimately we will Reduce, Reuse and Recycle to help conserve the Earth's natural resources, and build healthier communities one neighborhoods at a time.

Constructive Stakeholder Engagement

We intend to maintain a continuous and open dialogue with a wide variety of stakeholders. We see the participation of people as critical to ensure that plans and activities not only reflect our own priorities, but involve human capital in our sustainable development strategies.

To this end, an assessment process was used to identify and evaluate a spectrum of stakeholders, taking into account that not everyone will be engaged at the same level of participation. Different stakeholders are entitled to different considerations, and the assessment process allowed us to prioritize them to develop suitable communications and outreach programs.

The following stakeholders are considered "high priority" and therefore constant engagement and education is required, as well as consideration for feedback when addressing issues.

These key stakeholders will have the highest level of participation as owners of the company's sustainability initiatives. They will lead in decisions making, assist in the planning process and are responsible for implementation of the plan. When these stakeholders come together to develop innovative solutions to the issues we face, the results will add value to the company.

High Priority Stakeholders

Our company is committed to demonstrating a positive influence to the planet's sustainable environment. Therefore, future business operation goals will be led by the CEO, Operation Manager and Human Resources Director to plan and implement the sustainability initiatives for the company. We consider this group to be our most valuable asset to achieve sustainable growth for all of our stakeholders.

Another group of stakeholders will not be involved in decision making, but will have a sense of ownership in our sustainability initiative. They will assist with the implementation process by providing us with their point of view on sustainability. Our aim is to communicate accurate, detailed information

about our company's strategy, vision, mission and management plans, making full use of feedback we receive from this group. We will look to the company's Site Foreman, Site Labors and our Executive Assistant to give constructive criticism on how to improve and enhance the company's sustainability initiative.

Our success will depend on maintaining relationships built on trust and mutual respect. We will keep the following stakeholders engaged as important resources for interviews, questionnaires and group discussions, but they will not be directly involved in decision making or implementation of our initiatives. We will listen to their opinions and suggestions, without focusing only on our own ideas and needs. This group of stakeholders includes the company's Accounting Executive, and Marketing Executive to make suggestions on how to improve and enhance the company's sustainability initiative.

Our Sustainable Mission

Clients look to us to support their sustainable development; to ensure that our operations are consistent with their supplier requirements. The global marketplace has changed and corporate survival depends on transitioning with this change. This is why our clients will continue to hold us to the highest standards with regard to sustainability.

Businesses and governments around the world are reacting to consumer demands for environmental and social responsibility, as well as sustainability. What the market demands of major corporations, it also expects of small service companies. Thus, our traditional business model has expanded to include a sustainable development mission that reflects our values and philosophy.

Mission Statement

Our mission is to battle for excellence to rebuild and restore our community, by preserving natural resources and conserving our valuable environment. We use sustainable practices and principles as specialty contractor. We have a diverse group of skilled, talented, and experienced professionals that are all dedicated to achieving excellence in managing sustainability.

Our Sustainable Development Policy

We have an opportunity to make a positive contribution to a sustainable planet by enacting policies designed so that our business operations do not degrade the environment or cause social harm. We considered the viewpoint of various constituents before developing a company policy. To demonstrate our commitment to become sustainable, the company has adopted the following policy:

Battle Axe Construction takes pride in the opportunity to contribute to the preservation of the earth's natural resources and provide sustainability of the environment, society and the economy. We will implement a plan of action to achieve sustainability and will motivate our staff to be excited about the company's initiatives to create greener, healthier communities. We will be guided by high standards that will be met through continued mandatory trainings and incentives to secure a long-term sustainability outcome for Battle Axe Construction.

TOWARD SUSTAINABILITY

Battle Axe Construction believes we can't manage what we can't measure. It was essential to establish baselines from which we can monitor progress, as we move toward becoming a sustainable company. To achieve this goal, we conducted a series of extensive self-audits and impact assessments. To determine relevant content and performance metrics, we used certain indicators outlined in the Global Reporting Initiative (GRI) as a guideline. The GRI provides a framework for corporations and other organizations to report on their social, economic and environmental performance. The three pillars of sustainability were divided into categories and further into indicators. Since this is the standard our clients use for sustainability reporting, it made sense to use the same guidelines.

Our baseline assessment and sustainability report helped us to focus on energy consumption, water

usage, materials usage, waste management, emissions control, health and safety, and human rights. Results showed both positive and negative trends and provided us with a baseline for setting short- and long-term goals, as well as a guide for ongoing reporting to our stakeholders on an annual basis. Through this effort we were able to identify the following key areas to address:

Environmental

- Energy
- Water Use
- Waste Disposal

Societal

- Community Health
- Local Hiring
- Volunteering

Economical

- Cost Reductions
- Maximize Resources
- Community Investment

What Our Plan Will Accomplish

As a service provider, we understand that every part of our business has a potential impact not only on the environment, but also on our clients' business as well. We must and will ensure that materials utilized in the course of doing business do not contain nor are manufactured with certain "unfriendly" or restricted materials, and that any products we provide as a result of delivering services are recyclable. Nowadays, climate change is an undisputed fact. The need for our company to implement sustainability practices is a reality of the times.

By engaging in ways that are consistent with our clients' sustainability efforts and helping them improve their environmental performance, we will build value and competitive advantage.

The outcome of our auditing efforts was to set goals that will take the company into the future. But the question we will continue to ask ourselves is how we can achieve the following goals with improved performance, in order to provide the best customer experience at the best value.

Our Environmental Goals:

Our primary environmental goal is to move towards being environmentally aware. With our new found Sustainability Awareness, our company is committed to implementing sustainable thinking and practices within the company. When management demonstrates our sustainability philosophy and practices, this will help to encourage as well as implement employee changed behavior and ultimately move us towards compliance to sustainability policies and procedures within the company to help conserve energy, water usage, and reduce and recycle waste disposal.

Our Societal Goals:

Our societal goal is help reconstruct, restore and rebuild a community that strives on Community Health, local Hiring an Volunteering. Establishing this relationship may help close the disparity between businesses and the community. Together the neighborhood and sustainable businesses can work hand in hand in implementing sustainable practices to build and maintain a sustainability committed community.

Our Economic Goals:

With Sustainability Awareness and changed behavior we (the businesses and community) can commit to incorporating sustainable practices daily. With utilizing cost reductions, the saved capital from cost reduction can be used to finance the renovation of the community, resulting in community investment. Maximizing resources is always the goal when reducing, reusing and recycling is available.

How We will Achieve Our Goals

As we move forward, an important step in integrating our sustainable policies is to ensure our staff fully understands our commitment to environmental and social responsibility.

Our vision statement provides a direct link between how we currently run our business and the sustainable company we strive to be tomorrow. It helps us to focus on what we can achieve now, while protecting the planet for future generations.

Our mission statement represents who we are as a company. It is the compass we will use, not only to remind us of our values, but to guide us forward at the same time.

Our policy statement is the foundation upon which we will build tomorrow's success. As a sustainable business, we will embrace social responsibility and environmental protection. Our company policy provides the basis for every decision we make as we work toward achieving sustainability.

Together, these elements of vision, mission and values describe who we are, what we intend to do and how we intend to do it.

Once we established a green vision and mission, we developed the following strategies against a triple bottom line of environmental stewardship, social responsibility and economic prosperity. We will strive to operate our facilities and conduct our operations in such a way to protect people, profits and the planet. We will strive to operate our offices and conduct business in such a way to protect people, profits and the planet.

Environmental Action Steps

To commit to our vision and mission, Battle Axe Construction wants to implement water conservation through the utilization of the following systems; Water Conservations, Energy Efficiency, and Waste Disposal.

Water Conservation - we will support the uses of Rain Garden, Full wastewater Purification, Roof Garden, low flush toilet units and automated faucets. All of these method listed above are ways to conserve water with using the listed resources.

Energy Efficiency - we will support energy efficiency by encouraging and endorsing uses of coal and natural gas, natural lighting, light sensors, and solar panels.

Waste Disposal - we will continue to reduce construction waste by recycling building material. We will commit to using more Eco friendly methods to reduce waste and pollution in our environment.

All of these things will protect and conserve our environment so that we can all have a hand in protecting our environment.

Societal Action Steps

Battle Axe Construction's slogan is "Battling for Excellence." We also battle in bringing prosperity to the community. We are an equal opportunity employer that strives on hiring locally from the inner city community to provide jobs to felons as well as any qualified candidate. We believe in giving people second chances.

Economic Action Steps

Battle Axe Construction will continue to maximize resources by recycling demolition materials. When available we will use reused material to promote cost reductions in the company and maximize on using recycled materials. As a result, this will allow our company to invest and collaborate with the community to implement sustainability, by representing cost reduction through maximizing resources through the community investment of preserving the environment by capitalizing on reused and recycled materials.

We believe strategies to reduce environmental and social impacts will give us a stronger position in the marketplace and a distinct competitive advantage. Fully integrating sustainable practices into our business is important for providing best-in-class service and the best customer experience. As we move forward with a sustainable mindset, these strategic action steps will help us to meet challenges, take advantage of opportunities and prosper from a future full of promise.

Systems To Support Our Efforts

We see the situation for what it is: an entirely new green economy in which we must compete in order to survive. We intend to do our part in combating climate change by achieving sustainability through a combination of efficiency improvements to our operations. Organizational competencies (managerial and technical) together with support systems that keep the company moving in the right direction are strategic assets of utmost importance.

Sustainable practices is about changing habits and engaging in processes that create abundance while eliminating waste. We recognize that integrating sustainable strategies into business operations will not be easy. In fact, the biggest challenges we face are transitioning the company to a new cultural orientation and making extensive refinements to systems, practices and procedures over time.

These are not easy tasks for people who have been doing things the same way for so long. It requires operational systems to help each and every employee to participate in responsible decision-making and deliberate acts of conservation.

To achieve sustainable success, we have established the following support systems – all of which will contribute to reducing our environmental impact.

Environmental Support Systems:

Battle Axe Construction will strive to be an effective participant in sustainable development of the community, by using natural resources, to construct the Green Infrastructure Initiative. By creating the Green Infrastructure Initiative, this will impact the sustainable development to reduce, reuse and recycle energy efficiency, water use and waste disposal.

Societal Support Systems

Battle Axe Construction will increase our sustainability knowledge and skills as a company to help support the green infrastructure initiative. As we position our company to take full advantage of the opportunities within the redevelopment of community by encouraging volunteering, this will improve the community health, employment and rebuild the community one day at a time.

Economic Support Systems:

The community has now been educated on the sustainable development and the importance of it to rebuild the community. Character of the community tends to affect value of life. Incorporating smart growth and green building as the community embraces the new and improved way of living, it will be appropriate to show the community that cost reduction, utilizing resources and community investment, will raise property value for the community.

The processes we are adopting and the systems we are putting in place will allow us to continuously improve our performance and lower our costs as we work toward a sustainable future.

EVALUATION IS FUNDAMENTAL

As a growing business, we want to be known as a sustainability leader in the marketplace. The development of performance measures will enable us to determine the current state of our business and benchmark progress far into the future. The metrics we used reflect data that can be reported from year to year, such as total energy and paper usage. Not only will we be able to determine success and failure of adapted practices and strategies on an annual basis, but also critically evaluate our chosen course of action and make adjustments where necessary. Value is created whenever benefits exceed costs; and we can effectively measure policies and practices against results.

The grounding framework for our Performance Measurement System stems from the sustainability indicators of the Global Reporting Initiative (GRI) used by our clients. Although this plan was not produced in full accordance with GRI reporting, our Performance Measurement System will guide us to be more efficient in our operations and more strategically aligned to find ways that will improve both our clients' and our own performance. The metrics are categorized into the three groups that form the framework for GRI reporting:

Environmental Performance Indicators:

- Initiatives to use energy-efficient or renewable energy-based products.
- Percentage of materials recycled, reused and diverted from the landfill.
- Percentage of Water conserved through rainwater use or Wastewater Recycled

Societal Performance Indicators:

- Percentage of employees that are members of disadvantaged groups (i.e., veterans, minorities, women, etc.)
- Percentage of employees involved in volunteerism and community service.
- Community partnership initiatives to improve education, health and the overall quality of life.
- Outreach initiatives to engage external stakeholders in helping to implement sustainability.

Economic Performance Indicators:

- Financial implications and other risks and opportunities for the company's activities due to climate change.
- Procedures for local hiring and proportion of managers and senior executives hired from the local community.
- Development and impact of infrastructure investments and services provided primarily for public benefit through volunteerism, in-kind or pro bono engagement.
- Percentage of spending with diverse suppliers.

Timelines and Milestones

Projects that introduce a new endeavor but fail to be sustained after the initial thrust can create a sense of frustration among employees. We are committed to embracing environmental, societal and economic responsibility as key source of competitive advantage. Because of this, the company has made a ten year commitment to sustainable development.

We can accomplish many things over the next five years, but our intent is to look far into the future. The lessons learned over the next few years will provide insight into the planning and implementation of improved processes that can ensure long-term sustainability for years to come.

We will quantify our performance by tracking data over time on important benchmarks. The metrics and milestones we have established will serve as a foundation for taking first steps. What is measured also needs to be monitored and actively managed.

Following is a timeline of milestones in our journey toward sustainability:

Timelines and Milestones (change percentages to match short- and long-term goals)				
Metrics	Action	1 Yr.	2-3 Yrs.	4-5 yrs.
Energy Reduction	Reduction of Energy Usage	10%	15%	25%
Water Usage	Reduce Water Usage	10%	25%	35%
Waste Disposal	Recycle Disposal	20%	35%	50%
Cost Reductions	Reduce Expenses	20%	35%	50%
Gas Emissions	Pollution	15%	30%	50%

CONCLUSION

Battle Axe Construction strives on conducting the company with integrity and standards, and that is one of the many reasons why we as a company decided to implement the Sustainability Initiative. We are honored to implement the sustainable business operation as our company goals are to focus on the preservation of the community, reduction, reuse, recycle and establish a long term successful company sustainability plan.

We have been able to differentiate ourselves through strong client relationships. Leveraging sustainability will enable us to be an even more valued partner. We understand that sustainability constitutes a core value for our clients. That is precisely why we are transitioning our operations to support their sustainability goals.

In order to benefit and profit from sustainable development, it is necessary to report to our stakeholders on what Battle Axe Construction has achieved, and what we plan to achieve over the five years. This means adding sustainability to our website, which will allow us to communicate effectively with our stakeholders, and especially with our clients. We place great importance on conducting business with the highest standards, while providing exceptional service to our clients. Reporting our sustainability accomplishments on an annual basis will help to reinforce our competitive position as a valued supplier.

In summary, we view the future as promising and exiting. The growth opportunities as a local supplier that supports the global economy are extraordinary. We will capitalize on these opportunities; running our business in a responsible manner to bring value to our clients, and stewardship to the environment to ensure the needs of future generations are met.