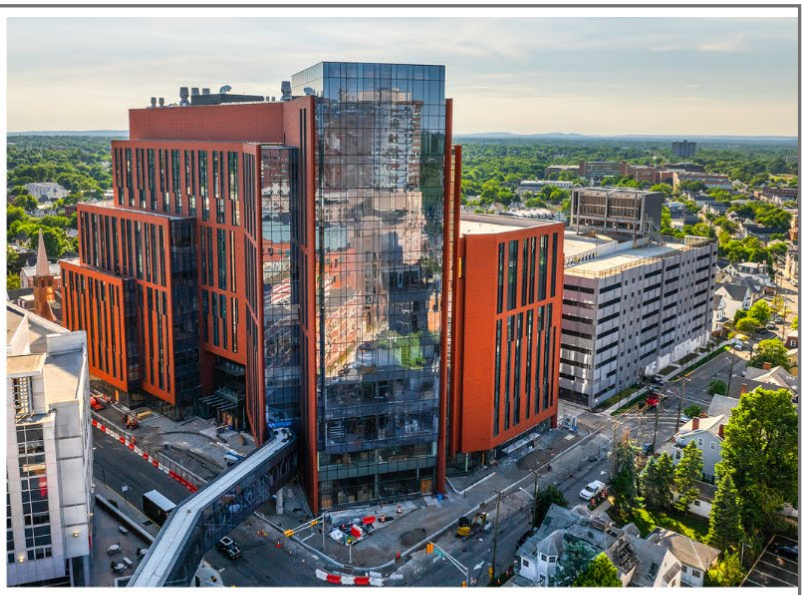




ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

INTRODUCTION

JINGOLI believes that Environmental, Social, and Governance Policy (ESG) principles are paramount to driving sustainability and our long-term commitment to helping our communities thrive. We are committed to integrating our ESG principles into the way we do business, as well as operational philosophies. This policy outlines our firm-wide governing approach to ensuring effective strategies for the future.

ABOUT US

JINGOLI is a privately held, nationally ranked general construction, construction management, and infrastructure solutions service provider with experience servicing public, power, industrial, healthcare, gaming, and educational clientele. JINGOLI has built a solid reputation by providing a full spectrum of services to the private sector, as well as municipal, county, and state governments. Our combination of professional expertise, attention to detail, and financial stability helps us meet our clients' construction goals by delivering high-quality projects on time and within budget.

GENERAL CONSTRUCTION

CONSTRUCTION MANAGEMENT

INFRASTRUCTURE

ESG Governance

Our executive management team oversees our ESG policies and procedure controls for environmental, health, safety and social risks. This team meets regularly to set goals and budgets, implement strategy and monitor results.

ESG Commitment

At JINGOLI, we are committed to building sustainable, healthy, equitable and diverse communities where we work and live through a combination of environmental stewardship and social responsibility. This commitment extends to our clients, employees and communities by putting into action ESG programs that strengthen the communities in which we work.

ENVIRONMENTAL

OVERVIEW

JINGOLI is committed to managing environmental impact as an integral part of our operations. It is our policy to always ensure the environmental integrity of our processes, projects, and facilities. We will do so by adhering to the following principles:

GENERAL CONSTRUCTION	CONSTRUCTION MANAGEMENT	INFRASTRUCTURE & EMERGENCY SERVICES
We will employ management procedures specifically designed to minimize the use of hazardous materials, energy, and other natural resources, to minimize the generation of waste, and to enable recycling and reuse of materials.	We will continually seek opportunities to improve our environmental performance by establishing objectives and targets, measuring progress, and reporting our results; including but not limited to energy, water, paper and fuel consumption and vehicle miles traveled.	We will promote participation and communicate our commitment to responsible environmental management by: ▪ Promoting environmental responsibility among our employees; ▪ Providing the necessary training and support to enable our employees to implement this policy; ▪ Promoting virtual working technology to reduce non-essential business travel; ▪ Complying with all applicable environmental regulations and client environmental compliance expectations; and ▪ Soliciting input from our employees, suppliers, and customers, and communities.

COMPLIANCE

JINGOLI seeks to protect and maintain the quality of the environment, create environmental awareness, and promote such awareness among its employees, clients, and the communities in which it operates. Accordingly, employees must:

- Operate in compliance with environmental laws and regulations;
- Promptly report to management any environmental violations; and
- Consider opportunities to improve environmental programs.

Employees should direct any reports of actual or potential environmental violations, or any questions about responsibilities or Company Policies in these areas, to their supervisor, an HR representative, or a company executive.

ENVIRONMENTAL AWARENESS

Environmental awareness means being informed about our natural surroundings and understanding how our actions affect the well-being of our local and global environments. The environment refers to all parts of nature, living and nonliving. Accordingly, we will foster environmental awareness by:

- Providing detailed environmental awareness training applicable to the scope of work of our projects;
- Seeking opportunities to create best management practices for environmental stewardship; and
- Publish and share environmental best practices and accomplishments with our contracting partners, clients, and other industry representatives.

SOCIAL RESPONSIBILITY

OVERVIEW

JINGOLI's community outreach initiative was created and designed to develop, foster, and grow one of the company's core beliefs – a solid commitment to safely enrich the economic stability of the communities in which we work through service, education, and mentorship. This commitment is based on principle that by providing career opportunities for individuals in these communities, the community will prosper.

COMPETITIVE EDGE



Competitive Edge provides a unique workforce opportunity that enriches disinvested and underserved communities. This initiative allows our partnered companies, customers, and community, to work side by side to identify concerns that are at times overlooked in workforce development. Our mission is to implement a social responsibility that expands opportunities for those in our communities that may have faced cultural displacement from disinvestment or lack of investment. Competitive Edge consists of multiple outreach components such as but not limited to, a DEI council, train-to-hire programs, education assistance, and SBE/WBE/MBE support.

CULTURE, ENGAGEMENT, AND GROWTH

We aim to continuously enrich our employer-to-employee engagement by embedding grassroots efforts into our company's culture and into the communities that we serve. We foster an engaging work environment by providing opportunities for all employees to contribute to our company's measured data. At our Town Hall meetings, JINGOLI presents opportunities for employees to share both advantages and adversities currently trending throughout our organization and community. In addition, we host dinners for our training program graduates to discuss room for growth in our community outreach initiative following their career placement, along with company-wide events and fundraisers that openly highlight the overall mission for Competitive Edge. Additionally, we provide and support on-going training opportunities for our employees to experience prompt growth in career trajectories.

DIVERSITY & INCLUSION

At JINGOLI, we recognize that we do not all start from the same place, and to achieve a distinguished, diverse, and inclusive workplace, we utilize equity as our foundation. Through ongoing research, we identify problem areas in our industry and cross-reference them to issues in our community. This allows us to create lanes of opportunity for education assistance and career advancement for those that have faced economic hardships. Our unique experiences shape our relationships, work styles, and business decisions that inform our internal practices, policies, and processes reflect our organization's culture entirely by maintaining an open-door policy that assists in reducing implicit workplace biases.

HEALTH & SAFETY

Health, safety, and employee well-being are top priorities at JINGOLI. Management is committed to establishing and maintaining a safe and healthy work environment for our employees and our communities. We follow through on this commitment by providing a comprehensive benefits package, including wellness services and continuous safety training for all employees. On our project sites, we don't just monitor safety, we plan safety into our tasks and project management alongside our customers and partners. Many of our site managers have complete OSHA training, and all receive periodic safety newsletters and participate in monthly online safety training. All work orders begin with execution and documentation of a Job Safety Analysis for the specific task being performed to identify potential hazards and the appropriate safety precautions. Establishment and maintenance of a safe work environment is the shared responsibility of the employer and employees. We provide a safe and healthful work environment and strive to maintain compliance with Federal, State, and Local Safety and Health regulations.

Please feel free to contact our Safety Department for additional information: safety@jingoli.com

PHILANTHROPY AND WORKPLACE VOLUNTEERING

Prioritizing people has always been a core commitment to JINGOLI and the way we want to do business. The Company, managers and employees volunteer in our communities through various non-profits as well as drive giving campaigns. In 2023, JINGOLI contributed over $100,000 to non-profits. Some of the great programs sponsored this year include: The FARM Team, Choose NJ, Youth Advocate Programs, Caucus Educational Corporation, Pack 12 Cub Scouts, Move Over Breast Cancer, and the Auxiliary of Robert Wood.

HUMAN TRAFFICKING

The Company maintains a strict **zero-tolerance stance against modern slavery, human trafficking, and forced labor.** This policy applies to all employees, site supervisors, subcontractors (at all tiers), labor brokers, and material suppliers across all projects and construction sites.

- **Zero-Tolerance Stance:** Explicitly state a zero-tolerance approach toward modern slavery, forced labor, servitude, and human trafficking.
- **Scope of Application:** Cover all internal employees, contractors, interns, volunteers, and third-party vendors.
- **Supply Chain Due Diligence:** Require suppliers to assess and confirm compliance, often managed through frameworks like Vendor Risk Management and ESG.
- **Auditing and Verification:** Implement regular internal reviews or engage third-party auditors to inspect high-risk operational regions or industries.
- **Whistleblowing and Reporting:** Provide safe channels for workers to report suspected violations without fear of retaliation

GOVERNANCE

OVERVIEW

Governance is essential to preserving the integrity of our ESG program. Therefore, JINGOLI applies company governance and will comply with all federal, state, and local laws, rules, and regulations to adhere to our values and principles mentioned here within.

ACCOUNTABILITY

JINGOLI's team is a talented mix of engineers, architects, trade supervisors, experienced project managers, and military veterans. JINGOLI takes a combination approach to hold executive management accountable and empower employees to be accountable for the success of our Corporate Governance Guidelines, and ultimately the success of our business. The executive management team in addition will continue to oversee and ensure its responsibilities and serve in the best interest of our clients, employees and community.

ETHICS

The Company encourages managers and employees to conduct business according to the highest ethical standards. We are committed to providing a fair working environment for employees and championing good business with clients. The JINGOLI Employee Policies govern and provide compliance and ethics of these standards and encouraging employees to do the right thing. Our Compliance Policies include, but are not limited to:

Equal Employment Opportunity	Whistleblower	Service on Outside Boards / Commissions
Affirmative Action	Conflict of Interest/Outside Employment	Political Contributions
Anti-discrimination and Anti-harassment	Code of Ethics	Media Relations
Anti-retaliation	Confidential Nature of Work	Open-Door Policy