

Our Purpose

At NorLand, our Shared Purpose is **Helping Build Enduring Communities, Together**. In this spirit, we strive to be good corporate citizens in all communities where we do business, and we seek to inspire others to make meaningful impacts in an enduring way.

Our Sustainability Mission

Sustainability means meeting the needs of the present without compromising the needs of future generations. We prioritize long-term thinking and are committed to taking the necessary steps to build a company that creates positive impacts for stakeholders, while minimizing negative impacts to our employees, customers, communities, suppliers, and the environment. NorLand's Mission is to lead sustainable thinking and practices in the construction industry and to ensure our lasting business relevance.

This policy is intended to encourage the continuous improvement of our sustainability performance by using business as a force for good through balancing environmental, social, and economic considerations.

Our Sustainability Statement

At NorLand, we are firmly committed to sustainability leadership in the following ways:

- To build sustainable, long-term decision making with profit and purpose in mind;
- To promote sustainability awareness throughout our organization, industry and community;
- To develop subject matter training so that everyone at NorLand knows how to contribute to sustainability;
- To communicate our sustainability commitment to all relevant stakeholders;
- To evaluate and measure our businesses against the best available sustainability frameworks (e.g., the B Impact Assessment, Envision Framework, etc.);
- To review our sustainability strategy every two years with stakeholders; and
- To update our sustainability strategy as necessary.

The application of this policy and its effectiveness in improving sustainability performance will be reviewed annually by senior leadership or upon any significant change in company operations.



Dave Reynolds,
President & CEO