

NewStream Enterprises Sustainability Policy

NewStream Enterprises is committed to conducting business in a responsible and sustainable manner that supports long-term value creation for our clients, employees, partners, and communities. We recognize our responsibility to minimize environmental impact, operate ethically, and contribute positively to society while conducting business.

This Sustainability Policy outlines NewStream's approach to environmental stewardship, and ethical business practices, and reflects our commitment to continuous improvement as our business grows. This policy applies to all NewStream Enterprises employees, operations, and business activities.

Environmental Responsibility

NewStream Enterprises seeks to reduce its environmental footprint through thoughtful operational choices and efficient use of resources.

We are committed to:

- Promoting energy-efficient practices across our offices, systems, and digital infrastructure
- Minimizing waste and encouraging responsible recycling and disposal practices
- Reducing unnecessary resource consumption, including paper and physical materials
- Considering environmental impact when selecting vendors, platforms, and service providers

Ethical Business Practices

NewStream is committed to conducting our business ethically and with integrity. This includes complying with all applicable laws and regulations, respecting human rights, and maintaining fair labor practices.

We expect our employee owners and business partners to act in accordance with these principles and to uphold ethical, lawful, and responsible business conduct

Continuous Improvement

NewStream Recognizes that sustainability is an ongoing journey. We are committed to learning, adapting, and improving our practices over time, balancing environmental and social responsibility with business performance and innovation.

Oversight of this policy is the responsibility of NewStream Enterprises executive leadership.

Approved by Name: Chris Merrifield

Approved by Signature: _____

Effective Date: 1/20/26

Last Review: 1/19/26