



Environment Policy

Document ID: PUG-SHE-POL-02
Revision: 00
Date Issued: 2026-02-01
Owner: Manager, HR & Safety
Approver: Chair, COPHI

1. Purpose

PUG is committed to conducting its operations in a manner that protects the environment, prevents pollution, and supports sustainable business practices. We recognize that our activities can impact the environment and we take responsibility for managing those impacts in a proactive and systematic way.

2. Scope

This policy applies to the Peterborough Utilities Group (PUG) of Companies consisting of City of Peterborough Holdings Inc. ("COPHI"), and its wholly owned subsidiary companies, Peterborough Utilities Inc. ("PUI") and PUG Services Corp (PUGSC). It applies to all employees, contractors, Board of Directors, students and those working on behalf of PUG. Management is responsible for providing the resources, leadership, and support necessary to implement this policy and ensure it is communicated, understood, and followed.

3. Commitments

Compliance Obligations

PUG shall comply with all applicable environmental regulatory requirements, permits, approvals, and environmental commitments that it makes such as utility-specific requirements.

Pollution Prevention

PUG shall prevent pollution by controlling emissions into the air and discharges to water, minimizing noise emissions, preventing spills, leaks, and uncontrolled releases that may lead to land contamination and minimizing the amount of waste that is generated.

Protection of the Environment

PUG shall protect air, water, land, and ecosystems by minimizing disturbance from our power generation and electrical activities and, where feasible, by restoring and enhancing natural habitat on lands we own, lease, or operate. This includes supporting biodiversity, protecting wildlife and vegetation, and incorporating habitat creation or restoration into our projects and site management practices where practical.

Resource Efficiency and Waste Management

PUG shall promote efficient use of energy, water, and materials, and reduce waste through reuse, recycling, proper disposal, and responsible handling of electrical, hazardous and regulated materials.

Climate and Energy Responsibility

Where feasible, PUG shall seek to reduce greenhouse gas emissions and improve energy efficiency in our operations while supporting the reliable delivery of power.

Risk and Emergency Management

PUG shall identify and control environmental risks associated with power generation and electrical work, including spills, fires, equipment failures, and extreme weather, and maintain emergency response procedures to so we are prepared to respond to potential emergency situations.

Continuous Improvement

PUG will set environmental objectives and targets, monitor performance, and continually improve the effectiveness of our Safety, Health & Environment Management System (SHEMS).



Environment Policy

Document ID: PUG-SHE-POL-02
Revision: 00
Date Issued: 2026-02-01
Owner: Manager, HR & Safety
Approver: Chair, COPHI

Training and Awareness

PUG shall ensure employees, contractors, and others working on our behalf are trained, informed, and accountable for environmental protection as it related to their responsibilities and are made aware of his policy.

This policy applies to all operations, projects, and activities carried out by PUG. This policy will be reviewed periodically and updated as necessary to ensure it remains appropriate to our operations