



Environmental Sustainability Policy

The earth's environment is under severe stress from uncontrolled human activity, threatening the living conditions of our future generation who we serve and putting at severe risk the survival of all humans and our planet.

At Laugh Factory Inc., we are committed to, and passionate about, doing our part to preserve the environmental sustainability of the planet at all levels of our operations and through our own practices, as a participant in a variety of communities and in the global social discourse.

Laugh Factory Inc. aspires to minimize its impact on our environment and maximize the effective use of resources. We strive to achieve this not only in our direct actions but also by increasing communication and awareness of both our sustainability efforts and the efforts of others, and fostering and celebrating responsible environmental behavior amongst staff, volunteers, and our community.

Laugh Factory Inc. is committed not only to complying with applicable law in all of its operations but to minimizing risks and impacts through the development of robust and documented systems to implement, measure, monitor, and disseminate excellent environmental performance within our operations both internally and when interacting with the wider community.

This Environmental Sustainability Policy aims to integrate a philosophy of sustainable development into all the organization's activities and to establish and promote exemplary environmental practice in our operations.

Policy Overview

Laugh Factory Inc. commits itself to minimizing its impact on our environment through:

- Providing a safe and healthful workplace
- Having an environmental sustainability aware and proactive culture, where responsibility is assigned and understood
- Being an environmentally responsible neighbor in our community
- Conserving natural resources by reusing and recycling
- Using, in our own operations, processes that do not adversely affect the environment



- Ensuring the responsible use of energy throughout the organization
- Participating in efforts to improve environmental protection and understanding
- Taking steps to improve environmental performance continually
- Conducting rigorous audits, evaluations, and self-assessments of the implementation of this policy
- Working with suppliers who promote sound environmental practices
- Enhancing awareness among our employees, volunteers, and community, educating and motivating them to act in an environmentally responsible manner

Policy in Action

Procedures:

1. Laugh Factory Inc. will develop guidelines for staff, volunteers and users to adopt sound environmental work practices, and adequate training will be provided to ensure these practices are carried out.
2. Laugh Factory Inc. will act responsibly to correct incidents or conditions that endanger health, safety, or the environment. It will promptly report any such incidents to the relevant authorities and inform affected parties as appropriate.
3. Laugh Factory Inc. will reuse and recycle materials, purchase recycled materials, and use recyclable packaging and other reusable materials wherever possible.
4. Laugh Factory Inc. will ensure its services and products are safe, efficient in their use of energy, protective of the environment, and able to be reused, recycled or disposed of safely.
5. Laugh Factory Inc. will minimize materials and energy use, do our utmost to prevent air, water, and other pollution, and dispose of waste safely and responsibly.
6. Laugh Factory Inc. will conserve energy by improving energy efficiency and giving preference to renewable over non-renewable energy sources when possible.
7. Laugh Factory Inc. will utilize its particular knowledge and experience to contribute to environmentally sustainable techniques, technology, knowledge and methods.
8. Laugh Factory Inc. will meet or exceed all applicable government requirements and voluntary requirements generally observed in its field, and will, in addition, adhere to the more stringent requirements of its own environmental policy.



9. In order to continually improve its environmental management system, Laugh Factory Inc. will conduct audits and self-assessments of its compliance with this policy.
10. Laugh Factory Inc. will maintain an open and honest dialogue with staff, stakeholders, and the public about the environmental, health and safety performance of its operations and services.
11. Laugh Factory Inc. will ensure that every employee and contractor is informed of and expected to follow this policy and to report any environmental, health, or safety concerns to management so that action may be taken.