



ENVIRONMENTAL POLICY

OCTOBER 15TH, 2024

Introduction

At Comfort Systems USA, we are committed to not only complying with all applicable environmental laws, regulations, and standards but also to actively minimizing our environmental impact throughout our daily operations. We recognize that sustainability is a critical aspect of our responsibility to our customers, our employees, and the communities in which we operate. Our goal is to integrate environmentally conscious practices into every facet of our business while maintaining the high-quality services that our customers expect.

To ensure accountability, we provide regular updates on sustainability initiatives and performance through our annual sustainability report. This report serves as a platform for sharing our successes and areas for improvement while safeguarding that our commitment to sustainability is communicated openly and effectively.

Policy

Energy Consumption and Greenhouse Gases

1. We recognize the importance of reducing our carbon emissions and are committed to transitioning to renewable energy sources. Our goal is to increase the percentage of our energy consumption derived from renewable sources. As feasible, we will invest in energy-efficient technologies and implement strategies to optimize energy usage across all facilities. Through these initiatives, we aim to decrease our greenhouse gas emissions and contribute positively to the fight against climate change.
2. Understanding that a significant portion of our carbon emissions originates from our supply chain, we are dedicated to collaborating with our suppliers to reduce emissions across all stages of production and distribution.

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3. We are committed to optimizing our fleet operations and reducing the associated emissions. This includes exploring the transition to low-emission vehicles and alternative fuel options such as electric or hybrid vehicles.

Materials, Chemicals, and Waste

1. At Comfort Systems USA, we prioritize sustainable materials management to minimize waste. We are committed to implementing recycling programs that encourage the responsible disposal of materials used in our operations. This includes identifying opportunities for the reuse of materials and reducing single-use products.
2. We are committed to the handling and disposing of hazardous waste responsibly and in accordance with local, state, and federal regulations.

Employee and Customer Health and Safety


1. The health and safety of our employees and customers is paramount. We are committed to providing safe services and complying with all health and safety regulations.

Biodiversity, Land Use, and Deforestation

1. We aim to support biodiversity and advocate responsible land use in our business operations and supply chain by promoting sourcing practices that do not contribute to deforestation, harm natural habitats, or involve inhumane treatment of animals.
2. Healthy soil is essential for sustainable ecosystems and agriculture. We support practices that enhance soil quality, including responsible sourcing of agricultural products and the promotion of sustainable farming practices.

Conclusion

The scope and requirements of this Environmental Policy apply to all Comfort Systems USA employees, operating companies, and entities. The individual policies detailed above are required for our employees, management, leadership, and suppliers to consider during any decision-making process. Comfort Systems USA's senior leadership is responsible for the successful implementation of the Environmental Policy. We hope that by enforcing and communicating this policy, we will increase awareness of environmental stewardship within our company and industry. This policy, and subsequent environmental efforts, will be reviewed on an annual basis.

Document	Comfort Systems USA, Inc. Environmental Policy
Date	10/15/2024
Reviewed By	Laura Howell, Vice President & General Counsel
Signature	



**COMFORT
SYSTEMS USA.**