

WHAT WE BELIEVE

NOVI Energy LLC (NOVI) is a small business with great values. Our team upholds the principles of honesty and integrity in all our dealings, and we treat others with respect, always. These beliefs are a part of our team's culture and it is demonstrated daily amongst each other and with our clients and stakeholders – with 100 percent commitment from NOVI's executive team.

HEALTH & SAFETY

Health and Safety is a top priority at NOVI, and we are committed to providing a safe, secure working environment to our employees, whether in the office or in the field. Each employee is involved in making sure everyone goes home in the same condition in which they arrived at work. Our motto is:

Safety – As a company policy, any meeting including three or more people begins with a “safety moment”, with a goal of sustaining a zero-incident and injury-free work environment.

Quality – NOVI team members are committed to providing the highest level of quality in all we do, without exception.

Cost – We are cost-conscious in our work. We strive to maintain cost control, keeping our projects within, or under, budget.

Schedule – Keeping our projects on-schedule is a high priority at NOVI. We have an excellent track record for completing our projects on-time, and we endeavor to maintain our record.

SOCIAL ACCOUNTABILITY

NOVI is dedicated to being socially accountable to our employees, the communities where we do business, our clients, and all respective stakeholders. We are committed to the following:

- Pledging to conduct our business with honesty and integrity. We comply with all laws and regulations of our country and all countries where we do business.
- Providing a safe and secure working environment to our employees to sustain an incident- and injury-free work environment.
- Partnering with qualified in-county suppliers whenever practical, and engaging local stakeholders in the review and development of our projects.
- Offering competitive compensation and benefits packages to our employees. The well-being, security, and happiness of our employees and their families are of utmost importance.

- Prohibiting discrimination in our workplace and against employment opportunities based on age, disability, national origin, race, color, religious belief, gender, and physical or mental handicaps.
- Maintaining zero tolerance for any type of harassment or abuse in our workplace. All employees are treated with respect and dignity. Any form of harassment (physical, verbal, sexual, or psychological) that creates a hostile work environment will be dealt with timely and in a definitive manner.
- Striving to create local job opportunities in communities where we develop our power plants, and providing job training and personal development coaching for our employees. Including internship programs to high school and college students to educate future generations.

ENVIRONMENTAL RESPONSIBILITY

NOVI team members are committed to being environmentally responsible. For more than a decade, we have focused on innovative energy solutions, in the U.S. and overseas. Preserving the environment and providing a more sustainable world for future generations is integral to our business and our goals.

At the corporate level:

- We strive to be a leader in the renewable energy industry. We aim to develop more projects that use waste streams and process byproducts that would otherwise be disposed in landfills. Our goal is to achieve business growth globally while conserving the environment. This can be accomplished by utilizing our expertise in clean and renewable energy technologies such as high-efficiency Combined Heat and Power (CHP), natural gas-fueled turbines, biomass, biogas, solar, wind, and run-of-river hydro.
- We will continue to play our part in educating and inspiring future generations about renewable energy and the importance to conserve and preserve.

At company facilities, we make efforts to minimize our impact and lead by example:

- We have installed LED and other high-efficiency lighting throughout our company buildings and facilities to be more energy efficient.
- We practice the 3Rs (reduce, reuse, and recycle) rigorously – reduce printing and strive to be paperless, print two-sided when possible, reuse packaging materials, and recycle.
- We have installed solar panel arrays on our properties, utilized waste heat for process and space heating in our plants, designed and installed polished concrete floors for our plants to reduce the use of synthetic or other forms of manufactured flooring, and have recovered cardboard and plastics from packaged products through a certified destruction process that delivers organic feedstock to our digester plant and helps our clients achieve a zero waste-to-landfill goal.