

2024 SUSTAINABILITY REPORT





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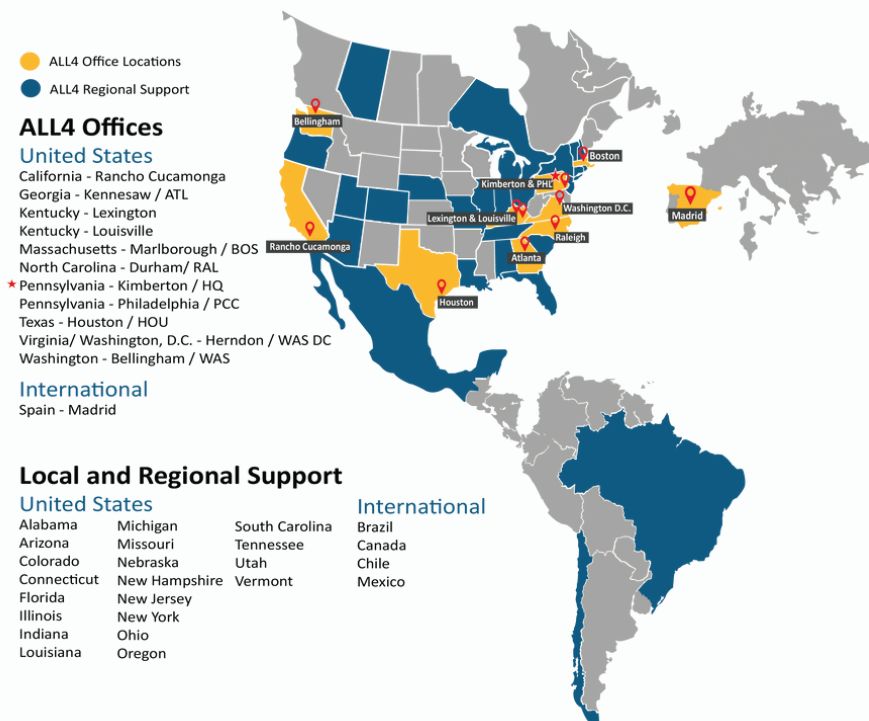
ALL4 – Our Company

ALL4 is a globally-recognized consulting company shaping environmental responsibility and creating distinction for employees, clients, and partners. Founded in 2002, ALL4 originally specialized in air quality consulting services, primarily assisting clients with air permitting, dispersion modeling, continuous monitoring, and regulatory compliance. Over the past 20 years ALL4 has expanded its resources and expertise into other service areas including digital solutions, investigation and remediation, chemical reporting and management, waste management, water quality, environmental health and safety (EHS), and sustainability. ALL4 is built on a culture of accomplishment, respect, accountability, and teamwork.

We are honored to be acknowledged by organizations who recognize "Best in Class" work environments, including awards from Best Companies Group Best Places to Work in Consulting, Verdantix Green Quadrant, Inc. 5000 Fastest Growing Companies, ENR Top 200 Environmental Firms, Zweig Group "Hot Firm List", and more.



ALL4 Map



ALL4 has expanded from our original headquarters in Kimberton, Pennsylvania, to 12 offices across the United States and Europe, and we continue to grow. In 2021, ALL4 consisted of 111 employees, with about 55% working remotely.

By the end of 2024, ALL4 had grown to 320 employees, with approximately 30% working fully remotely, and added three new offices: Bellingham, WA; Boston, MA; and Madrid, Spain. In addition to ALL4's physical office locations, we have support from remote employees across the United States, as well as regional support from our international professionals in Brazil, Canada, Chile, and Mexico.

ALL4's Core Values

ALL4 is built on a set of principles and ethics known as the CORE4 that helps us shape environmental responsibility and create distinction for our clients, employees, and partners. The CORE4 set of principles are:

OWNERSHIP

Ownership refers to the fact that each of our team members has the best interests of our clients at heart all the time. We treat the people we work with as if their success is directly correlated with ours because, in a sense, it is. By encouraging everyone on our team to take ownership of the projects they work on, we enable greater engagement and ultimately better results.

For our clients, this principle means they can count on ALL4 to steer them in the right direction on any matter related to environmental, health, and safety management.

AUTHENTICITY

The unfortunate truth in our industry is that occasionally, what our clients want to hear and what they need to hear aren't always the same thing. Many environmental consultants will paint a rosy picture at the beginning of a project, only to lead to disappointment and frustration later.

At ALL4, our goal is to turn environmental management from a liability to an asset. However, doing so can require changes that aren't always pleasant. Committing to authenticity means transparency and honest communication with the people we serve.

CULTURE

Working at ALL4 means committing to our value-driven culture and emphasis on continuous improvement. We encourage our staff to pursue ongoing professional development through both internal coaching and external training. By creating a positive, supportive atmosphere in our offices, we encourage employees to provide our clients with similar experiences. Our culture translates into a very stable workforce, providing consistency, continuity, and quality for our clients.

ACCOUNTABILITY

Accountability is the foundation for our work, and how we build trust with those we work with, including colleagues, clients, and regulatory agencies. Certain work products are stamped with our quality seal, which means it's been reviewed by a certified ALL4 Quality Professional (AQP) and meets our standards for accuracy. Moreover, ALL4 staff members at all levels understand the importance and objectives of the quality assurance (QA) process and take ownership of their specific role in it.

In addition to the CORE4 ALL4 lives by the following values:



ALL4 is a globally recognized consulting company shaping environmental responsibility and creating distinction for clients, employees, and partners.

Built upon the foundation of the CORE4, we live by these values:

CORE VALUE	BEHAVIOR
TAKE ACTION	Be self-directed and solution oriented. Be decisive and adaptable, and work smart.
GROW YOUR BUSINESS	Be entrepreneurial. Innovate, take risks, and consider the positive financial return. Cultivate opportunities, clients, and relationships.
ACT WITH INTEGRITY	Demonstrate trustworthiness, dependability, and thoroughness.
INVEST IN OTHERS	Serve others. Give generously without exception. Train, mentor, and develop individual potential. Express appreciation.
PURSUE EXCELLENCE	Surpass expectations. Seek challenges. Deliver accuracy and have a sense of urgency.
EMBRACE CHANGE	Step into organizational and personal change. Challenge yourself and continuously learn.
ENJOY THE JOURNEY	Stay engaged and keep things in perspective. Have fun.
PRACTICE AUTHENTICITY	Be open, vulnerable, and transparent. Demonstrate compassion, empathy, and candor.

OWNERSHIP | ACCOUNTABILITY **CORE4** AUTHENTICITY | CULTURE

ALL4's CORE4 set of principles and core values are central to our operations both internally and externally and are reflected in the work we produce and the relationships we maintain.

A MESSAGE FROM LEADERSHIP

On behalf of the Executive Leadership Team (ELT), we are proud to share this 2024 Sustainability Report and reflect on ALL4's progress. ALL4 had another exciting year of growth and opportunity in 2024. We added even more talented professionals, growing our team to over 300 members. We expanded geographically as well, adding an office in Spain, our first office location outside of the United States, and consultants throughout Europe and Latin America.

As ALL4 grows our business, we routinely evaluate technical and operational facets of our company for their ability to pace with that growth, and our sustainability approaches and measurements were no exception in 2024. This was a year of refining our sustainability goals and practices. We began utilizing the EHS-Dashboard™ as a digital solution to track and view the key environmental sustainability metrics you will see throughout our 2024 Sustainability Report. We set a priority to strengthen our sustainability practices and awareness among our geographic locations to build sustainability depth across the organization. This priority led to a battery recycling program at all of our offices along with their participation in Earth Month challenges that raised awareness. These initiatives were highlighted and communicated through Monthly Bulletins and news items from the Corporate Sustainability Team. We also set out to continue our growth in areas of employee engagement. Implementation of corporate talent development resources through employee training programs and expansion of our Employee Resource Groups were key actions around the employee engagement priority.

Priorities and actions around measurement refinement, sustainability awareness, and increased employee engagement have positioned our sustainability program for future growth and, most importantly, will allow us to track and measure our progress. It is especially rewarding to see the ALL4 team's commitment highlighted in the 2024 Sustainability Report to sustainability growth as a key pillar within our purpose of Growing Sustainable Community. We look forward to continued development of our program and to learning key lessons from our employees, clients, and partners as we all grow together.

Our Role in Sustainability

It is ALL4's goal to grow sustainable communities, which ALL4 believes is becoming more prevalent with the increasing need for climate action. ALL4 is committed to reducing the company's environmental impact on the planet through sustainable consumption, employee engagement, and keeping our employees and clients informed. As consultants, we are in a unique position to make an impact far beyond our company, and that is through our clients. With that in mind, we are beginning to evaluate the environmental impact of our consulting services to ensure that our work not only supports our clients but also contributes to a more sustainable world.

Growing Sustainable Communities



Photo: ALL4 staff planting a garden at our headquarters in Kimberton, PA



Photo: ALL4 headquarters in Kimberton, PA

At ALL4, we believe that a sustainable future is not just a possibility but a responsibility. We live our purpose to “grow sustainable community” every day. ALL4's sustainability journey involves reflecting on our priorities. We strive to prioritize the environmental, social, and governance (ESG) aspects of sustainability—starting with our Corporate Sustainability Team (CST), extending to company-wide practices implemented by our Executive Leadership Team (ELT), and carried out through the efforts of our Business Unit Administrators, Information Technology (IT) Department, and Human Resources (HR). The following pages highlight our ESG initiatives.

Purpose of the Report

ALL4 is thrilled to present our 2024 annual sustainability report. ALL4 is continuously growing in size and service offerings. During this growth we are committed to tracking and evaluating key sustainability metrics each year. These metrics include greenhouse gas (GHG) emissions, recycling rate, water usage, and the sustainability engagement of our employees. Throughout this process, we remain committed to staying true to our core values of



CULTURE
OWNERSHIP
AUTHENTICITY
ACCOUNTABILITY

These values guide us as we evaluate our progress, make necessary adjustments, and implement meaningful changes to further strengthen our sustainability efforts.

In 2024, we focused on improving our performance in key areas including recycling and employee engagement. We're enhancing recycling accessibility by introducing K-Cup recycling and battery recycling in each office, described in detail in the waste section of the report. Additionally, we are working to increase employee engagement in sustainable practices at home and in the office by sending out weekly informational sustainability posts to all employees and hosting office sustainability competitions to foster a culture of environmental responsibility across our organization. In 2024, ALL4 acquired three new office locations and facilitating a culture of sustainability was an important part of the overall integration process.

The primary purpose of this report is to continuously track our environmental and social impact and our governance over these issues, including GHG emissions and resource consumption each year. This report summarizes the 2024 data and compares performance to previous years. The data in this report allows ALL4 to identify and monitor which areas may be improved and model potential solutions. Collecting annual quantified data will enable us to set measurable goals and monitor our progress toward achieving them over time with improved methodology and data accuracy each year.

ALL4 Sustainability Actions and Priorities



Environment

Sustainable Event Planning and Purchasing Guides:

Provides employees with strategies and guidance for planning events and making purchases more sustainably (e.g., purchasing carbon offsets for travel to our annual company-wide event and providing offices with reusable dishes and flatware).

Recycling Programs:

Implement company-wide recycling programs for employees to effectively recycle at work (e.g., coffee ground composting, Keurig K-Cup recycling kits, battery recycling kits).

Sustainable Employee Engagement:

Create programs, events, and competitions for employees to take sustainable action (e.g., EcoChallenges, Adopt-a-Highway cleanups, annual clothing drives).

Sustainability Bulletin:

Provides employees with monthly posts, news, and guidance on sustainable practices employees can implement at an individual or group level.

ALL4 Sustainability Actions and Priorities

Social

At ALL4, we believe that sustainable growth starts with people. Our processes and programs are designed to develop talent, strengthen collaboration, and build meaningful connections both within our organization and in the communities we serve. From employee development and inclusive excellence to community engagement and client partnerships, we are committed to growing sustainable communities and creating lasting positive outcomes that benefit individuals, teams, and society.

Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee:

An action-driven committee dedicated to fostering inclusion, diversity, equity, and accessibility throughout ALL4. The committee works to create an environment where all employees feel valued, respected, and empowered to contribute fully.

Employee Resource Groups (ERGs):

ALL4 IDEA supports and collaborates with ERGs, which are voluntary, employee-led groups designed to build a diverse and inclusive workplace aligned with ALL4's values. ERGs are typically formed by employees who share a characteristic such as gender, ethnicity, lifestyle, or interest.

Recruitment and Hiring Initiatives:

ALL4 IDEA partners with Talent Acquisition to broaden candidate pipelines and attract individuals from diverse backgrounds. The committee helps develop strategies that promote equitable, unbiased interview and selection processes, ensuring fair opportunities for all applicants.

Engagement Survey:

ALL4 partners with Best Companies Group to conduct our annual engagement survey, giving employees a meaningful voice in shaping our workplace. These surveys help us identify opportunities to enhance our culture, strengthen engagement, and boost productivity. We analyze the results and create actionable strategies to implement across the organization to ensure that employee feedback leads to measurable, positive change.

Community Stewardship:

ALL4 provides employees with opportunities to participate in sponsored community work days and service days, contributing time and skills to make meaningful impact in our communities.

ALL4 Sustainability Actions and Priorities

Governance

At ALL4, our commitment to accountability, transparency, and integrity is a direct reflection of our Core Values. We hold ourselves to the highest ethical and professional standards, ensuring our actions align with our values and serve the best interests of our clients, colleagues, and communities.

Ethics and Professional Conduct:

ALL4 is committed to maintaining a high standard of business ethics and professional conduct. All employees are expected to uphold strong business and professional principles, take responsibility for their actions, and consistently demonstrate integrity in their work. Our Anti-Bribery Policy reinforces ethical business conduct and prohibits bribery or improper influence in any form. The Human Rights, Modern Slavery, and Child Labor Policy affirms ALL4's commitment to protecting human rights and ensuring fair labor practices across our operations and supply chain.

Compliance Training:

All new hires complete approximately four hours of core compliance training, which covers anti-harassment, bystander intervention, workplace ethics, supporting a violence-free workplace, and unconscious bias. This comprehensive training equips employees with the knowledge and tools they need to maintain a safe, respectful, and ethical workplace from their first day at ALL4.

Feedback and Communication:

We foster a culture of psychological safety where employees can share feedback (both positive and redirecting) without fear of retaliation. The Monthly Company Standup provides timely updates on company performance, financials, and strategic initiatives. It also serves as an open forum where employees can bring forward questions, suggestions, or topics for discussion with the leadership team.

Shareholder Engagement:

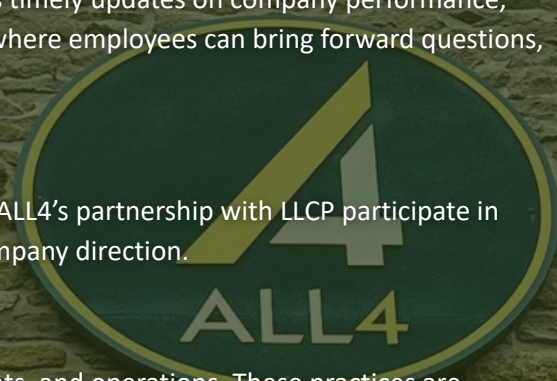
Employees who have invested in or received stock options through ALL4's partnership with LLC participate in regular shareholder meetings to stay informed and aligned with company direction.

IT Risk Management Practices:

We identify, assess, and mitigate risks to safeguard our people, clients, and operations. These practices are regularly reviewed and updated to ensure they remain effective in protecting our business and its stakeholders.

Executive Leadership Team:

Our ELT consists of seven collaborative and equally accountable leaders who work together to ensure balanced decision making and strong governance across the organization. In addition to weekly meetings, the team holds regular offsite meetings to focus on strategy, alignment, company performance, and other key priorities.



Corporate Sustainable Key Performance Indicators

The CST maintains Key Performance Indicators (KPI) to track ALL4's progress using baseline sustainability metrics from 2021. These indicators focus on impacts ALL4 can control such as GHG emissions, waste diversion, and levels of employee engagement. ALL4 continually evaluates KPIs to include the new business acquisitions and ensure all offices are aligned with the corporate sustainability culture. In 2025, CST will collaborate with ALL4's new private equity firm, LLCP, to audit our current sustainability practices.

KPI	SDG	Goal	Progress	2025 Plan
Scope 1 & 2 Emissions and Scope 3 (categories 5 & 6)		Develop a goal and plan for carbon neutrality	Initiated discussion on carbon neutrality. Enhanced GHG calculations through a digital solutions tool. Efficiently added in company acquisitions within one year of being acquired.	Finalize carbon neutrality plan.
Recycling Diversion Rate		Increase diversion rate by 10% during the next waste audit	Added signage around office recycling bins. Implemented a battery recycling program in each US-based office. Ensured our new offices have recycling capabilities.	Report volume of solid waste for each office location in 2025 waste audit. Address recycling concerns/barriers in each office location. Continue to educate al employees on recycling processes.
Employee Engagement		Increase sustainability - driven company culture as the company grows	Increased the number of sustainability events from two in 2022 to a minimum of three events per year. Developed an internal company sustainability webpage for employees. Provided monthly sustainability updates to all employees.	Increase number of events hosted by the CST. Encourage employee participation in events. Provide the company with monthly sustainability shout-outs in a company-wide meetings.

Environmental Metrics

As an environmental consulting company, ALL4 recognizes the importance of holding ourselves to the same standards of accountability and transparency that we promote to our clients. Tracking key environmental metrics such as greenhouse gas emissions, energy consumption, water usage, and waste generation is a fundamental part of our commitment to sustainability. By monitoring our own environmental performance, we ensure that our operations align with our values and reinforce our role as a responsible and credible leader in the sustainability space.

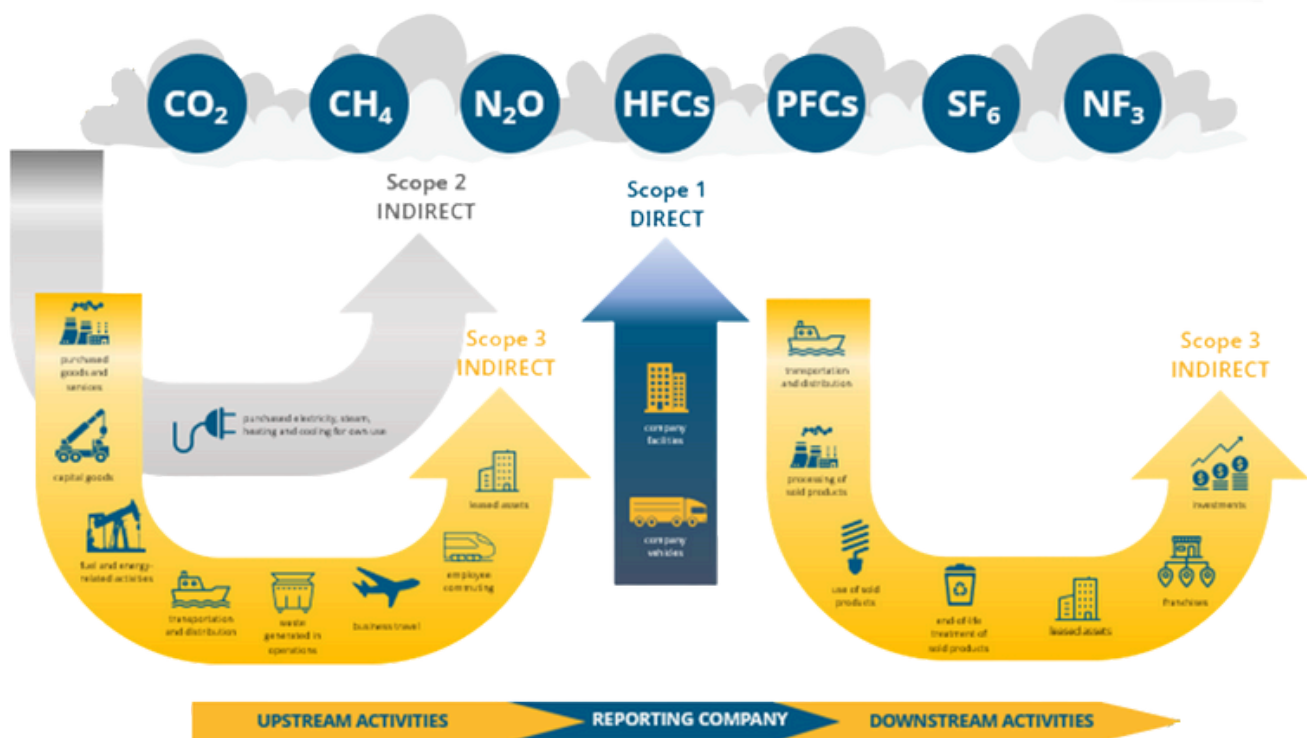
ALL4 tracks environmental metrics at all the offices using the EHS-Dashboard™ provided by Higher Elevation Software. ALL4 currently tracks electricity, natural gas, and water usage on a monthly basis and calculates GHG emissions on an annual basis. This report includes data from 2021 through 2024 to compare ALL4's change in GHG emissions over time. The 2024 environmental data encompasses all 12 offices, including the three newly acquired offices in Madrid, Spain; Boston, Massachusetts; and Bellingham, Washington. The environmental metrics for the new offices started reporting on the date of their official acquisition using an Operational Control approach to GHG accounting, outlined in the GHG Protocol.

EHS Dashboard™

Data presented in this report was collected, processed, and analyzed using the software platform EHS-Dashboard™, developed by Higher Elevation Software. The system is designed specifically for environmental, health, and safety data management and it supports robust methodologies including automated emissions calculations, regulatory threshold comparisons, and configurable dashboards. Autogenerated graphs and other data visualizations can be manually edited. Additionally, EHS-Dashboard™ allows data to be imported directly through utility integrations which automates data entry and minimizes user error. ALL4 uses EHS-Dashboard™ to ensure data integrity, streamline compliance workflows, and enhance transparency in its sustainability reporting.



GHG Emissions



GHG emissions are categorized into three “scopes” by the Greenhouse Gas Protocol to help organizations to understand and manage their carbon footprint:



Scope 1 Emissions

Direct emissions from sources that are owned or controlled by the company. This includes fuel combustion in company-owned facilities and vehicles.



Scope 2 Emissions

Indirect emissions from the generation of purchased electricity, steam, heating, and cooling that the company consumes.



Scope 3 Emissions

Indirect emissions that occur in the value chain of the company, both upstream (from suppliers) and downstream (from customers and product use). These include business travel, employee commuting, waste disposal, and purchased goods and services.

ALL4's 2024 GHG Emissions



Scope 1 Emissions

for ALL4 include direct emissions from natural gas consumption in company-owned office spaces and fuel usage from company-owned vehicles.



Scope 2 Emissions

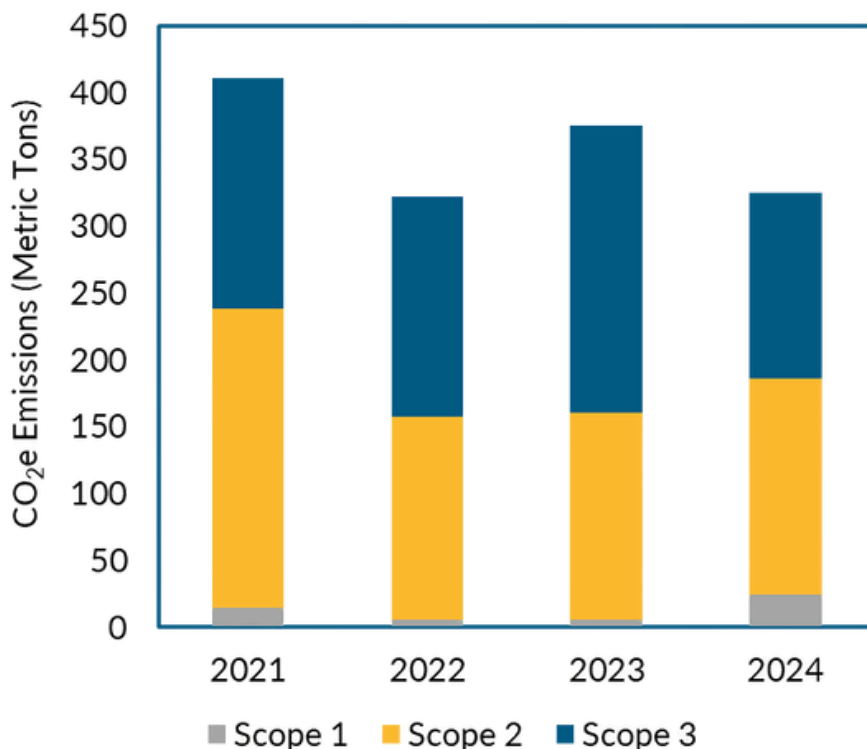
encompass indirect emissions associated with electricity and natural gas consumption in leased office spaces, as well as electricity usage by remote employees.



Scope 3 Emissions

include all other indirect emissions not covered under Scope 2. For ALL4, these emissions primarily arise from rental car travel, air travel, and waste generation. Specifically, ALL4 has identified Category 5 – Waste Generation and Category 6 – Business Travel (out of the 15 Scope 3 categories) as the most material to the company's operations.

ALL4 GHG Inventory



GHG Emissions – Continued

Scope 1 Emissions

Scope 1 emissions from ALL4's operations currently only include the Kimberton office's use of (ALL4 headquarters) natural gas heating and the company-owned vehicles in the Kentucky and Washington offices. The rest of the ALL4 offices are leased and therefore do not fall into Scope 1. Scope 1 emissions have generally remained constant, but in 2024 with the acquisition of the Washington office there are four more company-owned vehicles included in the inventory.

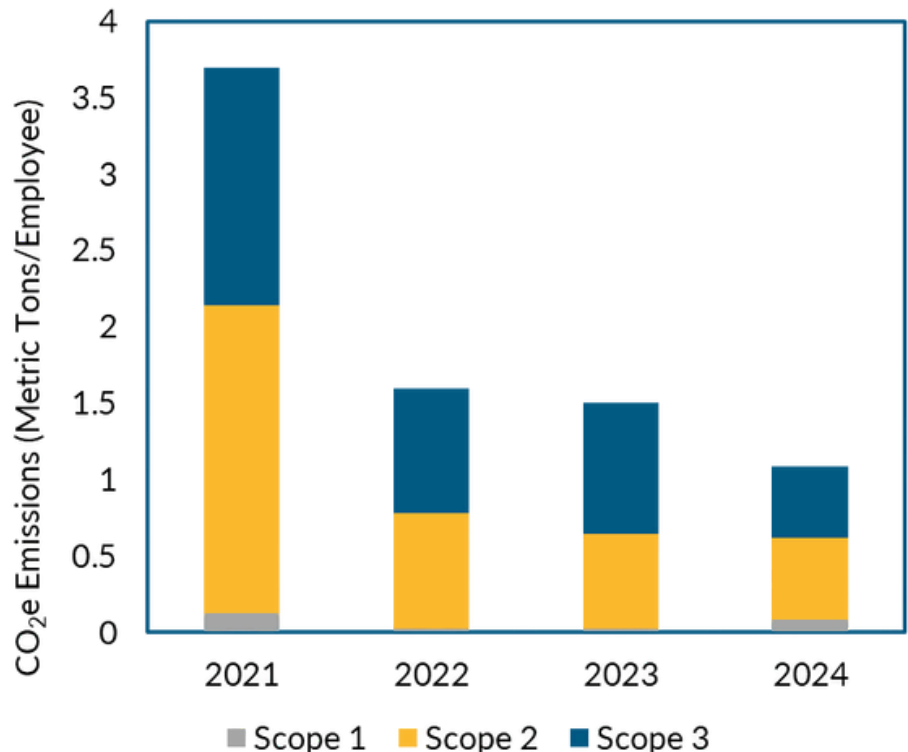
Scope 2 Emissions

Scope 2 emissions refer to indirect emission from the generation of purchased energy from utility providers. For this report, Scope 2 emissions are calculated from purchased electricity for all offices and the heat generated from the natural gas used in all offices except Kimberton.

Note that both the Boston office and Washington office don't use natural gas for heating and are therefore not included. ALL4 is committed to continuously improving accuracy and quality of reporting and will revise calculations as necessary. As ALL4 acquires new offices and some offices change buildings, increases or decreases in emissions may occur due to varying energy efficiency in each building. Total Scope 2 emissions have only slightly increased due to the three new offices added to the inventory. This is due to the grid sourcing more electricity from renewable sources in some area where the office are located. On a per employee basis, Scope 2 emissions have decreased since 2021.

Scope 3 emissions declined in 2024 compared to previous years, primarily due to a reduction in business travel. While car travel increased in 2024, air travel (excluding for the annual company-wide event) decreased. This shift may be attributed to the expansion of office locations, enabling more employees to travel locally to client sites rather than relying on air travel. The reduction in air travel has contributed significantly to the overall decrease in GHG emissions. ALL4 continues to offset all emissions associated with travel to our annual company-wide event through the purchase of GHG offsets.

ALL4 GHG Inventory Per Employee



Scope 3 Emissions

Currently ALL4 calculates emission from Scope 3 Category 5 – Waste Generation and Category 6 – Business Travel. For a consulting firm travel is required for much of the work that we do, including flying or driving to client sites or conferences. There are GHG emissions associated with waste generation as well, which are classified separately under Scope 3. These emissions are generated from the transport and decomposition of waste in landfills. ALL4's goal of increasing the diversion rate will help reduce Scope 3 emissions from waste generation. Analysis of waste data is conducted on a two-year basis and the next waste audit will be conducted in 2025. The data presented in this report is from the 2023 waste audit.

Waste Data

Because ALL4 is a consulting firm, our operations do not generate large quantities of waste. The typical waste generated is from office waste and kitchen waste. As for office and kitchen waste, most of the items that can be recycled are recycled through the municipal recycling system. It was identified that single use utensils and K-cups were some of the highest sources of waste that is sent to the landfill. Each office is equipped with a Keurig, which uses K-cups, so ALL4 has implemented a K-cup recycling program. The CST supplied each office with reusable utensils and dishware to eliminate waste from going to the landfill.

At the request of employees, the CST implemented a battery recycling program to help them properly dispose of batteries both at home and in the office. This initiative reflects our ongoing commitment to environmental responsibility and fostering a more sustainable workplace.

Waste audits are conducted every two years; because the first waste audit was conducted in 2023 the next waste audit will be executed in 2025. The data gathered in the 2023 audit was used to extrapolate waste generation for the year based on the number of employees in the office. Waste from each office was weighed before being properly disposed of and the number of employees in the office each day was recorded. With this information, ALL4 was able to calculate the approximate waste generated per day per person.

ALL4's corporate sustainability team has a goal of increasing the diversion rate from 29% to 39% by the end of 2025. Since the 2022 waste audit, the CST has implemented the following initiatives to achieve this goal:

To Do List



Provide reusable mugs, plates, and silverware in all offices to reduce waste generated.



Implement K-Cup recycling in all the offices.



Create a sustainable resource guide for business administrators so they can purchase more sustainable products.



Promote Plastic free July and Earth Day using the Eco Challenge website.



Implement a battery recycling program in all the offices.



Ensure recycling is available in all offices.

2022 MEASURED LANDFILL WASTE

0.55 pounds/person/day*

*average

2022 MEASURED RECYCLING

0.29 pounds/person/day*

*average

29%

Average Diversion Rate*

*range of 0-63% in each office

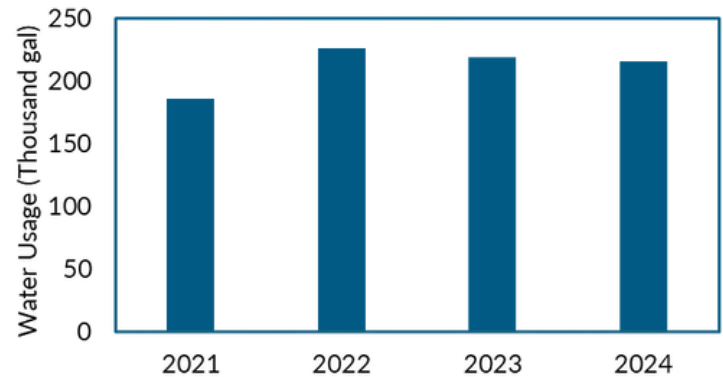
Water Data

In many regions, overconsumption and inefficient use of water contribute to droughts, depleted aquifers, and damaged ecosystems. ALL4 monitors each office's water usage to help identify areas where conservation is possible.

Some water usage in the office is essential for good hygiene, hydration, and cleanliness such as washing hands, drinking water, and washing reusable utensils or mugs. Water use is also closely connected to energy generation and consumption as significant energy is required to extract, transport, treat, and heat water and often relies on fossil fuels. Water is also required to produce steam and for cooling water in many electricity generation processes. From an operational perspective, monitoring water usage helps businesses and institutions identify inefficiencies, lower costs, and make smarter, data-driven decisions about resource management.

ALL4 strives to keep employees informed by offering tips on how to reduce water usage at home and in the office. Many of our offices are leased, therefore it is not feasible to enhance any appliances or utilities at those locations. ALL4 is exploring options to replace older and less efficient appliances in owned offices with more high efficiency appliances.

Water Usage



Where does ALL4's water consumption come from?



Filling water bottles



Washing hands



Flushing toilets



Washing dishes



Watering plants



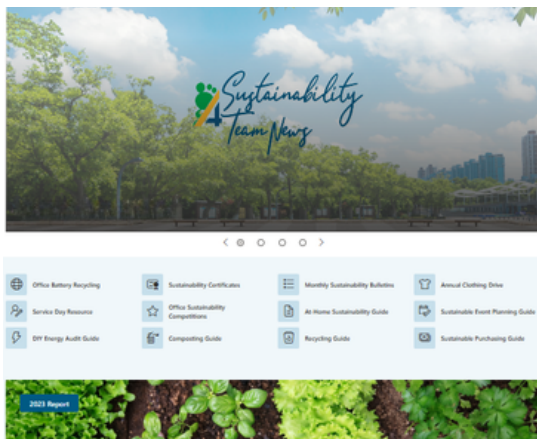
Making coffee

Corporate Sustainability Team Highlights

ALL4 formed the CST in 2021 to lead the company toward a more sustainable future. The CST was focused on three main initiatives in 2024: Annual Reporting, Employee Engagement, and Office Sustainability. Below summarizes the accomplishments of each initiative in 2024.

Annual Reporting

This group compiled utility data from all offices and expanded reporting to the three new offices. In 2024 ALL4 monitored sustainability metrics and tracked consumption, cost, and emissions trends using the EHS-Dashboard™ provided by Higher Elevation Software. ALL4 will continue to track sustainability KPIs each year using this software. The annual reporting team is continuously working to improve reporting efficiency and data quality. Over the coming year ALL4 will work to expand reporting to include additional environmental metrics to improve transparency and disclosure.



Office Sustainability

The CST continues to align all offices with ALL4's sustainability culture. In 2024, a key part of this was expanding our sustainability practices to the three new offices. This entailed understanding the current state of each new office and providing resources and information to employees to implement sustainable practices. The CST is also working on facilitating a culture of sustainability in the new offices by having a representative from each office on the team. The CST began collecting information on initial sustainability metrics such as water and electricity usage and recycling practices in the new offices to evaluate what changes needed to be made to align with ALL4's sustainability culture. Simultaneously, the CST provided the means for battery recycling in all offices. This allows employees to responsibly dispose of e-waste from home and work.

Employee Engagement

This group organized interoffice sustainability competitions and events to promote eco-friendly habits both in the workplace and at home. These included tracking eco-friendly practices during Earth Month, limiting plastic use with participation in Plastic Free July, and diverting clothes from the landfill by hosting the annual clothing drive.

To enhance visibility and engagement, this group established a dedicated page on the internal company engagement platform where employees can access key sustainability resources and learn about the goals and initiatives of the CST. Resources on the page include monthly sustainability bulletins filled with eco-friendly tips and facts, past sustainability reports, and comprehensive guides on topics such as recycling, composting, sustainable event planning, and environmentally conscious purchasing. This platform also sends out weekly sustainability campaigns with information from the monthly sustainability bulletins to all of our employees.



Conclusion

At ALL4 we are proud of what we have accomplished thus far on our sustainability journey and we are excited to continue to improve each year. By expanding our resources and expertise, we have successfully integrated new offices and enhanced our sustainability practices. Our dedication to the CORE4 principles—Ownership, Authenticity, Culture, and Accountability—has guided us in our efforts to improve our environmental impact and foster a culture of continuous improvement.

Our sustainability initiatives, including the introduction of recycling programs, employee engagement activities, and the expansion of environmental metrics tracking have resulted in meaningful positive change that we look forward to building upon. The CST has played a crucial role in driving these efforts, ensuring that ALL4 remains aligned with our sustainability goals and values.

As we move forward, ALL4 will continue to prioritize transparency, accountability, and innovation in our sustainability journey. We are committed to making meaningful changes that contribute to a more sustainable future for our company, our clients, and the planet.





Acknowledgements

ALL4 would like to acknowledge the continuous efforts of the CST throughout 2024 and in future years.

Those responsible for the concept and coordination of this report:

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- Daryl Whitt
- Rena Wolinsky

ALL4 is continuously striving towards a more sustainable future.

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