



Quarry's Social Responsibility Statement

Quarry Integrated Communications Inc. ("Quarry") has a long-standing commitment to responsible leadership, conducting our business in a way that emphasizes good ethical practices, respect for our people, our community and the environment. Our aim is to act responsibly in everything we do, and we believe that by acting responsibly in our day-to-day relationships with our customers, suppliers, teammates and communities, we all win.

This approach reflects our core values and beliefs, and guides how we conduct activities on behalf of our organization. Quarry's Social Responsibility is demonstrated by our commitment to:

- Act with high ethical standards when conducting business and choosing to work with partners who share this commitment
- Respect the privacy and dignity of our teammates, suppliers and customers
- Promote a work environment of equal opportunity and inclusion, that does not tolerate discrimination or harassment of any kind
- Promote and maintain a physical and psychologically safe and healthy work environment
- Act in an environmentally conscientious and responsible manner -
 - Protecting the environment by striving to prevent and minimize our contribution to pollution of land, air, and water
 - Seeking to keep waste to a minimum and maximize the efficient use of materials and resources, and manage and dispose of all waste in a responsible manner
- Commit to giving back to the community through time, money and resources

A handwritten signature in black ink, appearing to read "Tony Mohr".

Tony Mohr, President & CEO
March 2023