



MANCAL CORPORATION ENVIRONMENTAL POLICY

Mancal Corporation's business includes focusing its resources on the development of operating companies in its various areas of expertise, thereby increasing financial value. Such activities generally involve activity in private offices and may create the potential for adverse impacts on the environment, including air, water, land and wildlife.

It is a primary objective to minimize adverse impacts on the environment resulting from business activities. In order to achieve that objective, Mancal Corporation is committed to conducting its business in an environmentally responsible manner and in accordance with the following guidelines:

Environmental Review: Mancal Corporation is committed to completing an environmental review of all of its properties, on a rotating basis, at least every five (5) years. Where Mancal Corporation is not the operator of a property, it will endeavour to ensure that the operator carries out such an environmental review. An independent environmental review will be conducted should the potential for adverse environmental impacts be established.

Prevention: Mancal Corporation will assess the potential effects of its projects and will integrate protective measures into the planning process to prevent or reduce impacts on the environment and on public health and safety.

Compliance: Mancal Corporation will comply with all applicable environmental laws and regulations. Mancal Corporation will develop appropriate standards and procedures and will monitor operations to ensure compliance with all applicable laws, regulations and industry standards.

Training and Education: Mancal Corporation will provide, on an ongoing basis, sufficient resources to ensure that personnel are fully informed in regard to their responsibilities under this policy. Mancal Corporation will also provide training to personnel in order to ensure the policies and principles set forth in this policy are effectively implemented.

Emergency Response: Mancal Corporation will develop emergency response procedures in order to minimize adverse effects on the environment caused by an emergency and to ensure a prompt and efficient response to any emergency in accordance with applicable laws.

Remedial Action: Mancal Corporation will remedy material adverse impacts on the environment caused by its operations in a timely and efficient manner.

Public Responsibility: Mancal Corporation will be responsive and sensitive to the public's concerns in the conduct of its business activities.

Accountability: Mancal Corporation is responsible for the implementation of suitable procedures, training programs and controls. Each employee is responsible for carrying out their activities in accordance with the principles set forth in this policy.

Ongoing Review: Mancal Corporation will review this policy on an annual basis to ensure that the policies set forth therein are the most current and effective means to fulfill its objective of minimizing or eliminating potentially adverse effects on the environment.

Steve Letwin
President and CEO, Mancal Corporation

Effective December 2020