

## Environmental Protection & Sustainability Policy Statement

**It is Gannett's policy to operate its businesses as a responsible corporate citizen committed to environmental protection and sustainability. Gannett management will make environmental protection, energy reduction and resource conservation integral components of its business planning and operations.**

This policy requires Gannett employees to participate in and accept responsibility for achieving the following commitments:

- Promoting environmental awareness among the communities we serve through our trusted and robust climate and science reporting.
- Operating in an environmentally sound manner and in compliance with environmental laws and regulations.
- Minimizing energy usage and integrating the consideration of environmental concerns into decision-making and activities.
- Minimizing the use of natural resources by implementing environmentally-friendly processes, minimizing the use of raw materials, such as water and newsprint, and by maximizing the use of green materials and products.
- Minimizing the generation of waste through strategic selection of materials and processes, as well as by maximizing reuse and recycling practices.
- Through implementation of its Environmental Management System, Gannett will continue to identify compliance and sustainability opportunities for improvement, train employees, provide resources for individual employees and businesses, and follow up whenever improvement opportunities are identified.