

SUSTAINABILITY & ESG REPORT

STRAVIK Construction Group · Controlled Document

Document No.	Revision	Effective Date	Document Owner	Status
STV-GOV-RPT-010	00 (Initial Issue)	2026-10-24	President	Issued for review / pending approval

Management system alignment: This document is aligned with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements as applicable. STRAVIK Construction Group does not claim third-party certification to these standards. Florida Certified General Contractor License No. **[FL LICENSE NO.]**.

REVISION HISTORY

Rev.	Date	Description of Change	Prepared By	Approved By
00	2026-10-24	Initial issue for STRAVIK Construction Group	[PREPARED BY]	Michael Gaya, President

1. EXECUTIVE SUMMARY

STRAVIK Construction Group (STRAVIK) is committed to delivering construction solutions with integrity, environmental responsibility and social value. Our sustainability framework is built on three pillars — Environmental Stewardship, Social Responsibility and Governance Excellence (ESG) — each integrated into daily operations, decision-making and corporate culture.

Our goal: to build a future where progress and sustainability are inseparable — balancing economic performance with environmental protection and community well-being.

Reporting note: This is STRAVIK's initial ESG report framework. Performance values are shown as placeholders until STRAVIK has verified baseline data; no historical results are claimed.

2. ESG FRAMEWORK

STRAVIK's ESG strategy is aligned with:

- Global Reporting Initiative (GRI) Standards
- Sustainability Accounting Standards Board (SASB) – Engineering & Construction Services
- United Nations Sustainable Development Goals (SDGs)
- ISO 14001:2015, ISO 45001:2018 and ISO 26000:2010 (aligned with; no certification claimed)
- U.S. EPA, OSHA and DOE sustainability guidance

3. ESG GOVERNANCE STRUCTURE

Role	Responsibility
President	Oversees sustainability strategy and public reporting.
Corporate ESG Committee	Cross-functional team managing data collection, audits and KPIs.

Role	Responsibility
Environmental Manager	Leads environmental compliance and resource-efficiency initiatives.
HR & Community Relations Director	Implements workforce, inclusion and social impact programs.
Quality & EHS Director	Integrates ESG targets into project execution plans.

4. ENVIRONMENTAL PERFORMANCE

4.1 Carbon & Energy

Metric	Baseline	Target	Status
Scope 1 & 2 CO ₂ Emissions (t)	[BASELINE]	[TARGET]	[STATUS]
Renewable Energy Usage (%)	[BASELINE]	[TARGET]	[STATUS]
Fleet Efficiency (mpg)	[BASELINE]	[TARGET]	[STATUS]

4.2 Waste & Resource Management

Metric	Baseline	Target	Status
Waste Diversion Rate (%)	[BASELINE]	[TARGET]	[STATUS]
Recycled Concrete & Steel Use (%)	[BASELINE]	[TARGET]	[STATUS]
Water Usage per Project (gal/sf)	[BASELINE]	[TARGET]	[STATUS]

4.3 Environmental Initiatives

- Construction waste recycling at all sites via licensed haulers, including on-island concrete crushing and recycling of demolition debris where available.
- Low-emission equipment procurement policy.
- Stormwater Pollution Prevention Plans (SWPPP) audited quarterly.
- Partnering with suppliers on low-VOC materials and green concrete additives.

5. SOCIAL PERFORMANCE

5.1 Workforce Development

Metric	Current	Target
Employee Training Hours (avg/yr)	[DATA]	[TARGET]
Apprenticeships / Internships	[DATA]	[TARGET]
Safety Training Compliance	[DATA]	100%
Local Workforce Utilization (USVI projects)	[DATA]	Minimum 70% (project commitment)

5.2 Health & Safety

- Total Recordable Incident Rate (TRIR): **[TRIR]** (target ≤ 0.50)
- Lost-Time Injuries (LTI): **[DATA]**
- Experience Modification Rate (EMR): **[EMR]**
- Behavior-Based Safety Program deployed across field sites.

5.3 Diversity, Equity & Inclusion

Category	Current Status
Female Employees	[DATA]
Minority Employees	[DATA]
Women in Leadership	[DATA]
Subcontractor Diversity Spend (Small & Minority-Owned Firms)	[DATA]

5.4 Community Engagement

- Local hiring coordination, engagement of local subcontractors and community workforce prioritization.
- Community communication coordination on public and educational projects.
- Community programs and contributions: **[COMMUNITY PROGRAMS]**

6. GOVERNANCE & ETHICS

6.1 Integrity Framework

- Code of Ethics (STV-GOV-POL-002) governs all employees and partners.
- Executive Policy Statements (STV-GOV-POL-004) set zero tolerance for bribery and corruption.
- Confidential ethics reporting channel: **[ETHICS HOTLINE]**.

6.2 Transparency & Compliance

- Davis-Bacon compliance monitoring and certified payroll administration on federally funded work.
- Quarterly compliance audits by the Corporate Governance Committee.
- Alignment with applicable U.S. anti-corruption (FCPA) requirements.

6.3 Risk Management Integration

- ESG risks tracked in the Corporate Risk Register (STV-GOV-PLN-006).
- Scenario planning for climate, hurricane, supply-chain and regulatory risks reviewed annually.

7. ESG PERFORMANCE DASHBOARD (FY 2026)

Pillar	KPI	Target	Result	Status
Environment	Carbon Reduction	[TARGET]	[DATA]	[STATUS]
Environment	Waste Diversion	$\geq 80\%$	[DATA]	[STATUS]
Social	TRIR	≤ 0.50	[TRIR]	[STATUS]
Social	Local Hire Rate	[TARGET]	[DATA]	[STATUS]

Pillar	KPI	Target	Result	Status
Governance	Ethics Training Completion	100%	[DATA]	[STATUS]
Governance	Supply Chain ESG Screening	[TARGET]	[DATA]	[STATUS]

8. SUSTAINABILITY ROADMAP (2026-2030)

Target Goal	Milestone Year	Approach
Net-Zero Scope 1 & 2 Emissions	[YEAR]	Fleet electrification and renewable procurement
LEED Certification on Major Projects	[YEAR]	Require green design criteria
Zero Waste to Landfill	[YEAR]	Closed-loop materials program, concrete recycling
Women & Minority Workforce Representation	[YEAR]	Inclusive hiring and leadership initiative
Third-Party Assured ESG Disclosure	[YEAR]	Independent ESG assurance partner

9. REPORTING & TRANSPARENCY

- ESG data validated by the Corporate ESG Committee before publication.
- Annual report available to stakeholders and clients upon request.
- Metrics included in the Management Review (STV-GOV-PRO-009) and KPI Plan (STV-GOV-PLN-007).
- Performance highlights shared via www.stravikgroup.com.

APPROVAL

Role	Name	Title	Signature	Date
Prepared By	[PREPARED BY]	[TITLE]		
Reviewed By	[QUALITY / HSE MANAGER]	[TITLE]		
Approved By	Michael Gaya	President		

This document is reviewed at least annually, or upon significant organizational, legal or operational change, and re-issued under document control per STV-GOV-POL-011.