

# Environmental training



At Bell, environmental protection and energy efficiency are integral parts of doing business, both internally and with our partners. We begin with team member awareness and training to promote the proactive management of our environmental impacts. All employees are required annually to read the Bell Code of Business Conduct, which includes Bell's corporate environmental policy, and to sign a document stating that they have done so.

Furthermore, we communicate our corporate environmental objectives and performance to employees throughout the year, through the corporate weekly e-newsletter, our intranet website and the online "Green Team" collaboration site. This is an essential part of building company-wide awareness and a culture that strengthens and encourages the active participation of everyone. A mindfulness of our environmental goals in the everyday operations of team members is important to fostering success, both internally and externally via our Bell for Better program. For example, these communications are critical in the auditing process for Bell to receive ISO 14001 certification.

We also raise environmental protection awareness by means of online training modules, created and managed by the Corporate Responsibility and Environment team. This training covers the best practices, environmental procedures and regulatory requirements Bell employees must follow. It covers topics including: responding to environmental incidents, mitigating the environmental impacts of network deployment, reducing waste, managing halocarbons, using energy efficiently and responding to climate change. Through careful selection and collaboration with our environmental coordinators, team members are assigned training that matches their specific duties and associated risks, to ensure proper compliance with Bell's environmental guidelines and a comprehensive approach to managing environmental issues in their everyday work.

Employees whose tasks are likely to have an impact on the environment must complete the appropriate training modules every two years. This both reinforces and ensures their awareness of the latest best practices in the environmental field.

GRI 404



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