

## **Environmental Policy Statement**

We shall strive to incorporate sustainability into our core operations through internal and external efforts. Specifically, we shall adopt the following policies and practices:

Sutro Biopharma Inc. commits to incorporate sustainability into our core operations through internal and external efforts. Specifically, we shall adopt the following policies and practices:

1. Reduce, Reuse, and Recycle.
2. Avoid the use of toxic chemicals.
3. Conserve energy, water, natural resources, and move away from fossil fuels where possible.
4. Promote environmental education, outreach, and awareness to our staff.

### **Reduce, Reuse and Recycle**

We shall –

- Reduce our waste stream by increasing our recycling and composting capabilities to 85% diversion from the landfill.
- Strive to increase waste diversion by recycling all paper, cardboard, wood, metals, bottles, plastics, packaging, and cans.
- Compost all food and landscape waste.
- Discourage the use of disposable products by using washable/reusable items.
- Reduce the waste generated by donating reusable office items (appliances, electronic equipment, and furniture) to charitable organizations.
- Reuse envelopes and packaging.
- Promote the use of natural lighting and solar energy, where feasible.
- Institute a policy to turn off lighting and appliances in unoccupied rooms.
- Conserve water with the installation of ultra-low flow and/or dual flush toilets, plant native drought-tolerant plants and use water-conserving irrigation systems.

### **Toxics Reduction**

We shall reduce the use of toxic materials to protect employee health and the environment. Specifically, we shall -

- Purchase low to non-toxic janitorial cleaning products (only those approved for use by the CA Green Business Program). Certified by Green Seal, UL Ecologo, EPA Safer Choice, or with a rating from the Environmental Working Group of an 'A' or 'B.'
- Switch to recycled content products, materials, and supplies when available.
- Purchase Low VOC paints, markers, and non-toxic air fresheners.
- Recycle universal wastes (electronics, batteries, fluorescent light tubes, used motor oil) and prohibit purchasing materials that may lead to hazardous waste generation.
- Purchase rechargeable batteries and appliances only.
- Promote stormwater pollution prevention and source control.

### **Environmentally Preferable Purchasing**

We shall purchase/use the following:

- Office paper with 100% recycled content (30%+ post-consumer minimum), bathroom, and kitchen paper with at least 30% post-consumer recycled content as well.
- Products with the least packaging (no plastic, polystyrene, or aerosol packaging).
- Recycled content-containing office furniture and supplies.
- Refillable bottles, canvas bags, and reusable to-go containers.
- LED lighting and Energy Star appliances and electronics.
- Water-efficient toilets, showerheads, and faucet aerators.

### **Conserve Fossil Fuels**

We shall conserve fossil fuels by:

- Encouraging the use of public transit.
- Promoting biking to work and carpooling.
- Offering telecommuting options.

We shall strive to build and remodel using LEED green building standards.

### **Employee Education**

We shall educate employees on resource conservation and pollution prevention through –

- Hosting only zero-waste events i.e. ensuring that little to no waste is generated during work parties, picnics, meetings. Ask caterers to use reusable everything, buy reusable trays, etc.
- Training programs or brown bag sessions to educate employees on proper recycling & composting practices, resource conservation ideas, the importance of low-toxic purchasing, etc.
- Providing incentives for environmentally preferable practices such as recycling champion, transit hero, etc.
- Informing staff of environmental issues in company emails, training materials, staff meetings.

### **Environmental Stewardship**

Through the course of our work, we shall endeavor to promote these policies to other companies, organizations, and individuals.



OWNER/AUTHORIZED REPRESENTATIVE NAME

Steve Michel

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SIGNATURE

*Steve B. Michel*

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POSITION/TITLE VP, IT & Facilities Operations