



# Environmental training

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To Bell, environmental protection is an integral part of doing business. This commitment begins with team member awareness and training, to foster the proactive management of our environmental impact. During the hiring and orientation process, all employees are required to sign a document stating they have read the Bell Code of Business Conduct and are aware of the corporate environment policy within the Code.

Furthermore, we communicate our corporate environmental objectives and performance to employees throughout the year, through the corporate newsletter, our dedicated website, and such events as Earth Hour, Earth Day and Canadian Waste Reduction Week.

In addition, we raise environmental impact awareness by means of an online training tool created, updated 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 such as responding to environmental incidents, network environmental impact mitigation, working in and around manholes, waste recovery, hazardous waste, halocarbons, and climate change.

Employees whose tasks are likely to have an impact on the environment must complete the training every year.