



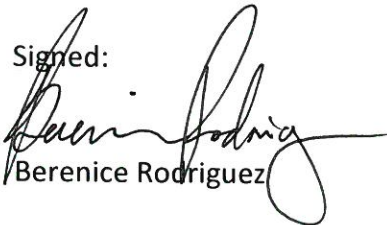
**XL Construction  
Animal Welfare Policy**

XL Construction is committed to social responsibility, and as such, supports the humane treatment of animals. To this end, we recognize and support the AVMA's (American Veterinary Medical Association), integrated principles for animal welfare (integrated with XL specificities below):

- The responsible use of animals for human purposes, such as companionship, food, fiber, recreation, work, education, exhibition, and research conducted for the benefit of both humans and animals
- Decisions regarding animal care, use, and welfare shall be made by balancing scientific knowledge and professional judgment with consideration of ethical and societal values. XL Construction specifically does not conduct nor is a party to any animal testing or experimentation.
- Animals must be provided water, food, proper handling, health care, and an environment appropriate to their care and use, with thoughtful consideration for their species-typical biology and behavior.
- Animals should be cared for in ways that minimize fear, pain, stress, and suffering. XL Construction does not conduct business with factory farms.
- Procedures related to animal housing, management, care, and use should be continuously evaluated, and when indicated, refined or replaced. XL Construction does not conduct business with enterprises that use gestation crating or similar types of overtly restrictive confines; our organization does not conduct business with slaughter houses at all, but especially if they are not USDA-Certified.
- Conservation and management of animal populations should be humane, socially responsible, and scientifically prudent.
- Animals shall be treated with respect and dignity throughout their lives and, when necessary, provided a humane death.

XL Construction pledges not to become involved with any activities that threaten the humane treatment of animals in the future.

Signed:



Berenice Rodriguez

Human Resource