



2021
IMPACT REPORT



WELCOME TO ENGLOBE

At Englobe, we care about each other, our clients, and the work we do. Day in and day out, our employees put their talent to work to offer our clients innovative and sustainable solutions.

We acknowledge the environmental and social impact of our business on the world that surrounds us - it is in our DNA. For us, it has always been at the center of everything we do. This means we are creating meaningful outcomes to build a sustainable future.

While others may write lengthy sustainability reports, we prefer taking action every day. It's who we are.

We dare because we care.

Mike Cormier & Alain Robichaud
Co-presidents





PEOPLE FIRST.
ALWAYS.

OUR PRIORITY: HEALTH AND SAFETY

Our goal: zero accidents.

Our team's wellness, health and safety are our top priority.

It's not about statistics, it's about how much we care for one another.

Our people remain at the very heart of Englobe's success. We reinforced our commitment to our employees' health and safety at work by developing comprehensive action plans and placing health and safety concerns firmly at the centre of all Englobe initiatives.



Our UK team has been awarded the ROSPA Gold Medal Award for health and safety performance for seven consecutive years!

MENTAL HEALTH

For us, health and safety extends well beyond office or field work. Mental health is equally important.

The need for psychosocial support is critical now more than ever. We recognized early on that our responsibility was to do more to help our people and our communities navigate this difficult time. We decided to:

- provide additional training and support;
- ensure teams remain connected to combat social isolation;
- break the stigma surrounding mental health issues in the workplace; and
- launch an employee training initiative that will enable staff to provide support and guidance in a safe environment, comfortably have conversations about mental health related issues, and connect colleagues with professional and other supports.



DIVERSITY & INCLUSION

Diversity is part of our corporate values. We firmly believe that together we are better and that diversity makes us stronger. We have a culture of caring, commitment to professional development and a genuine commitment to diversity and inclusion.

For us, diversity propels us because it brings a greater variety of ideas and ways of doing things. We benefit from being open to others, as we can only grow by welcoming different ideas.

Diversity plays an even more important role in an environment where initiative is encouraged, as we create further value for our customers and communities. What drives us is our desire to make a tangible impact.



COVID-19 RESPONSE

The notion of protecting the health of our business and our employees extended beyond following government and public health protocols. Instead, we adapted our perspective, rapidly making a series of strategic and operational decisions to support our employees – and thus our business.



To this day, we made a financial commitment to **maintain all jobs and wages** throughout the pandemic.



We enabled over **1,000 employees** – nearly half our workforce - to work safely from home.



Following rigorously the public health guidelines, we enforced **strict safety protocols** to protect our employees.



**TOGETHER WITH
OUR COMMUNITIES**

SOCIAL ACCEPTABILITY

Many factors may lead to a project being accepted or rejected but, in the end, what matters is aligning a common vision of development with that of the local community and society as a whole.

Having a responsible approach to dealing with issues and situations is key. We are proactive and maintain a rigorous, open and transparent presence on the ground. This creates a conducive environment for establishing ties of trust, which are critical for ensuring progress on projects. Englobe therefore relies on approaches and tools with a range of applications that extends far beyond simple and conventional communication, information and consultation activities.



GETTING INVOLVED IN OUR LOCAL COMMUNITIES

Every year, the staff in the Calgary office **donate gifts** to the ‘The Magic of Christmas Charity’. The Magic of Christmas is a 100% volunteer, non-denominational charity based in the City of Calgary. It is a charitable organization that has been delivering hope, joy, and love to the needy and vulnerable population of Calgary since 1983. The Charity’s “Santa and his elves” will visit over 600 families on Christmas Eve.

The UK has a history of completing events with team members from across all sectors of the company to **raise money for National charities** associated with the support of young children and those suffering severe illness.

In Ontario, the teams are locally involved supporting many charities, **sports clubs and food banks**, as well as getting involved in different Spring clean up events and mental health related activities.

During the pandemic, our France teams **made donations to emergency services** during the COVID crisis. Every year, they participate in the “Pink October” events (cancer research) and sponsor sports clubs.

Our teams in Québec have been involved for many years in various charity events and sponsorships across the province. They also invest time in local projects and **rehabilitating lands to the benefit of the communities**.

Our Atlantic teams participate in local **Habitat for Humanity builds**, support various other local charities through fundraising with staff and company matching.



DARING TO HAVE AN **IMPACT**




Major Environmental
Remediation project for Hydro
Quebec in Chisasibi, QC

**Association of Consulting
Engineering Companies (ACEC)**
National Engineering Award of Excellence




Two Engineering Excellence Awards for outstanding work to concretely
improve the lives of Atlantic Canada residents.

**Association of Consulting
Engineering Companies (ACEC) - New Brunswick**
Engineering Award of Excellence



Supporting 38 of the biggest
infrastructure projects in 2021

ReNew Canada
Top100 infrastructure projects
Platinum Elite status



Recognized for our unique
commitment to ethnocultural diversity.

**Fédération des chambres de commerce
du Québec**
Maurice Pollack Award

**BROWNFIELD[®]
AWARDS 2021**

Outstanding achievements with
the Southall Gas remediation
project in UK.

Brownfield Awards 2021
Best Application of
Remediation Technologies

FIRST NATIONS COMMUNITIES



Our team recognizes the value and significance of mutual respect, understanding, and positive collaboration with our First Nations partners. We have learned through experience that by focusing on social risk analysis and taking the time to understand local dynamics, we can better predict issues, challenges and feedback that may impact successful project delivery.

Whenever possible, and to be identified at the start of the project, we work directly with Council, Elders, and other community members to build meaningful relationships and to enhance benefits to the project, community, and region. We also invest in hiring, training and supporting the First Nations communities.

We ensure that First nation peoples have equitable access to jobs, training, and education opportunities and gain long-term sustainable benefits from economic development projects.

Our strategy is to develop meaningful partnerships with First Nation organizations and to maximize the employment of local people on our projects. We regularly collaborate with First Nation communities such as the Innu, Eeyou Istchee, Cree First Nations, Naothamegwanning and Huron Wendat.

A photograph showing two individuals in winter clothing pulling a large, green fishing net across a snow-covered bank. The net is spread out on the ground, and the people are positioned at opposite ends of it, working together to move it. The background shows a body of water and a distant shoreline.

A group of four people (three men and one woman) are standing behind a yellow warning sign in a field. The sign has the text "WARNING AVERTISSEMENT" at the top, followed by "QAYANGRAQTUQ" in large letters. Below that, there is a small diagram of a person and some text in Inuktitut. The sign is supported by two metal poles. The people are dressed in outdoor work clothes, including a high-visibility vest and a hard hat. The background shows a flat, open landscape under a clear sky.

A man with a shaved head and a mustache, wearing a black quilted puffer jacket, stands outdoors. He is holding a large, dark feather in his hands. The background shows a body of water, bare trees, and a cloudy sky. The jacket has a small logo on the left chest that reads "NOR" and "KAP".

Ed Collins, Manager, Indigenous Relations, has developed an internal cultural sensitivity training program – “A Walk in my Moccasins”.

FIRST NATIONS COMMUNITIES



Orange Shirt Day

Englobe showed its support on Orange Shirt Day, an annual national event that is held on September 30th in Canada. We honoured the First Nations Residential School survivors and their families, and remembered those that never made it back home.

Englobe employees took a stand in solidarity with First Nations people by wearing an orange shirt or accessory.





SHARING OUR KNOWLEDGE WITH THE COMMUNITIES

We believe that we can make a difference in our communities by sharing our knowledge and expertise. Through different initiatives and programs, our team has been trained, educated and engaged with people from all walks of life. From elementary school to post grad students.

For us, sharing knowledge is about building a sustainable legacy for the generations to come. And what is even more important is that we are encouraging our employees to grow both inside and outside of the company.

GUIDED BY STRONG GOVERNANCE

We take pride in being ethically unyielding and honest and in inspiring trust. We are committed to sound and effective corporate governance. We continually review and enhance these practices to achieve higher standards and pursue greater transparency and integrity year after year. For us, this means living up to our core values.



**Delegation
of authority**



**Code of
conduct**



**Conflict of
interest**



**Processes &
policies**



**Risk
management**



BEING CYBERSAFE

Caring about each other also means making sure we are protecting confidential commercial and personal information. The reputation of our clients and our employees depends on our diligence. Hence, we have been focused on delivering a robust cyber security plan based on three pillars: technology, process and people.



Technology

Ensuring the security of Englobe's technology environment – improving network security, adding a more secure approach to accessing the system and developing Cyber Security Policies.



Process

Implementing a security system that allows us to monitor our cyber environment for any intruders to alarm us of any breach to our network.



People

Giving cyber security awareness training and educating our employees on how to protect themselves from cyber criminals.





**SUSTAINABLE
BY NATURE**

ONE PROJECT AT A TIME

Today, society is infinitely complex with new challenges to overcome, but also opportunities to make the world a better place. We believe that in order to nudge things in the right direction, it takes special care.

In everything we do, we apply the life-cycle principals and think systemically – considering resources in a holistic way with possible broad environmental, social and financial outcomes. We are genuinely engaged with local communities and we encourage the collaboration of our interdisciplinary experts to find solutions that are effective and sustainable.





ONE PROJECT AT A TIME

Environmental responsibility and sustainability are always a primary consideration in our design recommendations. Our team is recognized as an international expert in transportation infrastructure recycling, having created numerous guides and best practices on the subject. On typical infrastructure projects, we strive to recommend environmentally preferred products which are competitive in cost, reduce waste and provide equal or better performance to standard products.

When recommending an engineering solution, we recommend the reuse of all suitable materials either using an in-place recycling process or in stockpiling for reuse in other portions of the project, as well as the use of recycled materials in new construction materials where specifications permit.

DARING TO HAVE AN IMPACT

Here are some examples of key initiatives from 2021:

Phytoremediation: treating contaminated soils using the combination of the strength of plants and micro-organisms to reduce the level of soil contamination to allow the restoration of degraded sites, while avoiding the transportation of these soils over long distances. This is one of the sustainable solutions we have developed for the Ministère de l'Environnement et de la Lutte contre les changements climatiques in Thetford Mines.

EV-Nano: small electric vehicle developed to help our experts perform condition assessments of bike pathways and sidewalks. Using specialized equipment, the Nano collects data and images to identify and analyze distressed areas of the pavement to make getting around safer for members of the community.

Optimizing the durability of private or public owned concrete structures with non-destructive evaluation technologies. This allows to evaluate and diagnose degradation in reinforced concrete structures without altering their condition.

Mycoremediation: managing railroad ties when they reach the end of their life to remove contaminant using processes involving fungi and/or microbial enzymes. This is an approach we adopted in the Côte-Nord region of Québec in collaboration with two of its CFDCs, for the safe and local decontamination of treated wood railroad ties.

In France, after cleaning, sorting and managing contaminated waste, including dredging operations to remove pollutants from the soil and grading works, 11 Olympic pools boast clean, contaminant-free soil. **This unauthorized landfill can now be safely used by the community** today, and for generations to come.



Thanks to the engineering expertise of our Alberta teams, **NetZero energy performance** and WELL standards were achieved for the the YWCA Banff Courtyard Project, a multi-family affordable housing development project.

Controlled demolition of the 200-metre stack at the former Ontario Power Generation's Thunder Bay Generating Station

ONE PROJECT AT A TIME

Our materials testing laboratories process many metric tones of concrete and asphalt concrete products every year. In the past, these waste materials would go straight into landfills while now, they are sorted on-site and transported to select recycling facilities to be transformed into graded aggregate material for re-use in road construction.

Recycling of concrete and asphalt products results in two significant benefits:

- The concrete and asphalt waste is diverted from the landfills to be recycled and re-used in roadworks (commercial and residential projects); and
- This reduces trucking and thus CO2 emissions.



ONE PROJECT AT A TIME

In our project work, we target low impact designs, including net zero impacts on storm water management, energy efficient building designs, recycling of materials in asphalt mix and pavement structures, as well as identification and management of hazardous buildings materials.



An aerial photograph of an industrial facility, likely a recycling or waste management plant. The foreground and middle ground are dominated by numerous large, rectangular piles of dark, granular material, possibly scrap metal or industrial waste, arranged in rows. In the background, there are various industrial buildings, including a large circular silo-like structure, and a road with some vehicles. The overall scene is industrial and suggests a large-scale processing operation.

**ENSURING A MORE
SUSTAINABLE FUTURE**

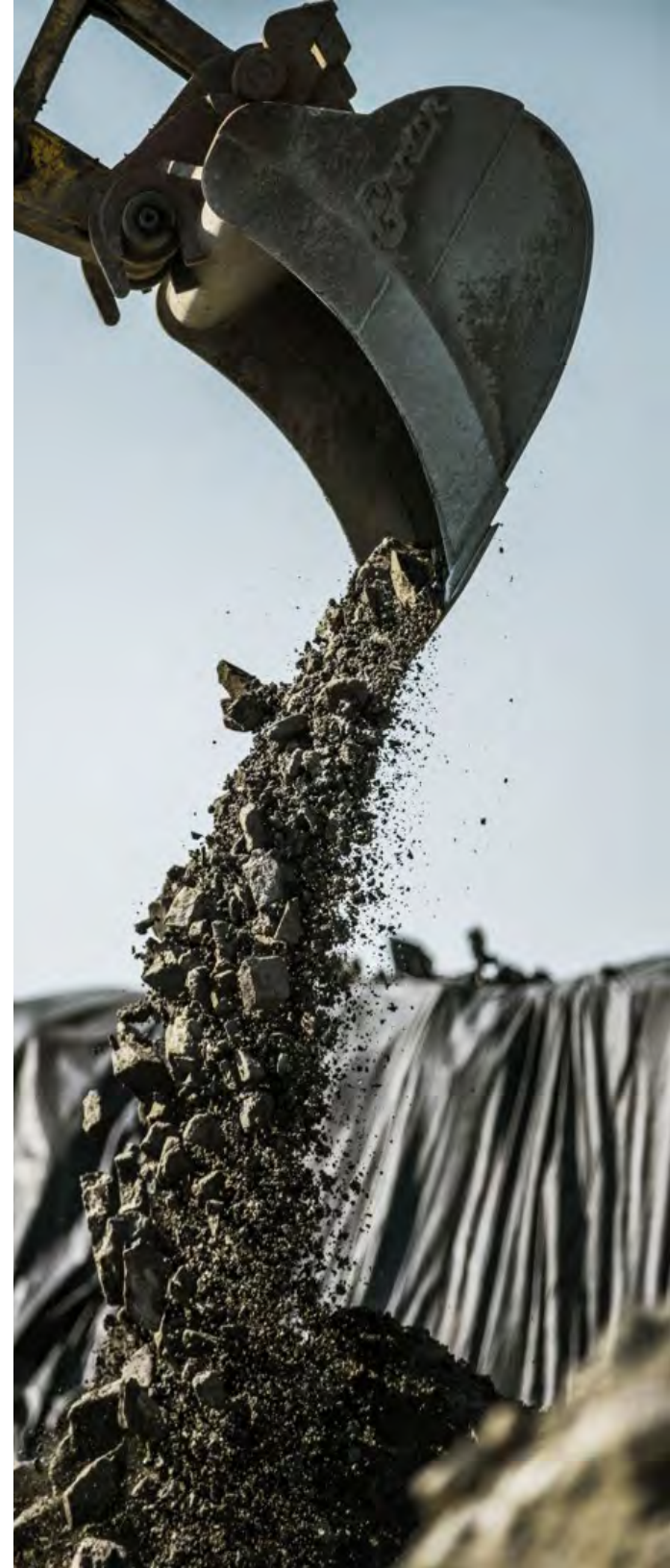
+2,700,000 MT

of material diverted from landfills per year

GIVING A **SECOND LIFE**

Remediating contaminated materials, including soils and organics, using both in-situ methods, as well as ex-situ treatment facilities, is part of our daily operations. It is who we are.

We believe that treated materials should be beneficially reused and leveraged to create various topsoil and compost products that benefit local communities and the environment.



ENSURING A MORE SUSTAINABLE FUTURE



+50,000 M³
per year of
contaminated
water treated



+625,000 MT
per year of
organic matter
treated



+175,000 MT
per year of
compost
produced



+400,000 MT
per year of labs
sample materials
recycled

OUR DNA – SUSTAINABLE BY NATURE

The bee cause

Located on Englobe's premises, the hives bustle with the activity of approximately 50 000 bees. As a group, the honeybees produce 14L's of honey annually, approximately 215 jars, and play a significant role in the local ecosystem. Travelling up to 5 km to find food, 1 honeybee forages more than 8 million flowers to make a 500-gram jar of honey.

Bees contribute greatly to the pollination of plants, and therefore support the growth of the fruits and vegetables we consume every day.



+50,000 bees
are welcomed



14L's
per year of
honey produced



215 jars
per year of honey

PIONEERS IN COMPOSTING

Since 1979, We have been dedicated to the beautification of our living environments by transforming organic waste produced by our communities, and redistributing it in the form of compost and fertile soil.

These products subsequently play an integral part in the greening of our cities and living spaces, for the benefit of the people who reside within them.



WELCOME TO OUR COMMUNITY





englobecorp.com

