



# 2021 Impact Report

An aerial photograph showing a dense forest of green trees, with some bare, greyish trees interspersed. To the left, a body of water is visible, with some reeds or marshland at the edge. The image is partially cut off by a dark blue circular shape that frames the text.

# 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 our business' environmental and social impact on the world around us – it's in our DNA. For us, it's always been at the heart of everything we do. This means we're constantly creating meaningful outcomes so we can build a sustainable future.

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

**We dare because we care.**

Mike Cormier & Alain Robichaud  
Co-presidents



People first.  
Always.

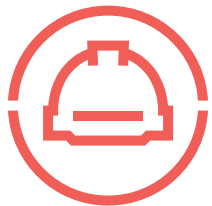


# Our priority: Health and safety

Our 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 central to Englobe's success. We strengthened our commitment to keeping our employees healthy and safe at work by developing comprehensive action plans, and by placing health and safety concerns at the very heart of all Englobe initiatives.



Our goal:  
**zero incidents.**



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



# Mental Health

Our concern for health and safety extends well beyond office or field work. We believe mental health is just as important.

Today, the need for psychosocial support is more critical than ever. We understood that we had to do more to help our people and our communities navigate difficult times.

As a result, we decided to:

- provide additional training and support;
- ensure teams remain connected in order to combat social isolation;
- break the stigma surrounding mental health issues in the workplace; and
- launch an employee training initiative so our people can obtain support and guidance in a safe environment, comfortably talk about mental health issues, and connect their colleagues with professional supports and other resources.

# Diversity & inclusion

Diversity is a core value at Englobe. It makes us stronger, and we are better when everyone's voice is heard and respected.

Our culture of caring includes a powerful drive to offer our people appealing professional development opportunities, and a genuine commitment to diversity and inclusion.

Diversity drives us because it brings a greater variety of ideas and ways of doing things to the table. This is the very essence of innovation, and it helps us create more value for our clients and communities.

We benefit from being open to others, as we can only grow by welcoming new ideas. In an environment where initiative is encouraged, diversity helps us achieve our vision of making a real impact.



# COVID-19 Response

During the pandemic, the notion of protecting the health of our business and our employees extended beyond simply 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 date, we've kept our commitment to maintain jobs and wages throughout the pandemic.



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



While closely following public health guidelines, we enforced strict safety protocols to protect our employees.





Together  
with our  
communities

# Social acceptability

Many factors can affect whether a project is accepted or rejected. However, what ultimately matters is aligning our vision for this development with that of the local community and of our society as a whole.

We believe adopting a responsible approach to resolving issues and situations is crucial. We're proactive and strive to maintain a rigorous, open, and transparent presence on the ground. This environment is conducive to building trust, which is critical for advancing projects. As a result, Englobe relies on approaches and tools whose scope of application goes far beyond traditional communication, information and consultation activities.



# Getting involved in our local communities

Every year, our Calgary office staff donates gifts to the **Magic of Christmas**, a 100% volunteer, non-denominational charity that's been delivering hope and joy to the city's most vulnerable since 1983. Over 600 families receive a Christmas Eve visit from Santa and his elves each year.

Our UK team has a long history of holding events that bring together team members from across the business to raise money for **national charities** that support young children and seriously-ill patients

In Ontario, the teams get involved locally by supporting many charities, sports clubs, and food banks. They also organize various spring clean-up events and initiatives that focus on mental health.

During the pandemic, our teams in France made donations to emergency services. Every year, they participate in "Pink October" events in support of cancer research. They also sponsor a variety of sports clubs.

Our Québec teams have been involved in charity events and sponsorships across the province for many years. They also invest time in local and in rehabilitating land to benefit their communities.



Our Atlantic teams participate in local **Habitat for Humanity** builds, and support various other charities through fundraising efforts that are matched by staff as well as the company.



# Daring to have an impact



ASSOCIATION OF CONSULTING  
ENGINEERING COMPANIES | CANADA

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

Major Environmental Remediation project for Hydro Quebec in Chisasibi, QC

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ASSOCIATION OF CONSULTING ENGINEERING  
COMPANIES | NEW BRUNSWICK  
ASSOCIATION DES FIRMES D'INGÉNIEURS-  
CONSEILS | NOUVEAU-BRUNSWICK

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

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

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**Brownfield Awards 2021 Best Application of Remediation Technologies**

Outstanding achievements with the Southall Gas remediation project in UK

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**ReNew Canada Top100 infrastructure projects - Platinum Elite status**

Supporting 38 of the biggest infrastructure projects in 2021

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

Recognized for our unique commitment to ethnocultural diversity

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

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

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

# First Nations Communities

## BEAHR training program

Englobe is the only Quebec firm with instructors certified to carry out ECO Canada's BEAHR training programs. These community-based training programs enable First Nations students to develop and acquire crucial skills required by Canada's environmental sector.

## Internal training program

Ed Collins, Manager, Indigenous Relations at Englobe, has developed *A Walk in my Moccasins*, an internal cultural sensitivity training program.



# First Nations Communities

## Orange Shirt Day

On Orange Shirt Day, an annual national event held on September 30 across Canada, Englobe shows its support by honouring the First Nations Residential School survivors and their families, and remembering those who never made it back home.

On this day of somber reflection and remembrance, Englobe employees took a stand in solidarity with First Nations people by wearing an orange shirt or accessory.





## Sharing our knowledge with our communities

We believe we can make a difference in our communities by sharing our expertise and knowledge. Thanks to a variety of programs and initiatives, our team has made the commitment to share, educate and engage with people from all walks of life - from elementary schoolkids to post-graduate students.

We believe that sharing knowledge will help us build a sustainable legacy for future generations. More importantly, we encourage our employees to grow, both within and outside Englobe.

# 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. To 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're protecting confidential commercial and personal information. Our clients' reputations, as well as those of our employees depends on our diligence. As a result, we have focused on delivering a robust cyber security plan based on three pillars: technology, process and people.

## **Technology**

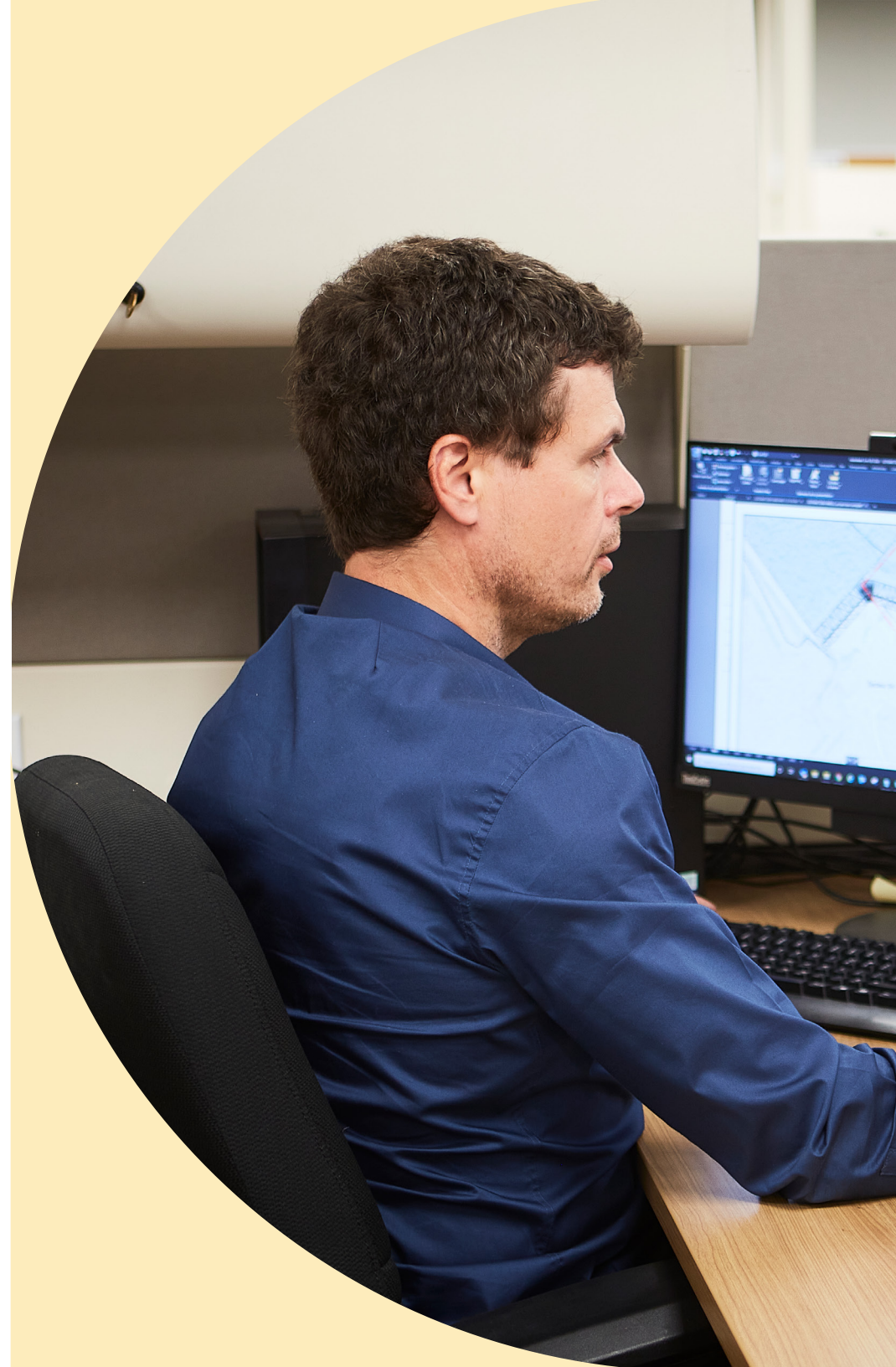
Ensuring the security of Englobe's technology environment – improving network security, adding a more secure process to access our systems and developing Cyber Security Policies.

## **Process**

Implementing a security system that allows us to monitor our online environment for intruders and alert us in the event of a network breach.

## **People**

Providing 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 and filled with new challenges to overcome. However, it also presents opportunities to make the world a better place. We believe that moving the needle in the right direction means making the right decisions with the greatest care for the greater good.

We apply lifecycle principles in everything we do. We also think systemically about resources, and holistically consider their possible social, environmental, and financial impacts. We truly engage with local communities and encourage our interdisciplinary experts to collaborate, in order to identify solutions that are both effective and sustainable.





## One project at a time

We always keep environmental accountability and sustainability top of mind when making design recommendations. We strive to recommend environmentally preferred products which are priced competitively, reduce waste, and perform as well or better than standard products. Our team is a global expert in transportation infrastructure recycling, having developed numerous guides and best practices in this area.

When recommending engineering solutions, we suggest reusing all suitable materials – either through an onsite recycling process or by stockpiling them for later reuse in other project phases. When specifications permit, we also promote the use of recycled materials in new construction materials.

# Daring to have an impact

Examples of impactful 2021 initiatives:

**Phytoremediation:** treating contaminated soils using the combined strength of plants and micro-organisms to reduce soil contamination levels. This process allows degraded sites to be rehabilitated while bypassing soil transportation over long distances. This is only one of the sustainable solutions we developed for the Minister of the Environment and the Fight against Climate Change in Thetford Mines.

**Mycoremediation:** this process involves managing end-of-life railroad ties by using fungi and/or microbial enzymes to remove contaminants. We adopted this approach in Quebec's Côte-Nord region, in collaboration with two Community Futures Development Corporations (CFDCs), for safe local decontamination of treated wood railroad ties.

**Optimizing the durability of private/public concrete structures** with non-destructive assessment technologies. This enables assessment and diagnosis of degradation within reinforced concrete structures without altering their condition.

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 be safely used by the community now and for generations to come.

**EV-Nano:** a small electric vehicle developed to help our experts assess the condition of bike paths and sidewalks. Using specialized equipment, the Nano collects data and images to identify and analyze damaged sections of the pavement, making travel safer for community members.

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



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.

# One project at a time

Our materials testing laboratories process many metric tons of concrete and asphalt products each year.

In the past, these waste materials would go directly to landfills. Today, they are sorted onsite and transported to select recycling facilities, where they are transformed into graded aggregate material for reuse in road construction.

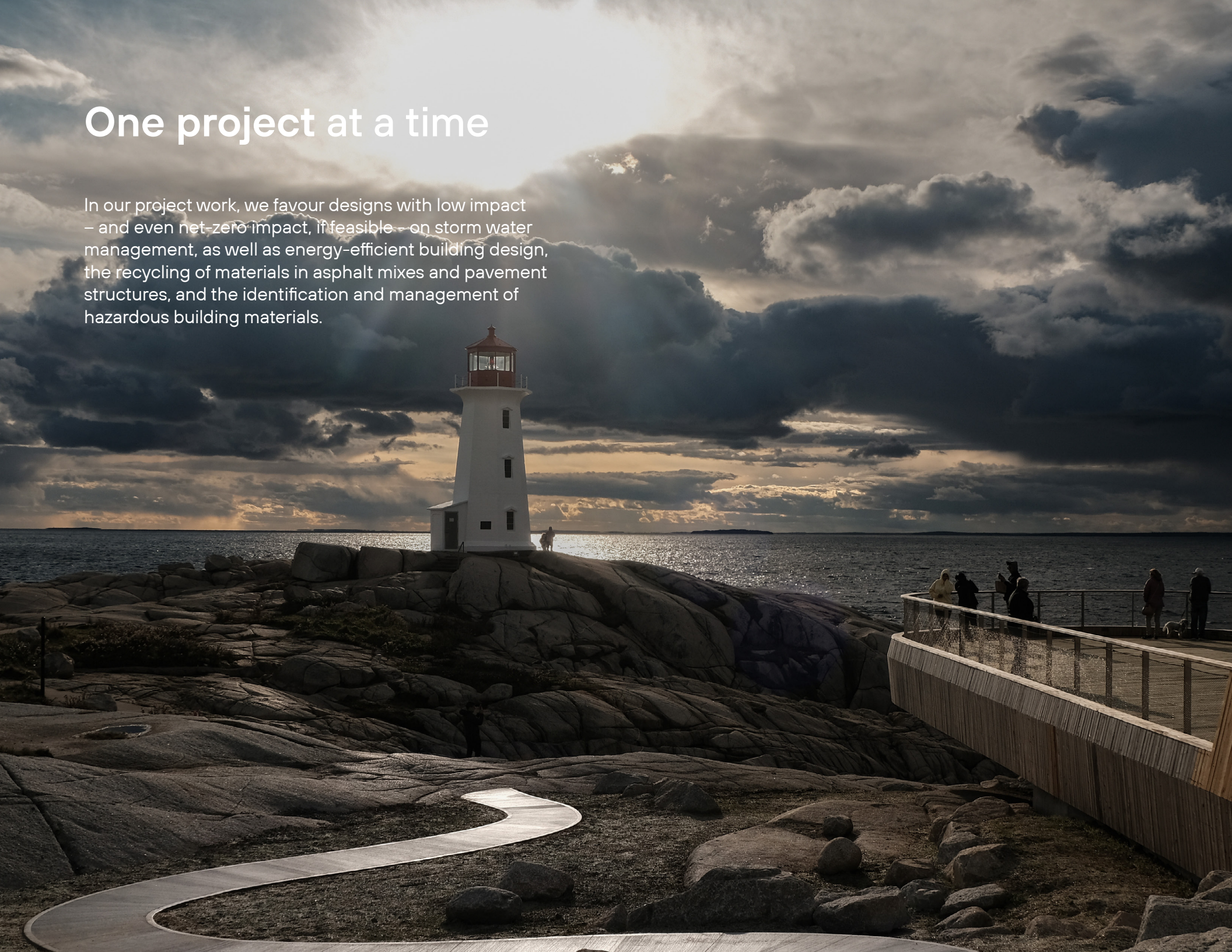
Recycling concrete and asphalt products offers two significant benefits:

- The waste is diverted from landfill and is instead recycled and reused in roadworks (commercial and residential projects); and
- Doing so reduces truck transport and associated CO<sub>2</sub> emissions.



# One project at a time

In our project work, we favour designs with low impact – and even net-zero impact, if feasible – on storm water management, as well as energy-efficient building design, the recycling of materials in asphalt mixes and pavement structures, and the identification and management of hazardous building materials.



An aerial photograph of a large-scale recycling or waste management facility. The facility is filled with numerous large, rectangular piles of sorted materials, likely plastics or metals, arranged in rows. In the background, there are industrial buildings, parking lots with several vehicles, and a road with some greenery. The entire image is framed within a circular cutout on a teal background.

Ensuring a more  
**sustainable future**

**2,700,000+ MT**

of material diverted from landfill each year

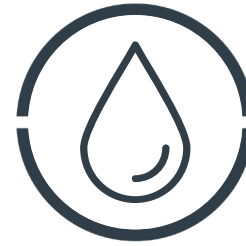
# Giving materials a **second life**

Remediating contaminated materials, including soils and organics, through onsite methods or in our offsite treatment facilities is part of our day-to-day operations. It's who we are.

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



# Ensuring a more sustainable future



**50,000+ M<sup>3</sup>**  
of contaminated  
water treated  
every year



**625,000+ MT**  
of organic matter  
treated per year



**175,000+ MT**  
of compost  
produced annually



**400+ MT**  
of lab sample material  
recycled each year



# Our DNA – Sustainable by nature

## The bee cause

Located on Englobe's premises, the hives bustle with the activity of roughly 50,000 bees. As a group, the honeybees produce 14 litres of honey annually (or about 215 jars) and play a significant role in the local ecosystem. To make one 500-gram jar of honey, a single honeybee can travel up to five kilometres away, and collect pollen from over eight million flowers.

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



**50,000+** bees



**14L** of honey  
produced annually



**215** jars of honey  
produced per year



## Pioneers in **composting**

Since 1979, we have dedicated ourselves to beautifying our living environments by transforming the organic waste produced by our communities into compost and fertile earth, which is then redistributed.

These products subsequently play an important part in the greening of our cities and living spaces, for the benefit of their residents and users.



Welcome to our  
community



[englobecorp.com](http://englobecorp.com)

