



2022 Impact Report

Sustainability: our everyday focus

These days, the concept of sustainability is very much in the public eye. Hardly a day goes by without a news report or warning about the impacts of our society's practices – past, present and future – on the planet and on human health.

To effect real change, a concerted effort will be needed. Individuals and corporations alike have shown a strong willingness to do their part.



How we take action

First and foremost, we do so by celebrating every action – whether big or small. This impulse is foundational to our commitment to encourage daily actions to achieve our objectives.

These everyday actions can take numerous forms. It can involve mutually beneficial partnerships – like the one with Quebec's Demix – that truly embody our Englobe values and generate consistently positive results in environmental impact management and social support.

It can involve celebrating our amazing people. People like Marion Richard, Lindsay Freckleton, Jérémie Duval and so many others, who act on their values and beliefs every day to better our world.

It can be about inspiring the next generation – like six-year-old humanitarian Rosie Hogan – to overcome unforeseen challenges in order to care for others.

And it can be about continuously asking ourselves if we can do more. This introspection led us to seek and receive *lci on recycle+* certification for our internal waste management practices.

Everyday sustainability is not only possible – it's attainable. At Englobe, this belief drives virtually everything we do. The report that follows bears witness to our team's unwavering commitment to making the planet and its diverse communities a better, more sustainable place – one day and one project at a time.



Our people:
Englobe's greatest asset

Health and safety: always our #1 priority

We consider ourselves part of the extended Englobe family, and genuinely care about each other. Making sure our people are healthy, safe and well - every single day - is what drives us.

It's no surprise, therefore, that we prioritize implementing policies and initiatives that preserve the wellbeing of our employees and their loved ones.

This year, we evolved and adapted our approach, by launching new and refreshed programs and policies to ensure our employees feel mentally and physically safe and well while at work.



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

HEALTH & SAFETY WORKS.

When we all work together.
When we all take responsibility.

HEALTH
& SAFETY
WORKS
>>>>HERE

ENGLOBE 

A new way to talk about H&S

At Englobe, everything we plan and do is founded on an unwavering mindset that puts our people's health and safety first. We believe in giving our employees the right tools and knowledge to recognize risks and work in a safe environment.

Overall, we're working to better equip our H&S advisors so they can perform more effectively. We're also prioritizing the application of lessons learned from past events to prevent high risk / high potential future events, and developing a prequalification program to engage our suppliers on H&S matters. But we don't stop there.

We also want to prevent complacency with regard to H&S concerns. To do so, we must make sure our employees are continuously elevating their ability to keep themselves and their colleagues safe, as well as their understanding of health and safety at Englobe.

As a result, we've redefined the way we present and talk about health and safety topics by launching a new and engaging H&S brand. This is a great way to ensure our messages continue to motivate and connect with our people, and to spark awareness of H&S issues.

Supporting employee wellness

The pandemic took a heavy toll on everyone's mental health and wellness. As health concerns abate, new stressors like our current economic situation continue to negatively affect millions of people.

As a result, we scaled up our efforts to support our Englobe team and make sure they can access resources and tools to help themselves, their families and others.



Building a better understanding

Late this year, we organized a series of webinars on mental health for all Englobe employees. Facilitated by ComPsych, these sessions were intended to educate and empower our employees so they can better recognize when someone in their circle is suffering and use these new skills to help others. We also offered some additional training to our leaders, so they would be better able to support team members who might be struggling.

A select group of UK employees attended a Mental Health First Aid (MHFA) training session to become MHFA Aiders. This internationally recognized course teaches participants to recognize the warning signs of deteriorating mental health. The course also encourages attendees to open up about mental health, thus reducing stigma and creating a more positive, supportive culture. After this training, these new MHFA Aiders are now empowered to direct others toward appropriate resources and support based on key stressors (family, finances, physical health, and more).

Expanding our mental health benefits coverage

This year, we expanded the coverage extended to employees for mental health support, so they can better navigate these unsettled times. Our Medavie Blue Cross group insurance plan coverage now includes specialized mental health practitioners such as counselling therapists, psycho-educators and psychotherapists. These professionals join other mental health resources, such as psychologists and social workers, already covered by the plan.

Supporting better work/life balance

Balancing work responsibilities with personal ones can be challenging. An essential element in this balance is our employees' right to step away from their devices outside of their scheduled work hours.

Thus, this summer we implemented a Right to Disconnect Policy for all Canadian employees to help our employees focus on their personal responsibilities and concerns during their non-working hours. We believe this policy will help boost our team's work-life balance, improving their overall wellness and mental health.

We also worked to offer our employees some added perks to help lessen the impact of rising consumer prices. For example, we negotiated preferential pricing for office and school supplies (along with free and/or next-day delivery) for our employees. This was especially popular during the back-to-school season, which can be a costly time for employees and their families.



Adding a modern healthcare option

At Englobe, we're committed to providing our team with up-to-the-minute working conditions and a rich employee experience.

This year, we were pleased to add a Virtual Health Care option to our employee benefit package, as a complement to our existing Employee Assistance Program (EAP). This option enables Canadian Englobe team members to connect with a healthcare professional whenever they need one. Employees can now access care from anywhere in Canada through encrypted text or video, bypassing the need to travel to and/or spend hours in a clinic or hospital waiting room.

Englobe's EAP provides a wealth of added work-life solutions, financial planning resources, legal guidance and online support. It also offers a wide range of confidential emotional support for many conditions and situations including anxiety, depression, stress, bereavement, loss and adjustment, relationship/marital issues, and more.



Daring to care and change the world

Every year, Englobe recognizes and celebrates our exceptional employees. We already confer multiple awards and events honouring outstanding qualities, from excellence and leadership to health and safety.

However, we felt something was missing. Our people inspire us every day. We wanted to thank and celebrate employees who exemplified our values and culture - both at work and at home.

We felt it was important to share their stories and celebrate them so that we could create a ripple effect.



A prestigious new Englobe award

This is how the Dare.Care.Change award came into existence.

Launched this year, this prestigious new award will be presented annually to a truly inspiring Englobe employee. One who dared to do things differently and took concrete action to show radical caring for colleagues, clients and community. One who made significant positive contributions to team spirit, social initiative, diversity & inclusion, sustainability, innovation or succession/next generation, or demonstrated outstanding achievement or performance.

In the true spirit of this award, we also dared to show our appreciation differently. That's why for this award, we partnered with Indigenous artist Kevin Belmore. Kevin created an original art piece to be conferred on our inaugural Dare.Care.Change award winner.

Our people: making a real difference in every way

Through their actions – big and small – every day, our amazing people have a positive impact at work and at home. Sometimes, they even inspire their friends, families and loved ones to make a difference! Their achievements prove that every action counts.



Marion Richard: This past spring, Marion combined his passion for windsurfing with his desire to raise funds for a cause near and dear to his heart. He completed a grueling 19-day, 700-kilometre solo paddleboard journey from Ile d'Orléans to Gaspé, Québec, raising over \$35,000 for Relief, an organization that supports children and young adults suffering from anxiety and depression.

Georgia Thomson: Georgia was appointed Chair of Women in Property for the South West and Wales, a UK-wide network for built environment professionals. Eager to leave a strong legacy, Georgia is the first Chair to introduce a long-term charity partnership to the role. Since April 2022, the South Wales branch has raised £3,000 for Llamau, a Cardiff-based organization striving to curb homelessness among vulnerable youth in Wales.



Amanda Sauermann:

Amanda's daughter, Rosie Hogan, may be only six years old, but she's a wonderful example of how one person can make a real difference. Rosie displayed remarkable resilience and determination in her efforts to organize a bake sale to raise money for Ukrainian families. Despite waking up to a terrible snowstorm, Rosie and her family carried through with the bake sale, and with the support of her caring Thunder Bay community, raised \$2,300 to support the people of Ukraine!



Mike Rogers: Over the years, Mike and his wife have made over 15 humanitarian aid trips to underprivileged communities in Cuba, Mexico, India and Guatemala. Once there, Mike uses his considerable skills to improve the quality of life of local communities by building shelters and homes, helping residents access basic needs, and offering youth counselling. Back in Canada, Mike stays in touch through regular virtual chats with contacts in Guatemala and India.



Lisa Elves: For several years, Lisa has organized Englobe's participation in the world's largest one-day volleyball tournament benefitting HOPE (Helping Other People Everywhere) Ottawa. Lisa also coordinates the company golf team taking part in the annual Christie Lake Kids golf tournament, which raises money for children's programming for low-income families.



J r mie Duval: J r mie is an inspiring example of someone who acts daily upon his most deeply held environmental beliefs and convictions. He demonstrates his sustainability values in every action he takes - from choosing trains over air travel to minimizing his consumer purchases.



Lindsay Freckleton: Englobe's inaugural Dare.Care. Change award winner is a recognized expert in Alberta's concrete industry. Lindsay has consistently showed her commitment to sustainability by leading and managing multiple initiatives that promote careful handling and sustainable recycling of construction material waste and paper products. Thanks to her teams' efforts, roughly 100 metric tons of cement concrete and five metric tons of asphaltic concrete are now diverted from landfill each year. Lindsay also dares to care by engaging her teams in charitable giving activities, such as a holiday gift-giving drive to benefit a Calgary non-profit.



Bringing impactful change to our communities



Building bridges and understanding

At Englobe, we believe it's important to recognize the rich history and heritage of First Nations, Inuit, and Metis people across Canada. Our presence and role grant us a unique opportunity to develop and maintain close, meaningful relationships with our First Nations partners on every collaborative project we undertake.

As Englobe's Manager of Indigenous Relations, **Edmond Collins** brings unique insights and unparalleled knowledge to this important advisory role within our company. Himself a member of the Fort William First Nation reserve outside Thunder Bay, Ontario, Ed has a highly valued role at Englobe with respect to educating our team, raising awareness of Indigenous traditions, history and customs, and eliminating misconceptions.

Through his presence and expertise, Ed helps us build and strengthen relationships with Indigenous community partners/clients and create strategies to better understand these partnerships. His contributions enable us to foster more meaningful bonds with the communities in which we work, and nurture an atmosphere of inclusion, respect and trust. To date, Ed has contributed directly and indirectly to countless Englobe projects and internal initiatives.





Cultural awareness discussions

Like any Englobe client, every First Nation with whom we partner has different needs and expectations. Thus, our Canadian employees were offered virtual and in-person cultural awareness discussion sessions to develop a deeper understanding of Indigenous history, treaties, cultures and customs.

These trainings help us develop and maintain solid project partnerships. They also offer a unique opportunity for both professional and personal development.

Encouraging difficult conversations

Starting a conversation about Canada's difficult history of residential schools is not easy. However, we believed it was a worthwhile initiative for all Englobe employees worldwide.

Thus, we presented a cultural sensitivity workshop entitled **Walking Together: Truth and Reconciliation, Orange Shirt Day, and Shared Path Forward**. Led by Ed Collins, this conversation ranged through a variety of topics, including the meaning behind Orange Shirt Day, the history of residential schools in Canada, and ways in which we can all become allies in the truth and reconciliation process.

Englobe remains committed to the ongoing work of reconciliation. As a team, every year we observe Orange Shirt Day and the National Day for Truth and Reconciliation. Ultimately, we wish to provide Englobe team members worldwide with a keener understanding of cross-cultural exchange and communication, so we can all act to include community voices and interests in every project.

Taking direct action in support of our values

Our commitment to supporting First Nations communities extends beyond raising awareness internally. 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 throughout every project phase.

Currently, Englobe is the only company certified in Quebec to deliver BEAHR training programs. Designed by ECO Canada, these programs help Indigenous communities develop technical environmental skills. They also serve to promote careers in the environment and ecology sectors on a national scale.

Building on our experience teaching the BEAHR program in English, Englobe is proud to have collaborated with ECO Canada in translating and adapting three of its training modules into French. Working closely with our partners, we helped develop the first-ever cohort of a BEAHR training program delivered in French on Québec's North Shore.

We're very proud to support and contribute to this meaningful project by having our employees work as trainers during these sessions. This program will enable a dozen Innu to develop technical environmental skills, meet regional needs, and build careers in the environmental sector.





A principled, rigorous approach

We are committed to sound and effective corporate governance. That said, we recognize that there is always room for higher standards and more transparency and integrity. This is why we continuously seek ways to enhance and refine our guiding principles.

This year, our focus was on updating and improving key ethical policies, including:

- A refreshed Code of Conduct
- A conflict of interest policy
- An anti-corruption guide
- A policy governing acceptable gifts and hospitality opportunities
- A whistleblower policy

Active involvement in our communities

At Englobe, we have always taken pride in getting involved and making a difference, one gesture at a time. As they do every year, in 2022 our teams around the globe took part in a diverse range of volunteering activities to benefit their respective communities.

Some of these activities have become highly anticipated traditions while other, newer ones are certain to become popular favourites. Here's a snapshot of some key initiatives over this past year.



Raising funds under the summer sun: HOPE Ottawa is a volunteer non-profit event management organization that raises funds for community-based charities. Every summer, HOPE organizes and runs its signature event, a summer volleyball tournament and fundraiser.

For over a decade, our Englobe team has volunteered to fill a variety of roles including scorekeeping, site maintenance, manning the volunteer tent, checking bags, and distributing food and water. In 2022, 20 team members took part in this event, volunteering over 150 hours and helping to raise nearly \$2K for HOPE's sponsored charities.

Centraide campaign: At year's end, our team on the North Shore once again took part in a Centraide campaign, as they have done for over five consecutive years. The team organized various fundraising activities between November and January to benefit Centraide, a foundation which supports vulnerable people suffering from poverty or exclusion, as well as the community agencies that come to their aid.

In 2022, the team's campaign started with a grocery-bagging event, followed by bake sales, games and raffles. All donations collected during these volunteer events are remitted to Centraide. As in past years, team members also attended the Centraide gala.

These small-scale initiatives will nevertheless generate great results, with Englobe committing to matching all funds raised by the campaign's end in January 2023. The overall fundraising goal is to exceed last year's total donation of \$1K.

La Montée des sommets: In Quebec, we're a proud partner of La Montée des sommets, the main fundraising activity for the Fondation du Centre jeunesse de Québec. This organization helps young people from 0 to 18 years of age, who have experienced or are experiencing difficult family and social situations, and whose behaviour shows personal and social adaptation problems.

In addition to contributing \$15K to this cause, members of our Quebec city team took part in this event by volunteering their time or participating in the hiking challenge, which involved climbing the 625-metre La Pichard trail as many times as possible. Proceeds from this event will help support over 2,500 young people.





Building homes with heart: Habitat for Humanity is an American NGO and non-profit that helps families build strength, stability and independence through affordable homeownership, in partnership with local communities.

For the second consecutive year, our Atlantic team members combined their engineering expertise with their passion for helping communities to support Habitat for Humanity. This year, seven Englobe team members volunteered a full day of their time to help build a home for a Fredericton, New Brunswick family.

Gathering around the grill: For over 15 years, our MPE team in Calgary has hosted an annual Stampede Breakfast for staff and their families. During this fun summer event, managers fire up the grill to cook for their colleagues and enjoy some downtime together while also raising funds for a charity of their choice.

This year, the team collected almost \$2K for Brown Bagging for Calgary's Kids. This non-profit organization prepares healthy lunches for kids who may otherwise go without and delivers them to schools around the city.



Taking time for meaningful causes: Giving back to our communities is part of our Englobe culture. We always encourage and empower our employees to do so, whether at work or at home.

As a result, Englobe is now giving all permanent employees in the UK an extra day's annual leave per year to volunteer their time to a charitable or worthy cause of their choice which aligns with our corporate guidelines. This equates to nearly 600 volunteer hours per year to benefit local communities.

Given the success of this initiative and the positive response from our UK employees, we envision launching similar initiatives in Englobe's other countries of operation.

Supporting the Big Build: In a memorable episode of the UK television program DIY SOS: the Big Build, our Englobe team helped a charity in Stoke create a community centre and garden on behalf of the Sylvester Trust.

Working in partnership with Brown Recycling, our crew inspected and classified excavated surplus soils from the groundworks phase. We also provided additional specialized and technical services such as soil sampling, chemical analysis, and waste assessment/classification for offsite materials.

To complicate matters, this project became a real battle against the elements - the television crew and our volunteers accomplished their goal while working through three of the worst storms to hit Britain in recent years!





Uplifting women in construction: Women in Construction is an independent non-profit dedicated to promoting gender equality in construction. The organization is working to support qualified women's entry into the industry, thereby reducing the skills gaps and creating a more gender-equal work force.

Englobe employees connect with organization members to support the cause and offer employment opportunities to qualified candidates. We also support the group's research, reporting, advocacy and influence initiatives in order to promote a more inclusive, diverse construction sector.

Helping to feed our community: For a decade, the North Enfield Foodbank has helped support community members facing a food crisis. As part of our Englobe Charity Days, local employees from the greater Enfield area volunteered at the foodbank to help build and fill food boxes to prepare them for collection or delivery. Our teams also donated needed goods.





Daring to stand out



Réseau environnement - Coeur Vert (Green Heart)

Recognition of Englobe's efforts to develop human capital, our innovative actions and strategies in human resources management, and our application of best practices in this field.



Renew Canada Top100 infrastructure projects - Platinum Elite status

Supporting 36 of Canada's biggest infrastructure projects. Our third consecutive annual nod.



International Green Apple Environment Award

Awarded in recognition of Englobe's treatment and reuse of contaminated soil from the 2020 Llangennech train derailment project in South Wales.



ROSPA Gold Award

Outstanding health and safety performance for an eighth consecutive year.



**Sustainability in
everything we do**

Transforming words into action

At Englobe, respecting and preserving the environment are the two core values that guide all our actions. We're transforming our guiding vision of "building a sustainable future, one project at a time" into concrete actions that have a positive impact on natural and human ecosystems.

We also believe we're stronger when we work together, building solid ties to have a positive impact on the world. It's part of our business culture and something we all pride ourselves on.

This is why we actively seek out and join forces with reputable, like-minded partners. This collaborative approach is a key priority for us and fuels our drive to deliver measurable benefits to our communities and our planet.

Because it's not just about us. Together, we want to build sustainable legacies for future generations.



An impactful partnership



We recently celebrated a major milestone: our first full year of partnership with Laval quarry Demix, whose new soil treatment centre offers onsite remediation for soil that cannot be used as-is.

This is where Englobe comes in. Our biopile process, a cornerstone of our internationally recognized expertise, is used to treat this soil. Demix later repurposes the treated soil for use in various applications.

This type of project reflects Englobe and Demix's shared objective of improving infrastructure dedicated to managing, treating and reclaiming contaminated soils and other waste materials. We're proving that these materials can be transformed into versatile, multi-use products that successfully replace non-renewable resources.

Measurable positive impacts

This partnership has also generated measurable environmental benefits over the past year:

- 5,000 fewer truck trips on Greater Montreal roads
- Corresponding decrease in greenhouse gas (GHG) emissions equivalent to the combustion of 35,000 litres of diesel fuel
- Considerable progress in rehabilitating the Laval quarry's southern quadrant, which is now 70% complete
- 26,000 tons of soil treated and transferred to the quarry for backfilling
- Over 10,000 tons of soil currently being treated



Our collaboration has also had a significant social impact. Demix remains committed to fully restoring this 1.7 million m² site, and will eventually repurpose it to benefit the local community.

This partnership is a fine example of two companies collaborating to provide an innovative solution that combines a holistic approach to environmental impact management with a true social vocation. A collaboration that fully embodies our Englobe values and is generating real, positive results.

Our quest to do more and do better

Day in and day out, we put our talent to work to offer innovative, sustainable solutions to our clients. With so much in-house expertise and passion, we wanted to do more to integrate good sustainability practices in our own Englobe offices, especially around the way we manage our own waste and residual materials.



Becoming more proactive about recycling

Our efforts to improve Englobe's waste management performance were fruitful this year. Our Québec head office obtained Recyc-Québec's ICI on recycle + certification, a designation that commends companies and organizations which are proactive and committed to improving their waste management practices within our own company – notably in the way we manage our own waste and residual materials.

Receiving this certification underscores Englobe's willingness to take concrete, thoughtful and continuous action to promote sustainability – one project at a time. In particular, we were recognized for our internal efforts to reduce, reuse, recycle and recover (4R) residual materials.

Improving our internal practices

We're actively looking to build on our successful Quebec certification and to share this program with other offices across the country. In parallel, we also created a committee to develop, lead and promote individual and group actions to reduce, reuse, recycle or produce value-added materials.

The committee has already introduced some new measures at head office, such as eliminating single-use coffee cups as well as the purchase of individual cream and milk cups, and reducing the volume of paper we print.

Small though they might seem, the practical measures we're taking prove our willingness to do our part to meet the tremendous challenges facing society today. Ultimately, we want to do everything we can to make the world a better, more sustainable place.

A partnership that generates buzz

It takes more than soil, water, and sunshine to make the world green. Most plants, as well as numerous crops, require cross-pollination to spread and thrive.

This is why we remain immensely proud of our ongoing partnership with Alvéole, a not-for-profit organization that promotes urban beekeeping. Together, we're protecting thousands of bees, Canada's most important pollinators, and helping their populations bounce back.

Our honeybee hives, which are located on Englobe's premises, produce 14 litres of honey annually and contribute to healthy ecosystems that allow many varied species to co-exist.





Breathing new life into used materials

At Englobe, we believe in backing our words with concerted action. This commitment to a better future is reflected in the many practical, tangible and measurable initiatives we take every year.

Notably, over the years we've invested millions of dollars in R&D and upgrades to infrastructure that manages, treats and recovers contaminated soils and organic materials. We firmly believe that these materials can and should be converted into products that offer an alternative to non-renewable resources.

This sustained investment speaks to our company's deep and abiding commitment to leaving a lasting legacy.



Promises backed by action

The numbers speak for themselves. We're showing our commitment, day in and day out, to the planet, our communities, and future generations.



115,000 MT³
of contaminated
water treated



585,000 T
of organic
matter treated



265,000 YD³
of compost
produced



500+ MT
of lab sample
material recycled

Ensuring a more
sustainable future

1,930,000 T

of material diverted from landfill



Looking
ahead

A sustainability mindset and approach

When we were developing our new brand in 2021, we went back to Englobe's origins to pinpoint the essence of who we are and what we aspire to be. This exercise helped us figure out what makes us unique and what we value most.

We determined that our prime directive was to build a sustainable world, and made sure this concept was at the very heart of our mission. But what truly differentiates us is the notion of changing the world **one project at a time.**

The world is infinitely complex and presents countless challenges. Unlike others, we don't pretend we have all the answers, and can solve every problem simply by waving a magic wand.

But what we do have are incredible people with ideas and experience. People who care deeply, and who bring that caring into everything they do. That's why we support and empower our teams, day and night, to make a lasting impact on their communities. And each year, we make a point of celebrating this impact.

From approach to action

From a practical perspective, our strategic guidelines remind us of the importance of taking action to restore the planet's balance and good health. This approach includes three main pillars:



People

Contributing to a healthy living environment



Environment

Reducing our company's environmental footprint



Governance

Working to ensure Englobe's continued economic vitality

In focusing on these pillars, we're reiterating our belief that progress is only possible when everyone benefits. For Englobe to truly achieve our goal of everyday sustainability, we're recommitting to these pillars moving forward, and celebrating the actions, both big and small, that we're all taking to build a sustainable legacy for future generations.



englobecorp.com

