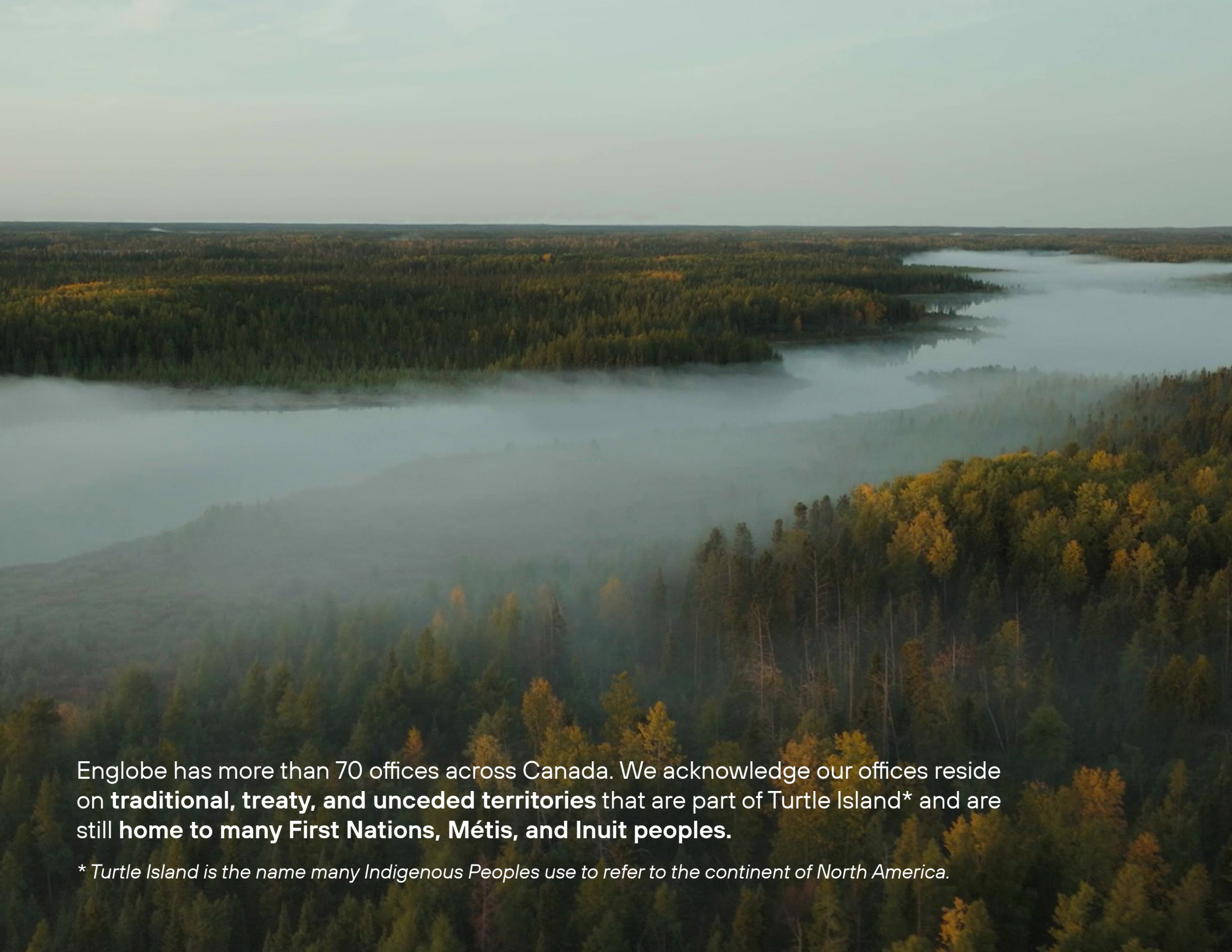


# An impactful presence

2023 IMPACT REPORT





Englobe has more than 70 offices across Canada. We acknowledge our offices reside on **traditional, treaty, and unceded territories** that are part of Turtle Island\* and are still home to many **First Nations, Métis, and Inuit peoples**.

*\* Turtle Island is the name many Indigenous Peoples use to refer to the continent of North America.*

# An impactful presence on **our people,** **our communities,** **and our planet**

At Englobe, building a better future means daring to believe in the power of small gestures. We understand that every initiative, regardless of size, can make a positive difference, and that these actions can be as elaborate as a new policy or as simple, yet meaningful, as a new partnership.

It starts with making every action count. Grounded in our culture of caring, the way we show genuine respect and compassion for each other, our clients, people in the communities we serve, and the planet, is foundational to the way we operate.

In line with this perspective, I am pleased to present our **2023 Impact Report, An Impactful Presence**. This document captures some of the great contributions that our people, collectively and individually, have made on our company and for our communities over the past year.

From deepening Englobe's culture of caring and accountability to developing a more structured approach to Environment, Social, and Governance (ESG), we have implemented the strong foundation needed to ensure every project we undertake contributes positively to our communities and the environment.

Through our work to further support Indigenous reconciliation and the many actions of employees from coast to coast, we're amplifying our caring presence in the communities we serve to help them become more resilient. Together, as a team, the difference we made went beyond KPIs to include countless actions, caring gestures, and kind words, that made others feel valued and supported.

By combining these efforts with the technical expertise and ingenuity of our people, we're creating the kind of impactful presence that our planet needs to overcome the economic, social and climatic challenges ahead.

For us, this is what it means to make an impactful difference: combining all these actions – both large and small – so that collectively, they contribute to a better future for everyone.

**Mike Cormier**



Making an impact  
across Canada, **one  
employee and one  
project at a time.**

**2,850** employees

**25,000** projects

**71** offices

**35** laboratories



## Expanding our impact in **Canada**

Being local and present in our communities is a key part of Englobe's DNA. We focus on being close to the projects that shape a region, and on building meaningful relationships with the people who depend on them. This year, we concentrated on increasing our regional presence in the West.

Allowing us to create new career opportunities for our people and to support more communities, Englobe acquired BCL Engineering Ltd. (BCL), an employee-owned civil engineering firm providing municipal engineering services throughout the Western Prairie provinces.

By welcoming BCL's expertise and staff into the broader Englobe community, we can advance our commitment to empower Indigenous communities through skill-sharing, local hires, and partnerships on key infrastructure projects. With boots on the ground and roots in the local community, we amplified our positive influence in Saskatchewan, the West more broadly, and our ability to make a difference.



A caring  
presence for  
**our people**

## Supporting employees through **genuine care and respect**

We are proactive in our approach to crafting a genuine, welcoming workplace where everyone is empowered to make positive contributions. Though we are proud of where we are today, we know that this work continues, and we must remain deliberate in our commitment to being better for our employees.

This year, we continued to focus on listening and learning from our team so that we can adjust, improve, and adapt in ways that respond to what employees need: to work safely and effectively, and to feel fulfilled and engaged.





## Health and safety works here

### **HEALTH & SAFETY WORKS »»»HERE**

At Englobe, safety is something that we foster everywhere, always and this year we kicked off the deployment phase of our new H&S brand. This initiative – which included templates, imagery, and posters, among other elements – offers Health and Safety advisors and operations teams the tools

they need to communicate with their teams on the ground in a more engaging and memorable way, thus contributing to growing our overall H&S culture and reducing risk.

We have also embraced a new approach that fosters closer relationships between our H&S advisors and employees. This proximity enables our advisors to organize initiatives that are more targeted at addressing specific local and regional risks. The result is more positive outcomes and a significant enhancement of our overall health and safety.



# Fostering continuous improvement

This year, as a united team, we supported, cared for, and looked out for each other. We exhibited heightened awareness of potential hazards and started more conversations with colleagues to share their H&S observations and experiences.

Our target remains a zero-incident culture where everyone looks out for one another and returns home safe and healthy every day. Together, we remain strongly committed to improving – we can and will continue to do better and to work more safely.



“Improving our health and safety practices is a daily focus. The reality is that **when we care about each other, things get better**, and our employees can make an even greater impact.”

YVES CORMIER  
VICE PRESIDENT, RISK MANAGEMENT



Our internal campaign to foster a culture of transparency and accountability in reporting incidents has yielded significant results. This proactive approach has enhanced our Health & Safety practices and also facilitated a learning environment where each incident is a stepping stone to improvement.

**19%**

**Increase in number of near misses reported**

**12%**

**Increase in the number of hazardous situations reported**

**72%**

**Reduction in days lost per lost-time incident**

**9%**

**Reduction in overall lost-time incidents**

# Employee success

## Celebrating our values in action

Every day across our offices, employees make a difference for clients and colleagues, and routinely exceed expectations. While consistently showing gratitude for the big and small accomplishments is an important part of our culture, we also believe it is crucial to recognize those who dare to make a bigger impact.

The Englobe Awards were established to celebrate these great actors of change - people who are moved by community and who dare to make a difference every day - and to recognize exceptional employees who embody our core values.

When taken together, Englobe award nominations and testimonials from winners tell a compelling story about the remarkable people at the heart of our team. Making a considerable difference for their colleagues and our clients, they use their caring presence to uplift others.



Nominations



Finalists



Winners



## Launching the inaugural Inspiration-ELLE Award

This year, we elevated our commitment to advancing women leaders and took additional steps towards becoming a more gender-diverse and inclusive organization. To contribute to this goal, we added a very special Englobe Award: the inaugural Inspiration-ELLE Award, which recognizes an inspiring woman who exemplifies excellence in her field and leads with integrity and empathy.

# Employee wellness

## A renewed focus on diversity, equity, and inclusivity

In 2023, we incorporated additional diversity, equity, and inclusivity (DEI) principles in many of our internal and community initiatives.

With a focus on recruitment this year, we proactively developed our relationship with organizations dedicated to helping new immigrants to Canada find work. Now collaborating with over 150 community organizations, we provide monthly updates on our job opportunities, upcoming career events, and more. In return, we receive résumés that are transferred directly to our recruitment team. With so many who arrive to Canada possessing significant experience in various professional fields applicable to our industry, this has been a great way for us to continue diversifying our workforce and welcome employees from around the globe.

### DIVERSITY AT ENGLOBE



## Thoughtful feedback to guide action

As part of our ongoing commitment to listening closely to our employees' concerns and feedback, we conducted a Pulse survey to obtain direct input on a range of issues around the employee experience. As always, the survey's findings will guide our team in defining future initiatives in areas including health and safety, mental wellness, performance, and career development, to name only a few.

In addition, Co-President **Mike Cormier** joined **Marie-France Lavallée**, Senior Vice-President, HR, Communications and Marketing, and other senior leaders on a tour of Englobe offices across Western Canada, Ontario, and Quebec since the pandemic. These visits, which included an informal townhall and Q&A session, provided senior leaders with an excellent opportunity for face-to-face conversations with our people to hear their concerns, obtain a first-hand understanding of their local/regional culture, and applaud local difference-makers.



## In the community where radical caring guides action

Radical caring is a crucial core value at Englobe. We care about our people as well as the clients and communities who entrust their future to us. As always, this year we remained committed to making an impactful difference, one project and action at a time, in all the communities we serve and support.

# Indigenous Reconciliation

Englobe is committed to the ongoing process of reconciliation, and supports the healing journey of survivors, their families, and communities. Many Indigenous groups in Canada are our valued partners, clients, colleagues, employees, community members and friends. We remain steadfast in our dedication to advancing Call to Action 92, and annually take clear steps forward to support meaningful reconciliation.

## Our shared path forward

A crucial part of advancing reconciliation is creating opportunities to listen, learn, and talk about the difficult history of residential schools in Canada. These are not easy conversations, but we believe it is a discussion in which all Canadians should engage. **Ed Collins**, Manager of Indigenous Relations, continues to lead that dialogue for us at Englobe.

In 2023, Ed delivered a thoughtful cultural awareness discussion to employees in every region, including our subsidiaries, and in both national languages. These webinars created an opportunity for employees to ask questions and to learn how non-indigenous people living in Canada can play an important role in advancing truth and reconciliation.

“Ed provides a **unique and critical perspective** in helping us **understand Indigenous cultures**. These are complicated issues often triggering emotional responses and he shares his heart with openness and candor, which I truly appreciated.”

SCOTT KOEHN  
DIRECTOR OF OPERATIONS, MECHANICAL,  
ALBERTA

## Moose Hide campaign

The Moose Hide campaign, whose cornerstone is the Moose Hide pin, is grounded in Indigenous ceremony and traditional ways of learning and healing. Wearing this pin signifies the wearer's commitment to honour, respect and protect the women and children in their life, and to speak out against gender-based and domestic violence.

In support of this meaningful ongoing campaign, Englobe ordered pins for employees in select offices. This initiative is an example of how we work to keep conversations around reconciliation alive throughout the year, and how a small gesture can be highly meaningful to the communities we serve.

## A visual representation of our values

Aligning our vision of building a sustainable future with a concrete gesture, we partnered with Indigenous artist **Angela Jason**, Starbeam Woman, to create a custom art piece to recognize this year's Dare.Care.Change recipient during the Englobe Awards.

Angela is an Ojibwe Artist from Sheshegwaning First Nation, located on Manitoulin Island in Northern Ontario. Touched by our values, Angela was inspired to create a beautiful piece that features a careful, deliberate interweaving of both nature and humanity. When speaking about the piece, Angela noted that it represents personal growth and the beauty that can be achieved when we allow ourselves to be guided by our ideas and dreams.



*Artist Angela Jason holding the custom Dare.Care.Change painting*

# Individual Action

This year, Englobe employees and teams engaged in countless inspired gestures to benefit their peers, the communities they serve, and the environment. Guided by our core values of radical caring and dedicated service to our communities, these individuals and groups offer clear proof that every action – no matter how grand or small – can have an impact from the ground up.

Here's a snapshot of some community-focused initiatives led by our employees in 2023.

**Adventuring to support mental health:** Our resident adventurer **Marion Richard** extended his collaboration with Relief, a Québec-based non-profit organization (NPO) that supports people suffering from anxiety, depression, or bipolar disorders, by launching his Anticosti Island solo challenge.

Disembarking from the ferry from Rimouski, in Québec's Gaspé region, Marion set off to cross the island on foot from east to west.



Travelling alone along Anticosti's scenic southern coastline, Marion encountered wildlife, suffered through inclement weather, and forded waist-high rivers.

He completed the gruelling solo hike in nine days, collecting close to \$8,500 in donations to benefit Relief.

This second fundraiser cemented Marion's reputation as a difference-maker. Last year, he successfully completed a 19-day, 1,000-kilometre WindSUP journey, raising nearly \$35,000 for the non-profit.

## **Marching to his own beat:**

Transportation engineer **Andrew Northmore**, an Ontario transplant who moved to Fredericton in 2016, laughingly describes himself as a percussionist who moonlights as an engineer. Small wonder, then, that he spends countless hours both making music and supporting local bands and young musicians.



Andrew currently sits as President of the Fredericton Concert and Marching Band and is a part-time percussionist for this Band as well as for the Fredericton Symphony Orchestra. He also shares his love of music by volunteering to teach the basics of percussion to students at several local middle schools.

When not on stage, Andrew is a dedicated member of Big Brothers/Big Sisters of Fredericton/Oromocto, and



regularly spends time hanging out, hiking, and playing video and board games with his “little brother.”

**Advocating for Iranian women’s rights:** Like many immigrants, **Frida Nematzade**, an Iranian-Canadian and Team Lead with our Toronto Building Sciences Group, came to this country seeking a better life. In many ways, however, her heart has remained with family and friends in her homeland, notably throughout the periods of social and gender-based unrest Iran has experienced in recent years.

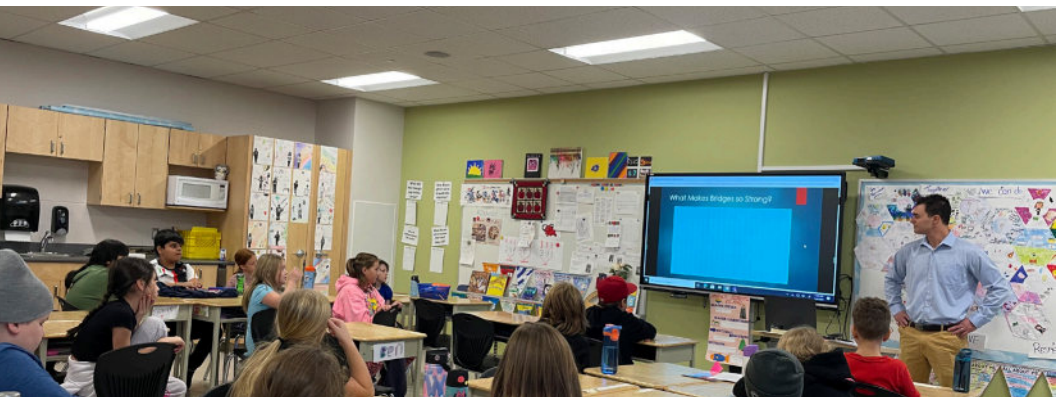
Frida avidly follows the “Women, Life, Freedom” grassroots movement, which began in response to the death of a young woman at the hands of the morality police. She does her part to advocate for women’s rights in Iran by educating others and joining other expat Iranians at Englobe in denouncing gender-based discrimination and violence.

**Inspiring the next generation:** Geotechnical engineer **Jonathan Morrow** is passionate about his work and loves to engage with inquisitive young minds. For the past two years, he has volunteered with a program in which adults from diverse industries and occupations visit Thunder Bay-area grade schools to discuss their work.

Recently, Jonathan visited a Grade 4 class at Ecole Elsie Macgill Public School to deliver a short presentation on bridges and bridge foundations. He plans to launch a Popsicle stick bridge-building competition to further engage the students and offer them a fun hands-on experience.

**Good food for a healthy community:** As a long-time member of the Green Thumb Garden Club in Stratford, Ontario, avid gardener **Heather Houghton**, Director, Strategic Proposals, has seen first-hand the many social and environmental benefits a community garden can produce.

Welcoming people from the community to connect over their love of gardening, the community garden is a beautiful and important green space that brings people together. Heather and others in the community understandably see the benefits of maintaining this important space as both a ‘home away from home’ and an education space used by groups like the Huron-Perth Children’s Aid Society. Today, Heather maintains two 20 x 40 plots, and by late summer the entire garden was bursting with plants and flowers that nourished the community and supported local biodiversity.



**Sharing his passion for learning:** Alberta-based Technical Director, Mechanical, **Robert Prybysh, Ph.D.**, uses his expertise to inspire the next generation of mechanical engineers through his role as Associate Lecturer at the University of Alberta. Celebrating his 10th anniversary with the institution this fall, Robert has always viewed his instructional role as an opportunity to make a community impact by enriching engineering education in Alberta and providing invaluable mentorship.

His ability to bring personal experiences and anecdotes from his career into his lectures provides context to the academic materials and helps students gain a fuller understanding. As Robert is one of the first lecturers that many budding engineers will meet, he works hard to frame a positive experience that will hold them throughout their studies.



# Corporate Support

## Coming together to support our communities

Our employees' individual actions to make an impactful difference are a source of tremendous pride and inspiration. They also drive our collective desire to help our communities, their people and their organizations through concerted actions, volunteering for meaningful causes, and fundraising.

Last year, Englobe supported over 200 organizations, events, and charities across Canada helping to deliver important programming and support services that make a difference. Looking to maximize the impact of every dollar, we work hard to build local connections and use our caring presence to uplift, educate and support people in need in our communities.

**Building team unity in Western Canada:** Our team participated in the 2023 Calgary Corporate Challenge (CCC). This event provided the team with a tremendous opportunity to build unity and foster collaboration by engaging in a range of different sports. With 39 employees participating in 22 of the Challenge's 24 events, the team came together to make an impact.

In the spirit of the event, which took place during the summer months, the team supported the Calgary Food Bank to supplement the cost of fresh food. The Food Bank is one of ten charities who partnered with the CCC to build awareness of their missions and offer local businesses an opportunity to give back to their community.



**Paddling for a great cause in Atlantic Canada:** In early June, over 20 members of our Atlantic team braved downpours and unseasonably cool weather to hit the water for a great cause. Taking part in the Greater Moncton Dragon Boat Festival for the first time, Englobe's "Blazing Paddles" team showed grit, determination, and solid teamwork as they paddled to an outstanding fourth-place finish among the 24 registered corporate teams.

The Greater Moncton Dragon Boat Festival is the principal fundraiser for the Lions Sick Children's Fund, which provides financial support to local families of sick children whose medical expenses exceed their means. Impressively, our team raised just under \$5,000 for the Fund - the second-highest total among participating corporate/community teams.

### **Fostering professional development in Quebec:**

Supporting the next generation of engineers, especially in niche specialties, has been a long-time commitment for Englobe. Recently, our Quebec team became the platinum sponsor of an important geological engineering event at École Polytechnique in Montreal. The aim of Geological Engineering Week is to bring students and professionals together to forge lasting industry connections while sharing valuable knowledge and information to impact the entire discipline.

### **Supporting the future of transportation in Canada:**

Helping the Transportation Association of Canada (TAC) Foundation deliver specialized programming to students is important for the future of the industry in Canada. Established in 2003, this non-profit supports educational initiatives and scholarships designed to address the gaps in skilled labour required for the future planning, design, construction, operation, and maintenance of Canada's transportation infrastructure. Englobe makes an annual contribution of \$5,000 to the Foundation as part of its ongoing commitment to its Scholarships and Student Outreach programming.

Englobe's **Keith Foster**, Director of Expertise – Materials Engineering, Quality Management, remains a dedicated member of the foundation's leadership, and has been an active member on the Board of Directors for over 20 years.



# Project Impact



## Consulting Engineers of Alberta Showcase Awards

Award of Excellence for Commercial Building Engineering for the state-of-the-art shredder and recycling facility project

Award of Excellence for Community Development for the Roxy Theater rebuild project

Award of Excellence as the top "Small Firm - Big Impact," also for the Roxy Theater rebuild project

Award of Merit in Project Management for the Westwood garage demolition project



## Engineers Nova Scotia Lieutenant Governor Award

Peggys Cove Sanitary Sewage Collection and Treatment



## Association of Consulting Engineering Companies - New Brunswick

Engineering Excellence Award for Protecting Lobsters and Critical Marine Habitat The new Homarus Centre in Shediac, New Brunswick



## Association des firmes de génie-conseil du Québec (AFG)

Best Project in the Geotechnical and Materials Engineering Category for the La Baie - Landslide and Embankment Restoration Project



## Canadian Consulting Engineering Awards (CCEA)

Excellence Award Winner for the La Baie - Landslide and Embankment Restoration Project



## BOMA Canada

2023 Pinnacle Award for Customer Service



## BOMA Quebec

2023 Pinnacle Award for Customer Service



# An impactful presence for the planet and a better future for everyone

At Englobe, leaving a sustainable legacy for the next generation is at the heart of everything we do. We dare to imagine a better future and to make every action count. Through our caring, we are helping to build stronger communities and make lasting positive impacts for our clients, our people, and the planet, one project at a time.

# Responsible Business

## Acting with integrity

Every day, on every project, we face situations that require integrity and good business judgment. That's why ensuring that all Englobe employees participate in the Ethics Program training remained a clear focus for us this year and we worked hard to exceed our completion targets.

To hold ourselves to the highest standards, internally and with our clients and community partners, there needs to be a strong culture of accountability that includes checks and balances, such as those found in our strong Whistleblower policy. To this end, completing the comprehensive Code of Conduct training program is mandatory for all Englobe employees and must be repeated annually, ensuring policy and day-to-day practice is aligned and that all employees understand and adhere to the highest standards of ethical conduct in the industry.





### Proactive cybersecurity governance

With cybercriminals becoming increasingly sophisticated in their attempts to target individuals and businesses, we must remain constantly vigilant to protect Englobe's people, assets, and operations from these rapidly evolving threats. As a result, our IT team developed an updated, comprehensive crisis plan and detailed strategy to deal with unexpected cyberthreats and other online attacks.

In this environment, knowledge of the latest cyber risks and ploys is our most powerful weapon in detecting and countering cyberthreats. To ensure that as a team we remain vigilant and up to date, we continued to educate all employees all year long on how to be cyber-safe. Through initiatives such as Cybersecurity Month and numerous information tools and bulletins, we collectively, all do our part to protect the integrity of our critical personal and business data.

**3.53**

Center for Internet  
Security Rating

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# Setting a higher standard

In 2023, our offices across Canada introduced several remarkable initiatives that underscore our commitment to positive change and sustainability.

- Continued to update our laboratories
- Added electrical charging stations
- Launched comprehensive composting program
- Kicked off our initiative to modernize our fleet with hybrid vehicles
- Consolidated some of our offices







**810+ MT**

of lab sample material recycled

## Partnerships for good

Our desire to make an impactful difference extends to our desire to be a responsible corporate citizen. To us, this means consistently making good decisions, acting ethically and with integrity, allying ourselves with like-minded organizations to amplify our impact, and demonstrating a careful stewardship of our resources and talents to help build a more sustainable future.

This year Englobe became a member of the UN Global Compact (UNGC), the world's largest corporate sustainability initiative. The UNGC provides a principle-based framework, best practices, resources, and networking events to help our business, and the world, achieve incredible change. Englobe is now one of over 23,000 participants in 167 countries willing to assume shared responsibility for achieving a better world and accelerating our impact to enable lasting change.

As part of this global community, we have added our name, metrics, and measurements to its database, and have now become a member of the local Canadian network. This is an important step towards demonstrating our commitment to being a responsible business, while also ensuring that we have access to the best, most up-to-date resources, and support.





# Building Daring Caring

## A roadmap for sustainable change

Since our inception, we have been deeply committed to sustainability and to creating a strong legacy for future generations. This year, we completed a major milestone by crafting a more structured approach to this commitment, ensuring that every project we undertake contributes positively to our communities and the environment.

Our approach, themed **Building, Daring, Caring**, will guide our sustainability, community-building, governance, and human resource efforts in the coming years. It is a continuation and an extension of our efforts to date, and concretizes our belief that individually and collectively, we can make an impactful difference.

That said, our strategy is about much more than sustainability alone. It also acts as a roadmap to strengthen our bonds with our communities, continue cultivating our caring culture, mindfully build a more open, diverse and inclusive Englobe, and establish a robust governance structure founded on principles that have always been part of our culture - integrity, transparency and ethical practices.

As a result, the present Impact Report will be our last. Instead, in early 2025 we will publish our inaugural ESG Report, which will summarize our progress towards achieving the ESG objectives and targets we have set.



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

