

ENVIRONMENTAL, SOCIAL, & GOVERNANCE POLICY

INTRODUCTION

At **édifice** CONSTRUCTION we understand the importance of acting responsibly as a company and recognizing environmental, social and governance (ESG) concerns that impact global sustainability. We acknowledge the importance of identifying and considering ESG concerns and ensure we continually create lasting value for our employees, clients, and society.

Our ESG policy highlights our commitment to global sustainability, the environment and society. In writing our ESG policy we considered our own internal policies, such as our Health & Safety Policy, our Acceptable Workplace Policy, and our Mission Statement.

We will review and update this policy on a regular basis to ensure we maintain a responsible approach towards environmental, social, and corporate governance concerns.

THE ENVIRONMENT

édifice recognizes the importance of protecting nature and acknowledges that climate change is a serious issue threatening the environment and the global economy. Successful action against climate change will require cooperation from governments, businesses, and individuals around the world. We believe that we must have a fundamental respect for all resources required to execute a project, such as the team members, the materials in use, and the net impact of our work on the surrounding environment; this is also reflected in our *Mission Statement*.

We are committed to reducing the impact of our activities and decisions on the environment and where possible, we encourage environmentally friendly systems of working. We feel passionately about this topic and to this end, we are members of the CAGBC (Canada Green Building Council) and are fully participating in the LEED (Leadership in Environmental Energy and Design) accreditation program which is globally recognized as the green building standard for human and environmental health.

Some of the more specific steps we are taking in our fight against climate change are:

- **Waste Management:** We minimize waste where possible and ensure it is disposed of safely.
- **Energy Conservation:** We actively ensure we are environmentally responsible with our water and energy consumption. As a Company, we encourage employees to switch off lights, heating and appliances that are not in use. We are open to work-from-home for office staff to reduce the number of cars on the road. As contractors, we typically find ourselves being invited to quote something which a design team has already specified, and nothing can replace the value of good design input. However, we do offer suggestions as we are constantly evaluating costs and alternative methods of construction as part of our daily business. To this

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end, we find that most owners and design teams are very receptive to hearing, from a contractor's perspective, about options which may be available to them, and which could have short and/or long term benefits to their investment and the environment. In fact, we invite trades on a regular basis to propose alternate products which reduce initial cost, construction scheduling, maintenance cost and/or energy consumption.

- **Recycling:** We support the concept of a paperless office, encouraging employees (and suppliers) to go digital and promoting recycling when this is not possible. We are using an online construction management software program to permit on-line access to construction documents for all our trades. We have even written a clause into all of our standard sub-contract Scopes of Work which states, "wherever practical, shop drawings are to be submitted electronically through e-mail, in a PDF format". In the field this translates into aggressive management of demolition and waste material. We regularly send nearly 100% of all steel stud, drywall, copper, and electrical cabling to recycling through the negotiated cooperation of a construction disposal-bin supplier and a recycling depot.
- **Legal Requirements:** We aim to comply with all relevant environmental legislation and regulations.

We will regularly review ways in which we can reduce our carbon footprint and will continue to promote a sustainable approach to the environment. Our carbon footprint reduction and environmental sustainability is key to our future.

SOCIAL ISSUES

édifice hopes that by considering social issues and ethics in our decisions we will have a positive impact on society, employees, and external stakeholders. We feel strongly about ensuring we maintain an inclusive and diverse workforce as well as taking necessary steps to protect human rights and help those in the local community.

Detailed below are a few examples of how **édifice** promotes and acts upon concerns facing society:

- **Human Rights:** We will always promote and respect human rights ensuring that, directly or indirectly, we avoid the use of human trafficking, forced labour and child labour.
- **Health and Safety:** We acknowledge that employees have the right to a safe and healthy workplace. We will always protect the health and safety of employees and others affected by our actions through monitoring and mitigating risks. We strive for continuous improvement of our management systems, consistent with recognized standards and industry best practice. We continually seek to promote a safe working environment and encourage employees to consult on health and safety issues. We take health and safety seriously and that includes psychological

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and social well-being. To that end **édifice** has adopted the Independent Contractors and Businesses Association (ICBA) Workplace Wellness Program which focuses on mental health. We feel this is an invaluable tool given that the frequency of mental health issues is increasing within the construction industry.

- **Discrimination and Diversity:** We will always be non-discriminatory and ensure diversity and equality in our employment procedures. Discrimination has no place in **édifice** and so we continually promote a diverse workplace culture ensuring all employees are treated fairly and equally regardless of religion, race, sexual orientation, nationality and disability. We have adopted an Acceptable Workplace Policy which commits us to requiring and maintaining a workplace that is free from hazing, harassment, bullying and discrimination. This Policy is posted at every worksite and is part of our onboarding process for new hires, as well as part of safety orientations for subtrades and visitors entering our worksites.
- **Charity and the local and international community:** We strive to be active and positive community members, here and elsewhere. This is why each Christmas, in lieu of random gifts to clients, **édifice** makes a significant contribution to those less fortunate through various organization such as the Vancouver Food Bank, the Turning Point Recovery Society for Women, and World Vision. In previous years, we have helped fund: the purchase of a van for a Peruvian orphanage; the construction of a new home in South America; and the purchase of a stable-full of animals through the assistance of an international aid organization. Here in Canada, we are proud to support numerous local and national groups, including the ALS Society, Canadian Cancer Society, and Heart & Stroke Foundation. More recently we have supported the Ukraine Humanitarian Crisis Relief through the Canadian Red Cross.

We encourage all staff to participate in donations and fundraising events that will help to benefit the local and wider community.

CORPORATE GOVERNANCE

Governance considerations are vital for effectively managing a business and at **édifice** we believe it is the primary responsibility of the Management Team to conduct Company affairs efficiently to generate long term benefits for employees and other stakeholders. These are key decision makers who ensure our company is being guided with ethical practices, equal opportunity, diversity, and inclusion, and sustain a safety and quality-driven culture. Some aspects of corporate governance we continually monitor and act upon are:

- **Business Ethics:** We will always act with honesty, integrity, and fairness in all of our business dealings.
- **Law:** We will always abide by the laws and regulations and strictly oppose any illegal practices.

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- **Accountability and Transparency:** We will maintain high standards of accountability and transparency ensuring effective communication with stakeholders regarding financial practices.
- **Corruption and Bribery:** We will ensure there is no bribery or corruption in any of our business dealings.
- **Conflicts of Interest:** We will identify any possible conflicts of interest and take appropriate steps to avoid or mitigate these conflicts.

At **édifice** CONSTRUCTION, we are proud to incorporate ESG concerns into our business activities and practices and are committed to constant improvement. By regularly reviewing this policy and taking new and necessary actions on ESG concerns, we hope to continue to make a positive impact on the environment and society while maintaining a responsible and sustainable business.