

7 objectives from the UN Sustainable Development Goals will serve as a frame for our action plan and key performance indicators



Highlights of our sustainable engineering initiatives

Pillars	Highlights
Engaging our employees and our communities (S of ESG)	<ol style="list-style-type: none"> Transition from a Corporate Social Responsibility (CSR) strategy to an Environmental, Social and Governance (ESG) strategy initiated in 2022. Our goals, which come directly from the executive management, are: <ul style="list-style-type: none"> - To become a leader in ESG and sustainable and responsible engineering - To instill an ESG culture within our company - To set ambitious targets and have the courage to take bold action
	<ol style="list-style-type: none"> Enhancement of our sustainable development service offering with the creation of a dedicated department
	<ol style="list-style-type: none"> Training on environmental certifications <ul style="list-style-type: none"> - First internal LEED cohort in early 2021 to support our engineers who wish to pursue their LEED professional accreditation - Supporting employees in their efforts to obtain their ENV SP professional accreditation
	<ol style="list-style-type: none"> Training on Sustainable and Responsible Engineering Guide and on Sustainable and Responsible Engineering
	<ol style="list-style-type: none"> Training on Sustainable Development and Climate Change offered to all members of our teams
	<ol style="list-style-type: none"> Office layout to meet LEED and WELL certifications, as well as to include telecommuting (since 2021). Our Longueuil and Gatineau offices are about to be awarded certification.
	<ol style="list-style-type: none"> Deployment of three task forces: <ul style="list-style-type: none"> - Intrinsic carbon in relation to concrete and steel - Operational carbon and energy efficiency - Stormwater management
Sustainable engineering for future generations (E of ESG)	<ol style="list-style-type: none"> Publication of our Action Plan for Reconciliation
	<ol style="list-style-type: none"> Development of a scholarship program to provide grants to students across Canada with a selection process that reflects our equity, diversity and inclusion (EDI) goals
Leading a responsible business (G of ESG)	<ol style="list-style-type: none"> Establishment of a carbon footprint for our operations (2021 and 2022 in progress)

