



SUSTAINABILITY (ESG) POLICY

OUR PURPOSE

At CIMA+, sustainability is central to preserving the environment, empowering communities, and maintaining ethical business practices. Aligned with ten UN Sustainable Development Goals, our ESG policy integrates sustainability into operations to deliver value to stakeholders and drive meaningful change.

KEY COMMITMENTS

1. Environmental Responsibility

- Net-Zero by 2040: Reduce Scope 1, 2, and 3 emissions by 50% by 2027 (compared to 2019).
- Sustainable Engineering: Embed climate-resilient design and innovative solutions into all projects.
- Excellence and Innovation: Utilize cutting-edge technologies and a robust Quality Policy (ISO 9001).

2. Social Responsibility

- Equity, Diversity and Inclusion (EDI): Increase representation of underrepresented groups and foster inclusive workplaces.
- Community Impact: Engage Indigenous communities, promote local hiring, and support through donations and sponsorships.
- Employee Well-being: Commit to health, safety, and professional development through progressive policies.

3. Governance Responsibility

- Ethics and Integrity: Adhere to the Code of Ethics, prevent conflicts of interest, and ensure compliance.
- Transparency: Publish annual ESG reports, verified by third-party audits.
- Whistleblower Protection: Promote ethical behaviour with clear reporting channels and zero tolerance for retaliation.

GOVERNANCE AND OVERSIGHT

- ESG accountability spans the Ethics and ESG Committee of Board of Directors, and the Executive Leadership Team.
- An ESG Operational Committee ensures execution and progress across all business units.

RISK MANAGEMENT

CIMA+ integrates ESG risks into its Enterprise Risk Management framework, guided by global standards (e.g., TCFD).

- Environmental Risks: Climate change, biodiversity, resource depletion.
- Social Risks: Labour practices, human rights, and Indigenous engagement.
- Governance Risks: Ethical compliance and supply chain transparency.

MONITORING AND COMPLIANCE

- Progress tracked using an ESG scorecard and reported to the Board.
- Breaches are addressed through disciplinary measures or contract termination for external partners.

REVIEW AND UPDATES

This policy is reviewed every three years to maintain relevance and align with evolving ESG goals.



Denis Thivierge, P. Eng.
President and Chief Executive Officer
January 2025

* This document is an abridged version of our complete ESG policy. To read the complete version, please send your request to the following e-mail address: developpementdurable@cima.ca