



Waiward

Sustainability Index

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About Our Report

Our report on Sustainability reflects our commitment to continually monitor and assess the impacts and benefits of our business, and effectively share these efforts. We value disclosure as a foundation for engagement and support efforts to drive consistency and comparability of sustainability performance data.

The Standard - United Nations Sustainable Development Goals

The United Nations 17 sustainable development goals (SDGs) are the gold standard for Corporate Social Responsibility (CSR) and Environmental, Social, and Governance (ESG). We support these 2030 global development priorities, and we share our perspectives on contributing to some of the goals that align with our values as an organization through our work, operations, and community initiatives.

Sustainability Initiatives

Our stakeholders consider these initiatives to be critically important for our business to be successful. These initiatives require innovative, strategic approaches, and a commitment to operational excellence across all functions of our organization.

Environment

- Reduction in CO₂ Emissions
- Corporate Fuel Divergence
- Environmental Investment



Social

- Equitable Employment
- Indigenous Partnerships
- Social Investment



Governance

- Proactive Governance
- Reactive Governance
- Employee Satisfaction



Performance Data

Our sustainability performance data provides annual (January 1 to December 31) environment, social, governance, and economic data. Data reflects assests owned and operated by Waiward Industrial LP., which includes GHG data demonstrative of all Waiward assests.

Indicators - Waiward Industrial Company Totals	2021	2022	2023 Q1
Greenhouse gas (GHG)			
CO ₂ Gas Emissions <i>metric tonnes of CO₂ per employee</i>	N/A	N/A	1.41
Net-Zero Equipment <i>metric tonnes of CO₂ per employee</i>	N/A	N/A	0.00
Workforce			
Equal Opportunity Hiring <i>% of employment</i>	N/A	N/A	17.46%
Employee Satisfaction <i>corporate survey result</i>	N/A	3.81	3.85

Performance Data

Indicators - Waiward Industrial Company Totals	2021	2022	2023 Q1
Governance			
Proactive Governance <i>audits per employee</i>	N/A	N/A	18.58
Reactive Governance <i>non-conformance per employee</i>	N/A	N/A	0.14
Proactive/Reactive Ratio <i>proactive audits per each reactive non-conformance</i>	N/A	N/A	134.88
Community Investments			
Social Investment <i>% of corporate revenue</i>	N/A	N/A	0.05%
Economics			
Environmental Investment <i>% of corporate revenue</i>	N/A	N/A	0.00%
Indigenous Revenue Investment <i>% of corporate revenue</i>	N/A	46.54%	21.42%

Measurements & Tracking

To ensure that efforts result in meaningful analysis and investment, it is important to determine how to quantify, track and improve on all ESG initiatives. The following steps were considered during this evaluation:

1. What are the most valuable ESG initiatives related to the UN's SDGs?

Three measurements will be chosen for environmental, social, and governance to ensure the scoring considers all aspects of corporate social responsibility, but the focus is narrow enough to incite meaningful change.

2. Why are these measures indicative of strong ESG policies?

The value of the measures will be evaluated to ensure that the incorporation of the measurements is indicative of strong corporate responsibility and that it will result in tangible impacts on the environment, society, and the corporation.

3. Are they achievable?

Is there evidence to support continual improvement in the initiatives being incorporated?



Measurements & Tracking

Environmental Initiatives

CO₂ Emission Calculations		
Measure	Tracking Measure	CO₂ Conversion
Electrical Consumption	Kilowatt Hours (kwh)	1 kwh = 0.0004 MT of CO ₂
Natural Gas Consumption	Kilowatt Hours (kwh)	1 kwh = 0.0006 MT of CO ₂
Gasoline Usage	Litres	1 litre = 0.0012 MT of CO ₂
Diesel Usage	Litres	1 litre = 0.0022 MT of CO ₂
Passenger Vehicle's	Vehicles/Year	1 x Vehicle = 4.6 MT/year
iZEV Emission Calculations		
Measure	Tracking Measure	CO₂ Conversion
Electrical Creation	Kilowatt Hours (kwh)	1 kwh = 0.0004 MT of CO ₂ Reduction per kwh self-generated
ZEV Passenger Vehicle's	3,800 kwh/year	1 x Vehicle = 1.52 MT/year (3.08 MT of CO ₂ in reductions over combustions vehicle)
Environmental Investment Calculations		
percentage of gross revenue is being contributed to reconciliation		

Measurements & Tracking

Social Initiatives

Employment Equality Act Definitions	
Measure	Definition
Aboriginal peoples	means persons who are Indians, Inuit, or Metis; (autochtones)' (Government of Canada, 1995)
Women	persons who identify as female
Member of visible minorities	means persons, other than Aboriginal people, who are non-Caucasian in race or non-white colour; (minorities visibles)' (Government of Canada, 1995)
Persons with disabilities	psychiatric or learning impairment and who (a) consider themselves to be disadvantaged in employment by reason of that impairment, or (b) believe that a employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace '(Government of Canada, 1995)
Indigenous Investment Definitions	
Measure	Definition
Indigenously owned spend	value of spend associated with corporations that are Indigenously owned (51% Indigenously owned or greater)
Partnership revenue	revenue earned working under a majority owned Indigenous partnership (51% Indigenously owned or greater)
Indigenous donations	value donated to charities that serve to support Indigenous peoples or communities

Measurements & Tracking

Social Initiatives

Social Investment Definitions	
Measure	Definition
Social donations	donations that contribute to society through human development
Social programs	corporate policies that improve the social well-being of employees
Social initiatives	corporate policies that contribute to society through human development

Measurements & Tracking

Governance Initiatives

Internal/External Audits Definitions	
Measure	Definition
Operational Audit	'Asses a unit's adherence to applicable laws, regulations, policies and/or procedures. These would include adherence to the (corporation's) internal policies and procedures as well as external requirements from federal, state, or local agencies.' (Penn State, n.d.)
Compliance Audit	'Combine an operational/controls audit of an area with an information technology assessment of the systems and infrastructure that support the unit. An integrated audit can assess the effectiveness of the coordination between the information systems and the business activities to support defined goals and objectives.' (Penn State, n.d.)
Internal Audit	'an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.' (The Institute of Internal Auditors, n.d.)
Proactive Governance Measurement	
Internal Audits	External Audits
Hazardous Conditions & Safety Interaction (WILP HSE Reporting)	ISO 9001 compliance
HSE Inspections (WILP HSE Reporting)	ABSA Audit
FLHA & FLHA Audit (WILP HSE Reporting)	COR Certification
Pause and Assess Cards (WILP HSE Reporting)	CWB
Other Audits (WILP HSE Reporting)	OH&S Inspections
COR Certification	AISC Audits
Observation NCR's	Client/Third Party Audits
Proactive NCR's	

Measurements & Tracking

Governance Initiatives

Non-Conformance Reporting Definitions	
Measure	Definition
Corporate Non-Conformance	the failure to conform with corporate policies, procedures, vision, or values
Reactive Governance Measurement	
Internal Audits	
NCR's	Reactive NCR's; non-compliance, non-conformance, near misses
HSE Incidents (WILP HSE Reporting)	First Aids, Lost Times, MVI, etc.
Near Misses (WILP HSE Reporting)	Derived from Nobody Gets Hurt Program

Scoring

Description	Formula
Greenhouse Gas Emissions (GHG)	$\frac{\text{Annual Metric Tons of CO}_2}{\text{Hours worked}/2087 \text{ annual hours per employee}}$ = Annual MT per employee
Net-Zero Equipment	$\frac{\text{Annual Metric Tons of CO}_2 \text{ (Electrical)} - \text{Annual Metric Tons of CO}_2 \text{ (Combustion)}}{\text{Hours worked}/2087 \text{ annual hours per employee}}$ = Annual MT reduction per employee
Environmental Investment	$\frac{([\text{Charitable Donations} + \text{Environmental Initiative Investments} + \text{Green Tech Investments}])}{\text{Gross Annual Revenue}}$ = Percentage of Annual Revenue Invested into Environmental Initiatives
Equal Opportunity Hiring	$\frac{([\text{Aboriginal Peoples} + \text{Women} + \text{Persons with disabilities} + \text{Members of visible Minorities}])}{\text{Hours worked}/2087 \text{ annual hours per employee}}$ = Percentage of Equitable Employment
Indigenous Investment	$\frac{([\text{Indigenously Owned Spend} + \text{Partnership Revenue} + \text{Indigenous Donations}])}{\text{Gross Annual Revenue}}$ = Percentage of Annual Revenue Associated with Indigenous Reparations.
Social Investment	$\frac{([\text{Social Donations} + \text{Social Programs} + \text{Social Initiatives}])}{\text{Gross Annual Revenue}}$ = Percentage of Annual Revenue Invested into Social Initiatives
Documented Operational Audits	$\frac{([\text{Operational Audits} + \text{Compliance Audits}])}{\text{Hours worked}/2087 \text{ annual hours per employee}}$ = Internal Audits per employee
Employee Turnover	$\frac{[\text{Non-conformance reports}]}{\text{Hours worked}/2087 \text{ annual hours per employee}}$ = NCRs per employee
Non-Conformance	$\frac{[\text{Employee Turnover}]}{\text{Hours worked}/2087 \text{ annual hours per employee}}$ = Annual Turnover Percentage



Waiward

50 Years of Being
Your Trusted Partner



Platinum
member

Waiward Industrial LP.

10030 34 Street NW
Edmonton, AB
Canada T6B 2Y5
MAIN 780-469-1258

waiward.com

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