



Waiward

Our Journey to Sustainability

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Message from the President & CEO

David Turner



This is an exciting time for Environmental, Social and Governance (ESG) initiatives at Waiward. We care about advancing our sustainability practices and will support our customers on their sustainability journey. Over the past few years, we have reshaped our approach to corporate strategy, ESG and what we stand for as an organization. We expect to make a positive and lasting difference.

As we navigate this ever-shifting world, we lean on our core values, vision, and mission to make sound decisions. Living our purpose is a journey of continual improvement and by taking a proactive approach to diversity, equity, inclusion, sustainability, and innovation we can leave a legacy we are proud of.

As part of our responsibility, we have introduced our ESG program to guide and hold us accountable for reducing carbon and lessening our environmental impact, expanding and improving social contributions and ensuring that we are governing our organization with consistency and transparency. This is a phased approach and will evolve over time as metrics and assessments become part of our everyday life.

Our ongoing commitment to sustainability, along with our desire to have a positive impact will provide value for our clients, partners, communities, and employees.

We're excited for the possibilities that lie ahead to amplify our positive impact on the environment and on society.

About Us

Your Trusted Partner

Founded in 1972, Waiward began operations as a steel fabricator in Edmonton, AB. There have been several transitions since we started in the structural steel fabrication industry; today, we are much more than steel.

We are continuously growing and diversifying to better serve the needs of our customers, by offering construction, maintenance, fabrication, drafting and engineering services. Our services are offered from our shops, module facilities and offices across Western Canada.

Our highest priority is to be the top choice contractor, for our customers and our partners.



Where We Operate

Offices in:

- Edmonton, AB
- Langley, BC
- Kitimat, BC

On-Site in:

- Fort McMurray, AB
- Kitimat, BC
- Fort Saskatchewan, AB
- Esterhazy, SK



Our Journey to Sustainability:

Sustainability Initiatives

As the industry changes, 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.

<h3>Environment</h3> <ul style="list-style-type: none">• Reduction in CO₂ Emissions• Corporate Fuel Divergence• Environmental Investment 	<h3>Social</h3> <ul style="list-style-type: none">• Equitable Employment• Indigenous Partnerships• Social Investment 	<h3>Governance</h3> <ul style="list-style-type: none">• Proactive Governance• Reactive Governance• Employee Satisfaction 
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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.



Environmental Initiatives



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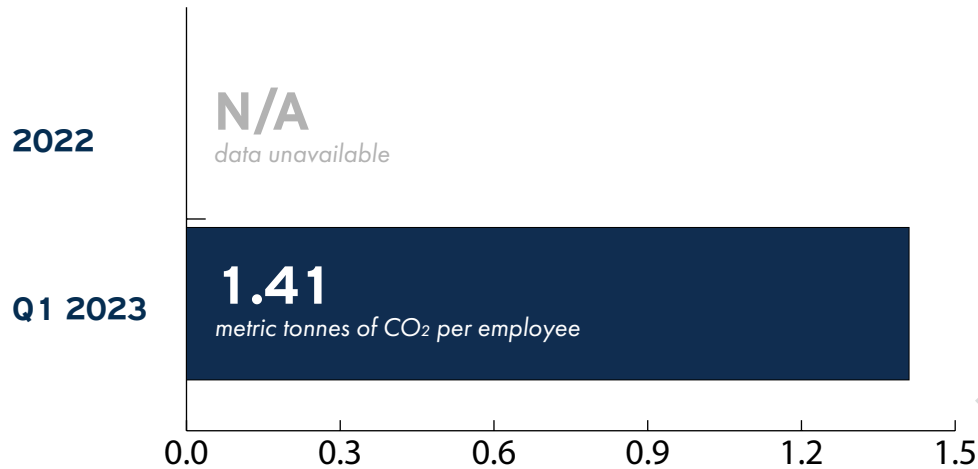
Reducing CO₂ Emissions

Environmental Initiatives

Studies have demonstrated that decreased greenhouse gas emissions can positively impact or mitigate climate change, improvements in air quality resulting in overall improvements in human health, labour productivity and agricultural yields.

Waiward tracks the corporate emissions by combining all the CO₂ emitting activities; the annual CO₂ emissions (MT) are then divided by the number of hours worked to determine how many MT of CO₂ are being emitted per hour. This allows us to prorate our emissions so we can continue to strive for improvement as we grow.

Results



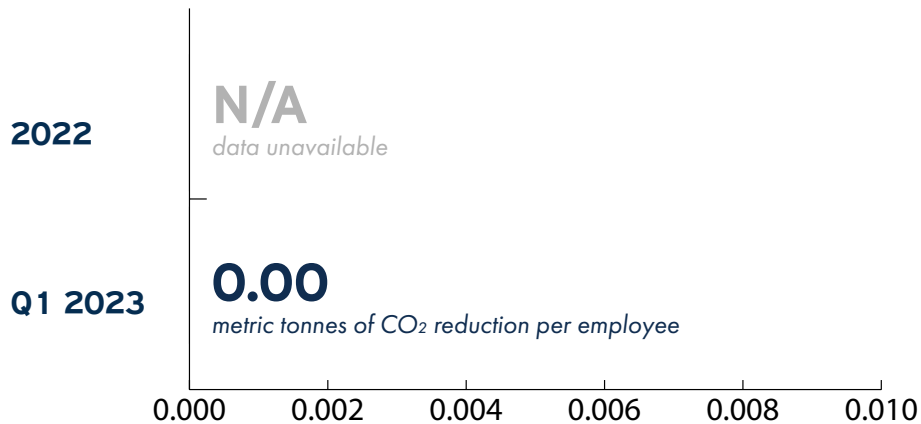
Corporate Fuel Divergence

Environmental Initiatives

In combination with the advantages associated with reduced CO₂ in the atmosphere, fuel divergence insulates organizations from the impacts of carbon taxation and other regulatory implementations that could be incorporated.

Fuel divergence would result in a net reduction in overall CO₂ emissions, as well as a commitment to reduce the future impact on the environment. Waiward measures the fuel divergence by determining the net MT CO₂ emission reduction and dividing the annual reduction by the total number of hours worked to determine what the CO₂ emission reductions are per hour worked.

Results



Environmental Investment

Environmental Initiatives

If corporations are investing in environmental initiatives that don't result in a CO₂ emission reduction, the value of those investments would be included in the overall environmental investment of the firm. Examples would include environmental reclamation or remediation, recycling programs or transitioning to reusable consumables to reduce waste production.

Waiward tracks our Environmental investments to determine what percentage of our gross revenue is being contributed to reconciliation.

As part of our environmental impact, employees have contributed time in our local neighbourhoods with the City of Edmonton program Roots for Trees.

Roots for Trees is the City of Edmonton initiative to help expand the urban forest by planting native trees and shrubs. This provides individuals the opportunity to learn about the local ecosystem, the importance of the native trees and shrubs, protect local habitat and biodiversity, and care for naturalized areas by reducing weed competition.



Social Initiatives

Volunteer at Edmonton's Food Bank
and be a

**HUNGER
HERO!**

EDMONTON'S
**FOOD
BANK**



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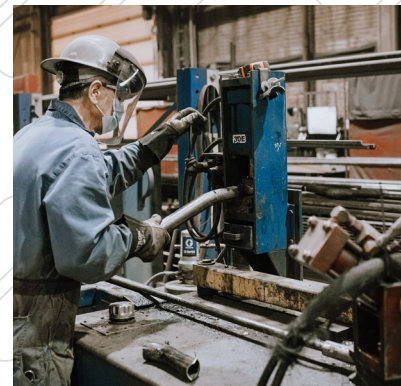
Equitable Employment

Social Initiatives

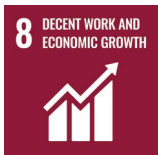
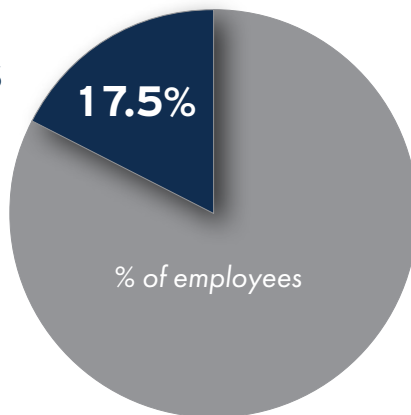
At Waiward, we believe a diverse and inclusive workplace is the key to unlocking the full potential of our people. Our business's success and growth reflect the unique backgrounds and perspectives that come together to create solutions and deliver exceptional performance.

It is essential to build a team that represents the communities and clients we are serving. We attract, hire, and develop people of all backgrounds and ensure fairness and inclusion within our hiring processes. We believe in investing in people based on their expertise, capabilities, aspirations, and performance despite their race, religion, gender identity, sexual orientation, and beliefs.

As a leader in our industry, we believe diversity and inclusion strengthen our team and are committed to making sustainable progress in our company and the communities and clients we serve. With the support of our leadership team and peers, our people are encouraged to share their perspectives, which is true to our vision of being a trusted partner.



Results Q1 2023



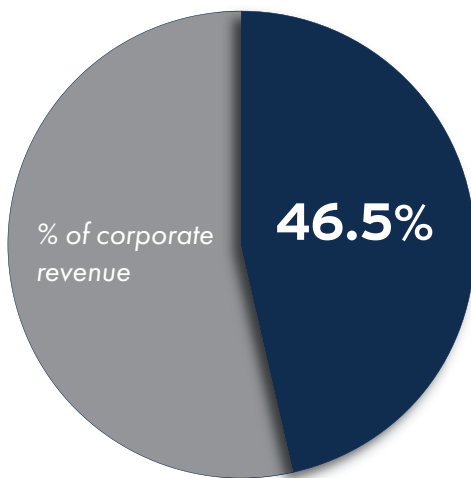
Indigenous Partnerships

Social Initiatives

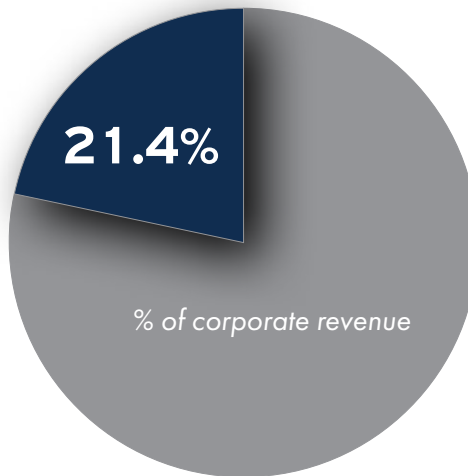
We value building relationships, creating solutions, exceptional performance, and community and family. This underlying commitment drives Waiward's desire to partner with Indigenous communities through early involvement in a collaborative process to ensure that we create mutually beneficial commercial opportunities for both our clients and the communities we partner with.

Waiward's Indigenous partnerships include standalone project-specific agreements and long-term formal corporate and partnership relationships. These relationships provide various benefits to the communities, including economic, employment, and training opportunities.

Results



2022



Q1 2023



MIKISEW
WAIWARD



Waiward



Community Impact

Social Initiatives

Not only does Waiward build communities with the strength of steel, Waiward builds with passion for the people who live within those communities. Committed to our guiding principles, we partner with, and invest in, non-profit organizations that share our vision to enhance quality of life, inspire forward thinking and innovation, and effect change to create a bright future for coming generations.

2022 Community Contributions

\$32K donated to charitable organizations in 2022 by our employees and Waiward

Employees donated **over 100 hours** of their time in the community with local charities like the Edmonton Food Bank, Santa's Anonymous, and the Canadian Blood Drive.

Q1 2023 Community Contributions

\$12K at the end of Q1 in social investments

Employees donated **over 20 hours** of their time in the community with local charities in the first quarter.



Governance Initiatives



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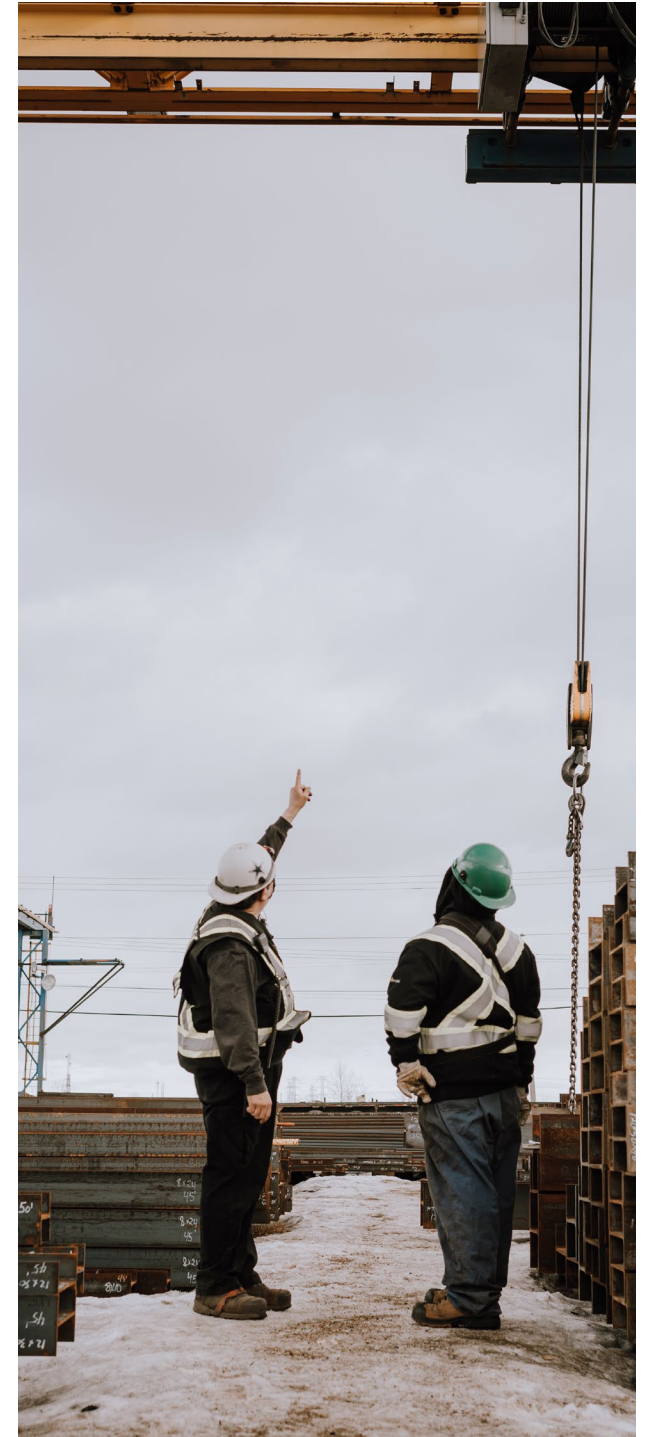
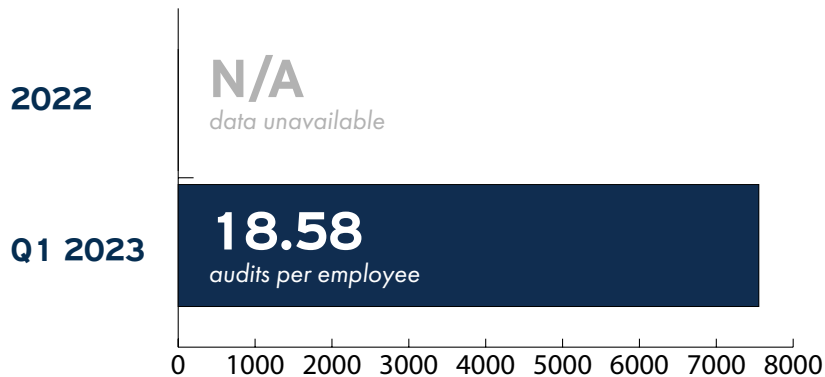
Proactive Governance

Governance Initiatives

Audits are critical for organizations to ensure that their people adhere to the organizational policies and procedures; without auditing the adherence to policies and procedures, there would be no way to affirm that they are being utilized.

Audits are indicative of corporate governance, as they demonstrate the willingness for organizations to maintain the vision of their shareholders through the enforcement of the policies and procedures that enforce that vision. To relate the number of audits to the organization's size, the number of audits would be divided by the number of employees.

Results



Reactive Governance

Governance Initiatives

Non-conformance reporting (NCR) is required for continual improvement within an organization, and it serves to identify instances where stakeholders (internal or external) are not in compliance with corporate policies and procedures.

NCRs are tracked for adherence by both internal and external employees; they are indicative of how frequently the policies and procedures are being broken. This differs from auditing, as audits are corporate reviews to ensure conformity, and NCRs represent a failure to confirm (audits are proactive reviews and NCRs are indicators).



Results

2022

N/A
data unavailable

Q1 2023

0.14
non-conformance per employee

0.00 0.03 0.06 0.09 0.12 0.15

Employee Satisfaction

Governance Initiatives

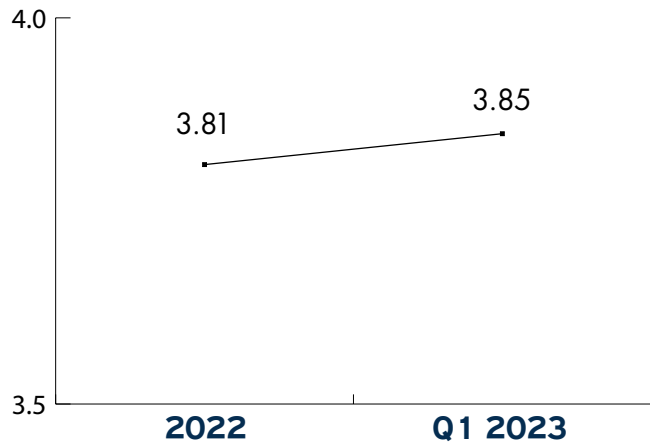
Corporations must govern in a manner conducive to employee satisfaction, or the overall adherence won't meet expectations, and people will find organizations that are more aligned with their expectations.

Waiward measures employment satisfaction by the annual turnover per hour worked on an annual basis.



Results

avg from employee satisfaction survey result



Platinum member



Waiward

50 Years of Being
Your Trusted Partner



Platinum
member

Waiward Industrial LP.

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