



Environmental, Social, and Governance Report 2022

**BUILDING THE FUTURE,
SUSTAINABLY**

Land Acknowledgement

We acknowledge that our Vancouver Office is located on the unceded territories of the x^wməḏk^wəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Seííwítulh (Tsleil-Waututh) Nations.

Furthermore, we acknowledge that our Calgary Office is located on the traditional territories of the people of the Treaty 7 region, which include the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, and the Îyâxe Nakoda Nations. Southern Alberta is also home to the Métis Nation of Alberta, Region 3.

We thank all these peoples for having cared for these lands and waters since time out of mind.

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2022 Highlights: A Year of Empowerment

Building Climate-Resiliency in the Caribbean

Strengthening our global reach through strategic partnerships, our acquisition of Ecohesion in the Caribbean solidifies our dedication to driving impactful change in climate-affected regions. Facilitating faster technology exchange across regions and offering comprehensive post-care support packages, our combined expertise will bolster the advancement of sustainable and resilient infrastructure.



Operating 30+ Active Water Treatment Plants



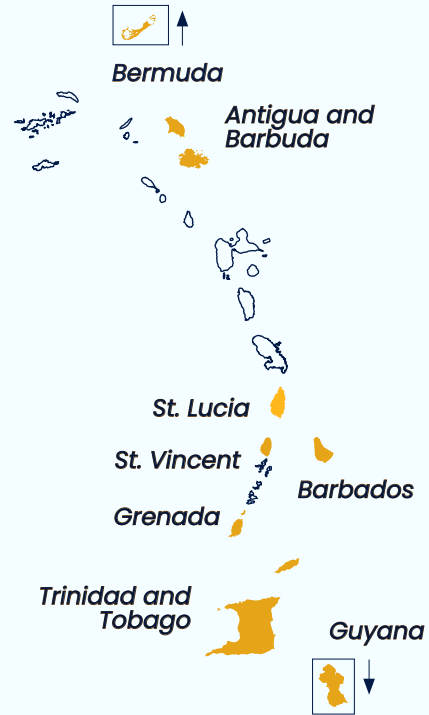
2.3 Million Gallons of Wastewater Treated Daily



Offices in 8 Caribbean Nations



ECOHESION



Equality

As a Small & Medium Employer (SME) winner for five consecutive years, our supportive and inclusive culture embraces excellence while remaining steadfast in fostering diversity and equality across our workforce.



41% Female Representation



Bi-Annual Pay Gap Analysis

2022 Highlights: A Year of Empowerment

Education

At the heart of our organization lies a commitment to education and knowledge sharing. Exemplified by projects with community outreach and capacity building opportunities and a trio of lunch and learn sessions, we offered valuable insights into pivotal climate-related topics designed to spark change and fuel innovation.



Lithium Production from Oil and Gas Wastewaters



Biogas and Renewable Natural Gas Opportunities

Community

For the second year, our team inspected water and wastewater systems for Indigenous communities in Northern B.C. identifying specific needs to enhance system efficiencies and improve community water and wastewater management operations.



33 Indigenous Communities



91 Water & Wastewater Systems Inspected

Collaboration

Our ESG Committee harnessed their collective expertise to refine our ESG goals and targets for 2023 and beyond, forging a clear path towards a sustainable and impactful future.



9 Targets Aligned With Our Material Topics

About Us



Building The Future, Sustainably

Founded in 2010, we have evolved from a niche engineering consulting firm specializing in servicing western Canada's oil and gas industry to a company focused on sustainable infrastructure development across a breadth of industries and regions.

Progressing sustainability and protecting our most precious natural resources is fundamental for building a better future for all. At Integrated Sustainability, our commitment drives us towards accelerating water efficiency, waste reduction, and the development of innovative technologies that contribute to climate resilience and the energy transition.

Conscientious Infrastructure Developers

Sustainability is woven into the fabric of our business and is at the heart of what we do. Our passion for sustainable water, waste, and energy management pushes us to tackle complex global challenges and provide courageous solutions that make a significant economic, environmental, and social difference within the communities we serve.

We are specialists and innovators with fit-for-purpose systems, tools, and unrivaled expertise that enable us to provide complete turnkey

solutions. Our comprehensive engineering, procurement, and fabrication services harmonize with our advisory, field construction management, and operations teams equipping our clients with knowledge and support to conquer the ever-changing landscape of progress.

Championing Sustainability in the Caribbean

Our acquisition of Ecohesion in September 2022 substantially expanded our company's expertise in delivering comprehensive water treatment solutions for industrial, commercial, and residential sectors. This growth signals the continued strength of the relationship between Canada and Barbados and showcases their joint commitment to realizing the United Nations Sustainable Development Goals. As a company, we now operate and maintain water and wastewater treatment facilities in Barbados while also providing support to an additional ten facilities across the Caribbean with technicians in Barbados, Antigua, Grenada, Trinidad, St. Lucia, St. Vincent, and Bermuda. Ecohesion's novel operational and maintenance services complement our fully integrated infrastructure development, providing our clients with additional expertise beyond project handover.

As a dynamic, employee-owned company, we operate from twelve locations - Calgary, Grande Prairie, Vancouver, Houston, Antigua, Bermuda, St. Vincent, St. Lucia, Grenada, Trinidad, Guyana, and Barbados. With Barbados being the regional head office for our Caribbean operations.

About This Report

Our second report covers the activities of Integrated Sustainability from 1 January 2022 to 31 December 2022, unless otherwise indicated. When available, data from the four preceding years is included to highlight quantitative performance trends, improvements, and challenges.

This report is supported by the principles and recommendations of the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDG). We are reporting in accordance with SASB Engineering and Construction Services standard and references the core GRI standards and recommendations from TCFD.

The report has been prepared under the direction of Integrated Sustainability's Leadership Team and highlights our contributions and impacts to environmental, social, and governance (ESG) material issues. As an organization, we intend to report annually on our ESG activities and performance.

Our reporting boundaries include all company-wide operations, including our subsidiary Random Acronym and, as of 1 September 2022, the Ecohesion group of companies in the Caribbean.

References to "we", "our", "us", "the Company", and "Integrated", all refer to Integrated Sustainability.

Unless otherwise stated, financial data are expressed in Canadian currency.

The data within this report is calculated by standard industry calculations and methodologies. If industry standards were not used, the appropriate techniques and methodology for the calculation are included within the data.

Please direct any comments or questions about our ESG and sustainability efforts to info@integratedsustainability.ca



Mission, Vision, Purpose & Values



Mission

To provide Advisory, Design, Build, and Operate solutions to the Water, Waste, and Energy challenges that face the world today. Our solutions and infrastructure promote innovation and result in environmental and social improvements to society.

Vision

Building the Future, Sustainably

Purpose

Empowering lives, building resiliency, and protecting our most precious resources.

Values

Our values are the HEART of what bring us together as a group to form an incredibly special team. We believe in the philosophy of one team, one dream doing meaningful work together. Our values are embodied and embraced by every member of our team, and are:



Hungry: Always remain determined in the pursuit of a cleaner, more sustainable future. We are the alternative to the status quo.



Entrepreneurial: We are all empowered to be leaders. To calculate risk, realize opportunity, and help our clients achieve success in the future economy.



Accountable: We deliver on our promises and improve environmental outcomes.



Resourceful: The world needs sustainable infrastructure solutions now. To drive efficiency at speed, we must create with flexibility in the face of contemporary risks, challenges, and change.



Teamwork: We are rewarded together by embracing shared responsibility, working alongside our colleagues and communities to achieve our common goals.

Message to our Stakeholders



Stuart Torr, President & CEO

It's been another extraordinary year, and we are exceptionally grateful to welcome our new Ecohesion colleagues into the Integrated Sustainability family working alongside them championing sustainable infrastructure in the Caribbean.

Integrated Sustainability has been courageously working to improve lives and build system resiliency across the Caribbean, and we are excited for the opportunity to combine resources and extend our capabilities in the region.

At our core, Integrated Sustainability is committed to delivering meaningful change for communities and ecosystems in need, and this merger exemplifies this mission entirely. A fantastic achievement for all involved on both sides – and a special thanks to the collaborators, facilitators, and family support networks who support us so tirelessly through this process.

2022 Mantra: A Year of Empowerment

Embracing this newfound sense of unity - and with Covid-19 restrictions waning - our corporate mantra for 2022 was one of empowerment. We were eager to reunite, collaborate, and fuel each other's ambition for a better future, tackling new and challenging problems through an innovative and sustainable lens.

Our entrepreneurial spirit, ability to take calculated risks, and courage in the face of adversity all stem from the support we provide for each other. Cultivating an environment of honesty and vulnerability serves as a powerful catalyst for empowering people within our organization and beyond. Bolstering our commitment to the support and well-being of our colleagues.

We encourage staff to be leaders, seize opportunities, and contribute forward-thinking ideas, all of which are essential to the Company's success and ripple outward, strengthening our immediate networks and extended communities. Continuing to forge strong partnerships remains a cornerstone of our company's growth, fostering mutual support and propelling us toward shared achievements in 2023.

Agility In The Face Of Adversity

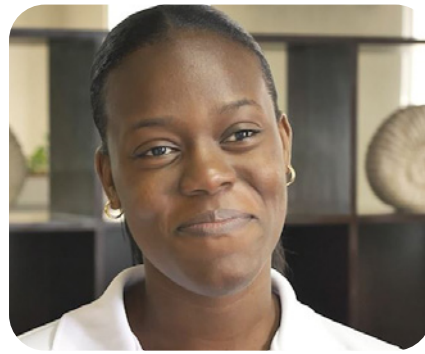
Our capacity to react quickly to unpredictable events will continue to be tested. Geopolitical events, and their subsequent impacts on global energy markets, have now forced a long-overdue rethink of how and where we source our energy. As the energy world evolves, there is an ever-present necessity to consider how to rebuild the global economy and societies for a more resilient and sustainable future.

Throughout this report, we will demonstrate how ESG and sustainability are integral to our cultural orientation and propel our united purpose to empower lives, build resiliency, and protect our most precious resources.

Our Approach

Our Philosophy

Sustainability is at the heart of what we do. Our culture is built on a foundation of innovation, collaboration, and a dedication to leaving a positive, lasting impact on our people, environment, and relationships.



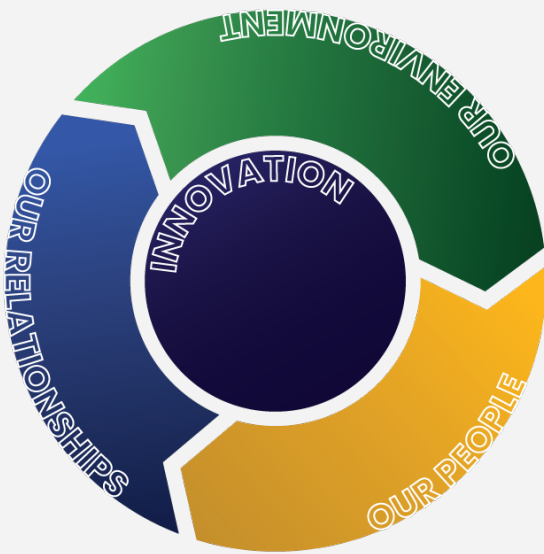


Commitment to ESG

ESG Pillars

Our unwavering drive, inquisitiveness, and commitment set us apart at Integrated Sustainability. We challenge the status quo, seeking fresh perspectives and novel solutions, all while prioritizing the well-being of our environment, our people, and the relationships we cultivate. Guided by our innovative spirit, these fundamental pillars propel us forward in developing resilient infrastructure, paving the way for a sustainable future.

ESG at Integrated Sustainability



Our Environment

Preserving nature through pioneering sustainable solutions

Our People

Empowering our team through purpose driven projects that foster growth

Our Relationships

Cultivating partnerships to accelerate positive and transformative change

Innovation

Creating resiliency through embracing fresh ideas, perspectives, and opportunities



Commitment to ESG



Image credit: Business Barbados.
Water purity demonstration from a wastewater treatment and reclaim facility in Barbados.

Material Topics

Aligned with our vision, mission, and purpose, we stand firm on our six material topics identified in 2021. By maintaining our focus in these areas, we can reduce risks and significant impacts associated with our operations and advisory services while simultaneously driving responsible and progressive change throughout our global reach.

Our priority material topics often align with our clients' focus areas and objectives. Due to our strategic position and influence within their value chains, this convergence presents opportunities to contribute to responsible and sustainable initiatives while supporting our client's goals and targets.

- Emissions Reduction & Climate Change
- Sustainable Natural Resource Development
- Diversity, Equity, & Inclusion
- Health, Safety, & Well-being
- Community Engagement & Building Authentic Relationships
- Strategic Partnerships that Enable Impactful Change Through Innovation

Alignment with United Nations Sustainable Development Goals

In 2015, the General Assembly of the United Nations (UN) adopted the 2030 Agenda for Sustainable Development, which includes 17 Sustainable Development Goals (SDGs).

For over a decade, Integrated Sustainability has committed to being at the forefront of sustainability, both within our operations and through support within our client projects. By aligning our business strategy and core values to the UN SDGs, we underscore our sense of responsibility and emphasize our dedication to actively contributing to a sustainable future that benefits all.



Environment

Our Philosophy

Our greatest influence in driving positive climate outcomes and reducing environmental impact is through the support, guidance, and innovative designs we provide to our clients.

We seek opportunities to encourage water and waste reuse, identify areas for energy optimization, and promote responsible environmental practices for resource conservation forward-thinking ideas.

2022 Achievements



Enhanced corporate monitoring of Scope 1 and Scope 2 emissions



Fostered collaboration with our ESG and Project Management Teams to support our client's ESG strategy and goals



Developed draft Climate Action Plan



Explored and communicated sustainable technology solutions with our team throughout the year



Conducted five workshops on carbon adaptation and mitigation solutions, innovative ideas and technology, and ESG-related topics

2023+ Targets



Annually track the number of projects that ISC manages, designs, permits, or constructs per region that reduce or eliminate high-quality freshwater use and quantify the anticipated reduction of freshwater each year.



Engineer, permit, and/or construct 5 projects in the next 5 years that support renewable energy (solar, battery storage), hydrogen, or RNG.



Present quarterly on various topics related to climate change, the energy transition, or the circular economy to promote the exchange of information and forward-thinking ideas.



Emissions Reduction & Climate Change



Emissions Reduction

Central to our values, we remain steadfast in our commitment to minimize our operational footprint while simultaneously enhancing the performance of each project we embark upon, cultivating a collective drive toward environmental betterment. This commitment extends to our proficiency in integrating decarbonization advisory services into our comprehensive engineering service portfolio.

Our teams look at projects from an environmental perspective and in alignment with our clients’ needs, focusing on enhancing efficiency and embracing optimization to manage risk and build resilience within our designs. Guided by our vision to provide sustainable solutions, we investigate and propose low-emission technology, conscientiously work to

reduce our design footprint, and encourage the reuse of existing waste streams, all of which have a tangible impact on our clients’ emission profiles. As we forge ahead in our commitment to reducing GHG emissions and promoting a greener future, we actively explore and pursue opportunities in renewable energy sources such as solar, hydrogen, and renewable natural gas (RNG).

Aligned with our dedication to industry-leading sustainability practices, we are committed to documenting our climate-related impacts. While our operations do not lead to a substantial emission profile, we acknowledge the importance of reporting our organization’s generated GHG emissions. As a professional services company operating out of multi-tenant, leased office space, there are certain limitations in our ability to reduce associated building emissions which constitute the majority of our Scope 1 and Scope 2 footprint².

Scope 1 Emissions 86 tCO₂e

Scope 2 Emissions 186 tCO₂e

Scope 1 and Scope 2 Emission Intensity 2.5 tCO₂e/employee³

PROJECT PROFILE

Mining Water Solutions: Exploring Semi-Passive Treatment

In collaboration with our strategic partner, Maven Water and Environment, we are conducting research and field investigations to develop a Saturated Rock Fill (SRF) semi-passive water treatment technology for a B.C. client. SRF utilizes existing mine components that capture, contain, and treat mine water in situ, offering a cost-effective and energy-efficient alternative to active water treatment.



² To maintain accountability and transparency of our Scope 1 and Scope 2 emission footprint, we utilize the [Greenhouse Gas Protocol](#) and apply an operational boundary approach.

³ Emission Intensity includes all full-time, permanent North American employees.

Emissions Reduction & Climate Change

Climate Change

As an international company, we are acutely aware of the impacts of climate change affecting every region we work in. Amidst the growing occurrence of significant temperature swings, floods, and wildfires in North America, along with the more regular severe storms and prolonged droughts in the Caribbean, we actively pursue climate resiliency projects and strive to incorporate solutions that withstand the mounting environmental and transitional risks associated with climate change.

Integrating climate resiliency in our design due diligence acts as a proactive and adaptive approach to project planning. Our solutions incorporate climate modelling tools like in-house flood modelling and flow forecasting, which enable us to anticipate and account for weather events that may occur more frequently than previous estimations. Through our work with the United Nations Development Programme (UNDP), we've crafted National Adaptation Plans for Belize and Guyana, focusing on analyzing water and agriculture sector vulnerabilities against the impending impacts of climate change.

Regulatory Bulletin

Our Regulatory Team of experts equips our employees and clients with up-to-date information and insights on environmental regulations, standards, and policy changes. For the last six years, our monthly Regulatory Bulletin has communicated important environmental regulatory updates at the Federal and Provincial levels, specifically focusing on Alberta and British Columbia. As a knowledge-sharing and educational resource, we strive to empower our clients to navigate regulatory complexities and reduce operational risks.



[Download the latest issue now!](#)

PROJECT PROFILE

Holistic Integration: Enhancing Sustainability at Grantley Adams Airport

As the gateway to Barbados, we worked closely with the Grantley Adams International Airport (GAIA) to develop a Sustainability Management Plan, integrating their sustainable vision and strategy into day-to-day airport activities. Through stakeholder workshops and thorough data analysis, we identified crucial areas of focus, facilitating the development of decision-making tools and assessment processes to implement sustainable initiatives throughout their operations successfully. These tools seamlessly integrate into GAIA's governance structure, providing efficient oversight and monitoring of sustainability goals.



Emissions Reduction & Climate Change

Climate-Related Risks

In line with TCFD recommendations, we recognize the diverse physical and transitional risks arising from climate change that may significantly impact our business and clients. To proactively address these challenges, our ESG Committee conducted a comprehensive climate-related risk assessment to identify, analyze, and prioritize short, medium, and long-term risks. By identifying these risks and subsequent management techniques, we equip ourselves with the necessary insights to devise plans that bolster resilience and sustainability across our operations, safeguarding our company and valued clients against the complexities of a changing climate.

TRANSITIONAL RISKS: POLICY & LEGAL

Regulatory uncertainty surrounding carbon taxes, emissions reporting, & emission caps or restrictions

Projected Impacts:

- Financial as project economics and funding availability for our clients may change, resulting in fewer projects to compete for.
- Unexpected delays in project permitting and execution.
- Challenges surrounding navigating changing or misaligned regulations across jurisdictions.



Time Horizon
Short, Medium & Long



Priority
Medium, High

Our Response:

- Our Regulatory Team stays abreast of evolving, new, or changing standards, policies, and regulations, publishing our findings in our monthly Regulatory Bulletin.
- We maintain close relationships with regulators to progress and support policy development.
- Our team in the Caribbean works closely with the government, the Environmental Protection Department, and industry to set new standards for reclaimed water in Barbados.
- Our clients operate in diverse industries with a portion facing lesser impact from emission regulations.

TRANSITIONAL RISKS: TECHNOLOGY

Availability to research, purchase, test, and/or implement successful emission-reducing technology in a timely manner

Projected Impacts:

- Financial cost of purchasing and testing new technology.
- Financial implications if we assess and pilot unsuccessful or unmarketable technology.
- Resource availability to research, trial, and stay abreast of technology advancements.



Time Horizon
Short



Priority
Low, Medium

Our Response:

- We identify strategic partners and suppliers to foster collaboration and facilitate the exchange of knowledge regarding emerging technologies.
- Prior to investing in researching and trialing new technology, we ensure a comprehensive understanding of market demand.

Emissions Reduction & Climate Change


TRANSITIONAL RISKS: REPUTATIONAL

Stakeholder perceptions of the organization and increased expectations to adopt practices that support the transition to a lower carbon economy

Projected Impacts:

- Greater scrutiny over the impact of our client’s projects.
- Distrust from communities or stakeholders due to our involvement in certain industries or projects.

 **Time Horizon**
Medium & Long

 **Priority**
Medium, High

Our Response:

- Expanded support in the Caribbean, providing sustainable solutions to those facing significant impacts from climate change.
- We engage with local communities for employment opportunities, charitable support, or volunteering initiatives.
- Our annual ESG Report enhances accountability and transparency by showcasing our operations, commitments, and progress towards our targets.
- We maintain active engagement and communication with our stakeholders regarding our activities and pursuit of projects.


TRANSITIONAL RISKS: MARKETS

Reduction in demand for fossil fuel-related products or energy sources as consumers opt for lower emission-intensive or renewable options

Projected Impacts:

- Financial as project economics and the type of projects we compete for may change.
- Resource availability and workforce skillset.

 **Time Horizon**
Short, Medium & Long

 **Priority**
Low, Medium

Our Response:

- We maintain and actively pursue a diverse portfolio of projects and clients, which vary by industry and geography.
- Our footprint throughout the Caribbean and our ability to support design, build, operate, and finance services has grown due to the acquisition of Ecohesion.
- We actively seek projects and opportunities that support the energy transition and employees and strategic partners with a breadth of experience in these areas.

Emissions Reduction & Climate Change

TRANSITIONAL RISKS: MARKETS

Market volatility due to weather or geopolitics

Projected Impacts:

- Project costs and schedule delays.
- Supply chain continuity and reliability.
- Revenue variability due to currency fluctuation.



Time Horizon
Short, Medium & Long



Priority
Low, Medium, High

Our Response:

- Utilize local neighboring suppliers and resources.
- Accommodate potential delays in project planning and maintain consistent communication with clients through timely schedule updates.
- Continuously monitor financial and commodity markets.

PHYSICAL RISKS: ACUTE

Extreme weather events such as flooding, fires or harsh cold

Projected Impacts:

- Project design, cost, and schedule.
- Equipment and infrastructure damage.
- Field work employee and contractor safety.
- Supply chain continuity and reliability.



Time Horizon
Short, Medium & Long



Priority
High

Our Response:

- Conduct client-facing risk assessments and critical path evaluations to determine the client's risk tolerance, address project-related risks and provide upfront climate-resilient design guidance.
- Our employees and trusted partners possess diverse skills and expertise to develop sustainable, resilient design and infrastructure to evolving conditions.
- Allowances are built within project schedules to accommodate extreme weather events.
- Our field employees perform daily hazard assessments, proactively identify mobile telephone dead spots, and maintain proper personal protective equipment (PPE).
- HSE management develops site specific emergency response plans that include climate-related weather risks.

PHYSICAL RISKS: CHRONIC

Changes in mean temperatures and increased weather variability

Projected Impacts:

- Siting locations for client projects.
- Financial as project economics may change, thus resulting in fewer projects to compete for.



Time Horizon
Medium & Long



Priority
Low, Medium, High

Our Response:

- Implement forecasting and modelling tools to determine optimal project design and siting locations.
- Continue producing our bi-annual Water Bulletin advising stakeholders on evolving water and weather-related risks.

Emissions Reduction & Climate Change

Climate-Related Opportunities

Opportunity	Our Response
<p>Resource Efficiency</p> <p>Investigate operations and explore initiatives to improve or reduce inefficiencies and resource wastage in day-to-day activities and processes, including energy, materials, water, and waste.</p>	<ul style="list-style-type: none"> • We equip our employees and clients with the necessary tools to explore efficiencies and circular economy enhancements within project systems. These tools encompass concepts such as extracting critical minerals from waste, passive industrial water treatments, waste heat capture, and water reuse and resiliency.
<p>Energy Sources</p> <p>The demand for low-emission energy sources is expected to grow. Investigating and implementing lower-emission or alternative energy sources will support the displacement of operational emissions.</p>	<ul style="list-style-type: none"> • We empower our clients to navigate the low-carbon economy by providing comprehensive insights into decarbonization and renewable energy systems, including wind, solar, and energy storage. Our guidance encompasses system efficiencies, yields, CAPEX and OPEX forecasting, as well as proficient project planning, management, and procurement.
<p>Products and Services</p> <p>Innovating and developing new low-emission products, services and design processes to enhance competitive standing and leverage evolving consumer and producer preferences.</p>	<ul style="list-style-type: none"> • We pursue opportunities and support industries, regions, and clients that are faced with challenges associated with climate change and the energy transition. Our comprehensive range of services encompasses regulatory, civil, mechanical, process, and electrical engineering, all geared toward promoting resource efficiency and the reduction of carbon emissions through the design and construction of sustainable and climate-resilient infrastructure. • Our ESG and decarbonization advisory services aid our clients in addressing and communicating the risks and opportunities associated with climate-related matters. • Our array of regulatory and consultative offerings help carbon-intensive sectors provide the energy, metals, and minerals necessary for the energy transition in an environmentally conscious way.
<p>Markets</p> <p>With a global shift towards a lower-carbon economy, new markets and products may arise that support the diversification of current activities. Collaboration with industry, government, and the community to access capital and funding arises to help support the progression of change.</p>	<ul style="list-style-type: none"> • With the strategic acquisition of Ecohesion, we have broadened our market presence into a developing area that is at the forefront of climate change impacts. This expansion not only extends our geographic reach and diversification of projects but also enhances career prospects for our North American, Barbadian, and Caribbean professionals, offering them the chance to collaborate on global projects.
<p>Resilience</p> <p>Adopting a nimble and adaptive approach to climate change fosters effective risk management and the ability to capitalize on emerging prospects.</p>	<ul style="list-style-type: none"> • Remaining attuned to regulatory changes and market trends across our geographical reach and employing personnel with expertise and skills in transitional sectors, we are well-positioned with our clients to be a trusted partner in their journey to a low carbon economy.

Sustainable Natural Resource Development



Water

Our business was born from the belief that managing natural resources from a sustainable lens is essential to ensure availability for all. With a passion for water, our primary focus centers on implementing effective water treatment, recycling, reclamation, storage, and reuse opportunities that encourage the responsible management of water resources.

Our team of water treatment experts carefully assesses each project’s requirements and siting conditions to tailor and optimize treatment plans for each client. We explore a range of solutions,

from passive to active methods, including membrane bioreactors, water distillation, saturated rock fill, and reverse osmosis, all while considering the environmental and economic aspects of water treatment, recycling, and reuse.

Recognizing the pivotal role water serves in many industries, we are committed to building resiliency in our clients’ water management plans, strategies, and infrastructure. We leveraged our Integrated Sustainability developed program, GeoCATA, to help clients identify water allocations, determine siting locations, and support compliance reporting. Additionally, we use hydrological and hydraulic modelling tools to predict the availability and rate of water, both quantitatively and qualitatively, in streams or reservoirs. These insights help to empower decision-makers in water-reliant activities, guiding them towards more informed and sustainable choices. With support from our Regulatory Team, we develop holistic water strategies that evaluate all potential alternative water source options from a logistical and economic standpoint. This approach helps our clients optimize water efficiency, minimize environmental impacts, and comply with water conservation policies and directives.

PROJECT PROFILE

Empowering Local Food Security: Skid-Mounted Treatment Systems for Indoor Hydroponics

Expanding into agriculture, we supported Intravision in the design-build service for skid-mounted nutrient water treatment systems for an indoor hydroponics farm. The system enables local food production in climate-controlled conditions, significantly enhancing localized food security and growth yield. Additionally, it effectively reduces water usage and nutrient loading in waterways through agricultural runoff pathways and improves the efficiency of the nutrient recycling system.



Sustainable Natural Resource Development

PROJECT PROFILE

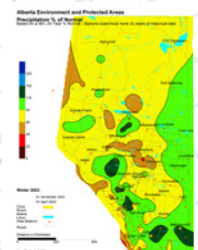
Reshaping Water Management in the Hospitality Industry

In 2022 we successfully designed a wastewater treatment facility for the renowned Sam Lords Castle in Barbados, with installation and operation commencing in 2023. Maintaining a small design footprint, we utilized Membrane Bioreactor (MBR) and Membrane Aerated Biofilm Reactor (MABR) technology to efficiently treat wastewater and generate approximately 1,500 m³/day of high-quality effluent. The reclaimed water is repurposed for irrigation across the hotel's 28 acres property, reducing its reliance on potable water and supporting aquifer recharge to provide potable water to nearby communities.



Water Bulletin

Annually, Integrated Sustainability produces a Water Security Bulletin featuring current water conditions, challenges, and risks for companies with water-reliant activities. Our 2022 issue, developed by our senior hydrologist Ian Grant M.Sc., P.Geo., focused on precipitation conditions and the seasonal outlook for Alberta in 2022.



[Download the latest issue now!](#)

Sustainable Natural Resource Development



Land & Biodiversity

To minimize land and biodiversity disruption, we focus on identifying solutions that prioritize environmental conservation. As part of applicable projects, thorough desktop and site assessments are conducted to identify critical species, water bodies, and habitats. These valuable insights are integrated into our solutions, guiding us to recommend optimal site and design parameters that prevent adverse disruption, mitigate environmental impacts, avoid ecologically sensitive zones, and maintain compliance with all relevant regulatory guidelines. Embracing responsible practices, we strive to protect and preserve the delicate balance of nature while supporting our client’s growth and development sustainably and encouraging them to consider the revitalization of land at the end of the project lifecycle.

PROJECT PROFILE

Innovative Conservation Solutions: Marine Protection and Economic Growth in St. Lucia

In a unique project funded by the Global Environment Facility, Integrated Sustainability collaborated with the Government of St. Lucia’s Department of Sustainable Development to assess marine and coastal resources along the country’s southeast coast. Our goal was to enhance the framework for protected area management, resulting in improved sustainable management planning that incorporates considerations for biodiversity conservation in marine and coastal ecosystems. Additionally, the project integrated biodiversity conservation in the sustainable management of regional mangroves and coastal ecosystems, proposed two Marine Protected Areas (MPAs) based on gathered data and assessments, and introduced innovative sustainable financing methods for conservation and economic development in the southeast coastal region of the island.



Sustainable Natural Resource Development

Circular Economy

With deep expertise in sustainable infrastructure development, we consistently look for ways to transform waste into valuable new resources. Our efforts encompass a wide spectrum of activities, from utilizing waste heat and constructing infrastructure for storing produced water, intended for reuse and mineral extraction. This commitment to innovation empowers us to explore alternative sources, contributing to shaping a more sustainable future in alignment with circular economy principles.

PROJECT PROFILE

Sustainable Resource Exploration: Finding Value from Waste Streams

In our pursuit of enhancing the operational practices of our oil and gas client's management of flowback and produced water, we identified an opportunity to extract value from an existing waste stream. Recognizing the impending scarcity of critical minerals, such as lithium, amidst the ongoing energy transition, we collaborated with our clients and engaged Natural Resources Canada to map the prevalence of lithium within brine fluids and produced waters across areas of the Western Canadian Sedimentary Basin. Building upon this endeavor, we are set to finalize a comprehensive technical and economic feasibility study by 2023.



Social

Our Philosophy

Our purpose revolves around protecting resources, empowering people, and promoting safe and responsible operations. We build supportive relationships with our employees, partners, and communities through open communication, transparency, and an aligned purpose to create a sustainable and positive future.

2022 Achievements



Achieved a TRIF rate of Zero (0)



Established a Diversity, Equity, Inclusion (DEI) Policy



Maintained no recordable incidents in 2022



Instituted an Indigenous Procurement Policy



Achieved 38% representation of women in Professional and/or Supervisory roles



Organized 5 fundraising events and contributed 69 volunteer hours

2023+ Targets



Develop a **baseline** of DEI metrics for our current and prospective employees **in 2023**, utilizing this information to further inform our **DEI strategy in 2024**.



Participate in at least **six volunteer** and/or fundraising initiatives **annually**.



Minimum 40% women in Professional and/or Supervisory roles **by 2024**.



All employees will review and sign off on the hazards and implemented controls relevant to their individual roles in the company **annually**.



Support at least **two Energy for All** projects **by 2026**.

- One international project
- One project supporting a local Indigenous community



Host **one** mental health and/or wellness-based activity **per month** to encourage and support employee wellbeing.



Diversity, Equity, & Inclusion

Equality

As an employee-owned company, we are committed to embracing, engaging, and empowering all members of our team. We strive to build an inclusive and collaborative culture that values every employee’s unique background, expertise, skills, and passions, enabling us to unite as leaders in innovative solutions.



We recognize that achieving our vision hinges on our ability to attract and retain a broad spectrum of talent. By providing opportunities for personal and professional growth and creating an environment where people can be their authentic selves at work without fear of judgment or discrimination, we enable our people to thrive and contribute meaningfully to our collective success.

Promoting pay equality for all individuals in the workplace has remained an intentional and active goal since our Company’s inception. In 2021 we commenced bi-annual equity assessments⁴ focusing on inclusivity across all demographics.

41% Women in Workforce

25% Women in Supervisory and Professional Positions

Our “Bias in the Workforce” session was profoundly insightful, delving into the complexities of conscious and unconscious biases and highlighting the various bias traps we can unintentionally fall into. During the session, we openly discussed the prevalent biases experienced in the office, aiming to raise awareness and cultivate a more inclusive and equitable workplace.



⁴ Biannual equity assessments are currently performed for our North American employees.

Diversity, Equity, & Inclusion

Engagement

Our collaborative culture starts with maintaining consistent communication and providing ample opportunities to connect across our organization. This level of engagement encourages our people to ask questions, learn about new projects and initiatives, and connect with managers and our Leadership Team.

Brewed Awakening: Every week, we host a 30-minute, company-wide coffee meeting to recognize individuals for outstanding achievements and discuss project wins and current project challenges and successes.

Triannual (1-5-9) Townhalls: We host a company-wide townhall in January, May, and September to inform employees of our company strategy, social and financial updates, and project details.

Performance Management: Our performance management program provides quarterly checkpoints between employees and managers for goal setting, addressing challenges, and recognizing career development and growth prospects.

Coffee Chats: Brought back after a hiatus during Covid-19, colleagues are matched anonymously and encouraged to connect over coffee, strengthening bonds and building relationships.

Lunch and Learns: These sessions offer employees a chance to explore a wide array of topics, promoting continuous learning.

Achieving a healthy work-life balance is paramount for our employees' engagement. As consultants, we work incredibly hard to achieve deadlines and identify solutions for our client's challenges. As such, we offer equivalent time off for approved overtime worked to acknowledge our employees' dedication. Additionally, we promote a flexible work schedule, encouraging our team to embrace "Freedom Fridays" to create or extend long weekends throughout the year.



Consistently, our team delivers exceptional and unforgettable events, serving as a catalyst to connect our employees year-round.

Annual Family Summer BBQ and Camp Out: Hosted at our president's farm, this gathering offers our team the opportunity to forge bonds with colleagues and their families.

Christmas Party Festivities: A cultural cornerstone of our organization, the Christmas Party connects our employees and celebrates the year of hard work.

Cake Club Delights: In our Calgary office, Cake Club unites culinary enthusiasts and indulges members with a delicious treat every week.

Brew and View Thought Sessions: These sessions encourage employees to unwind and indulge in a thought-provoking Ted Talk curated by colleagues. In-depth and meaningful conversations naturally unfold following the viewing.

Calgary Corporate Challenge Unity: Employees across the Calgary office joined forces in the 2022 Calgary Corporate Challenge, fostering camaraderie and cross-department bonds while contributing to a good cause.

Diversity, Equity, & Inclusion

Empowerment

As our breadth of projects expands, our employees actively engage in opportunities to embrace novel and exciting challenges. By nurturing talents and encouraging creativity, we unlock limitless possibilities that will lead us to even greater heights of success. This approach enriches employee experience and underpins our commitment to fostering a thriving work environment that supports individual growth and retention within our organization.

To support leadership and public speaking skill development, we extend opportunities to present at company-wide meetings and share passions through lunch and learn sessions to employees at all levels. In the field, we encourage a culture of coaching by pairing less experienced employees with mentors for field rotations.

Engaging youth through our Student Program injects vibrancy and new perspectives into our organization. Since the inception of our program in 2012, Integrated Sustainability has hired 17 co-op students.



“The team at Integrated has fostered my growth and has exposed me to unique opportunities for learning and personal development. With a dynamic and supportive environment, the Company has helped me build confidence and embrace new challenges.”

– Frankie Duong, Administrative Assistant

Recognition

Empowering our employees through recognition and awards is deeply ingrained in our culture. At our company-wide meetings, we recognize and celebrate outstanding accomplishments and encourage all employees to express gratitude for a colleague’s support or exceptional performance. Throughout the year, we honour individuals or groups with awards and trophies that are passed down year after year as a testament to their remarkable contributions and lasting impact on our organization.



Health, Safety, & Well-being

Unwavering Support

Fundamental to our organization is an unwavering emphasis on our people's health, safety, and well-being. We prioritize mental and physical health, fostering a culture that encourages vulnerability, embraces accountability, and remains committed to a safe and responsible working environment.



0 Hours Lost Time To Injuries Since Inception in 2012

While sustainability and ESG discussions often concentrate on environmental aspects, we recognize the intricate link that health, safety, and well-being play in our employees, projects, and operational performance. By prioritizing the health and safety of our workforce, we fortify the resilience of our organization, laying a strong foundation for continued growth and success.

Communication

Effective communication is a critical component of our robust safety culture. We leverage our weekly company-wide meetings and 1-5-9 townhalls as platforms to share invaluable lessons learned, safety moments, and vital safety statistics. By consistently incorporating health and safety into conversations, we create a culture of vigilance and responsibility toward maintaining a safe work environment.

Our Community, Health, Environment, Wellness, and Safety (CHEWS) Committee fully complies with Alberta's OHS legislated requirements and convenes regularly to address pertinent issues related to its designated areas. Comprising employees from diverse departments and geographical locations, the committee benefits from an array of perspectives. With representation from our Leadership Team, the committee establishes a direct link for distributing health and safety information to the highest levels of our organization. This linkage ensures that concerns



are thoroughly discussed, addressed, and integrated into our decision-making processes, reflecting our unwavering commitment to the well-being of our employees across the organization.

We are working towards integrating our Caribbean operations into our CHEWS Committee. At this time, our team follows the Barbados Safety and Health at Work Act.

Wellness Programs & Initiatives

March Madness is a distinct, highly competitive, team-based event that engages and connects our employees while promoting health, safety, and well-being. Organized by our CHEWS Committee, this annual initiative randomly assigns employees into three teams, uniting them in their goal to accumulate the highest number of points through various social, community, safety, and training activities.



7th Annual Edition of March Madness in 2022

To reflect our commitment to developing an environment that supports our employees' well-being, we host a 1-hour yoga session every Tuesday in our Calgary office. Additionally, as a part of our comprehensive benefits package, we offer confidential counselling to provide employees with access to professional support when they need it most.

Health, Safety, & Well-being

Certificate of Recognition (COR) Audit

Our Health and Safety Management System annually undergoes evaluation through the Certificate of Recognition (COR) audit process. A COR certificate signifies that certified auditors have rigorously assessed our system and that it aligns with the highest provincial standards. Since 2012, our inaugural audit, we have consistently achieved scores greater than 90%, which we attribute to effective health and safety communications with our employees and the utilization of the SiteDocs system. This digital platform allows our employees to submit health and safety forms, conduct daily field hazard assessments, and access policies and manuals whenever necessary.

HSE Training

In 2022, our focus shifted to collaboration and strengthening our safety culture. To support this ambition, we expanded training to supervisors and field-mobilized employees, offering comprehensive sessions to prepare them for daily job tasks. Our training program encompasses both internal orientations and external training opportunities, ensuring we equip our staff with the necessary knowledge and skills to excel in their roles. For field-related tasks, we provide new employees with practical demonstrations and hands-on mentoring in the field. This approach helps build skills and confidence, enabling them to carry out their future fieldwork safely and effectively.



Community Engagement & Building Authentic Relationships

Indigenous Engagement

At Integrated Sustainability, we are committed to making a meaningful difference by addressing society’s most pressing challenges through bold yet practical solutions and acknowledging our responsibility in advancing the objectives outlined by the Truth and Reconciliation Commission of Canada.

A crucial tenet of this approach is the establishment of long-lasting and productive partnerships with Indigenous businesses and communities. By engaging in ongoing collaboration with partners, local communities, government, First Nations, Métis, and Inuit Peoples, we strive to comprehensively understand areas of concern, support funding applications, effectively manage project impacts, and recognize opportunities that generate shared value. With a collective passion for environmental stewardship, our united endeavor goes beyond bolstering the development and prosperity of local communities. It also reflects our dedication and conscious pursuit of our purpose to empower lives, build resiliency, and protect our most precious resources.

We recognize that achieving sustainable, environmental, and socially conscious solutions requires a commitment to understanding and honouring the diverse perspectives and unique cultural aspects of the Indigenous communities we work with. To demonstrate our commitment, we developed and released policies that promote meaningful collaboration and foster inclusive partnerships.

Indigenous Procurement Policy

Released in early 2022, our Indigenous Procurement Policy promotes the inclusion of Indigenous companies and suppliers in our projects. Through these efforts, we strive to prioritize the engagement and utilization of local people and resources while continuing to build our network of trusted Indigenous companies and contractors.

PROJECT PROFILE

From Feasibility to Future: Strengthening Partnerships with ?Akisq’nuK First Nation and Indigenous Services Canada

Our relationship with Indigenous Services Canada and the ?Akisq’nuK First Nation started in 2021, with our company providing advisory services to assist in completing and submitting a feasibility funding application to evaluate and address the community’s septage management options. As our partnership evolved, we gathered valuable field data and samples to support the future design of the septage lagoon upgrade. Currently, we are working with ?Aqisk’nuK to support their efforts in securing additional funding to move the project forward to detailed design.



Community Engagement & Building Authentic Relationships

Indigenous Engagement Policy

In 2022, we advanced the development of our Indigenous Engagement Policy which ties our foundational principles of safety, trust, respect, and integrity to our interactions and collaborations with First Nations, Métis, and Inuit communities.

Driven by our steadfast dedication to sustainable infrastructure development and active community engagement, Integrated Sustainability garnered the attention of Verious Consulting Inc., who sought us out as a strategic partner for a business owned by West Moberley First Nation members. This opportunity exemplifies our mutual commitment to fostering meaningful connections and impactful collaborations.

National Truth & Reconciliation Day

On September 30th, Canada’s National Day for Truth and Reconciliation, we honour, reflect, and acknowledge the profound effect of Residential Schools and their harrowing impact on Indigenous communities and families across the country.

To help facilitate awareness and engagement among our employees, we circulated resources and details about local events in the week leading up to September 30th. Recommended by employees inspired by a speech from Nikki Sanchez at the Energy Disruptors Conference, we held a company-wide viewing of Nikki’s Ted Talk, ‘Decolonization is for Everyone.’ This video sparked reflective discussions on Canada’s history and ideas for contributing to a decolonized, sustainable, and equitable future. By leveraging the wisdom and perspective shared in the Ted Talk, we seek to make a tangible and lasting difference in pursuing a more inclusive and fair society.

PROJECT PROFILE

Assessing Water and Wastewater Systems: Annual Inspections in Northern B.C. Indigenous Communities

For the second consecutive year, we conducted the annual performance inspection for 91 domestic potable water and wastewater systems across 33 Indigenous communities in Northern British Columbia. Building off the relationships we developed in 2021, our team was warmly welcomed in each community, engaging in discussions to address concerns regarding system performance, data monitoring, and maintenance status. Through this process, we identified specific training needs to enhance system efficiency and the communities’ water and wastewater management operations and communicated recommendations to Indigenous Services Canada on how to collaboratively work with communities to address identified deficiencies.



Community Engagement & Building Authentic Relationships

Community & Stakeholder Engagement

Recognizing the significance of building genuine connections, we tailor our interactions with each stakeholder to meet their unique needs and preferences. From clients and regulators to community partners, we strive to develop supportive relationships that help drive positive change.

Our stakeholder engagement activities take various forms, including:

- Hosting virtual or in-person meetings
- Issuing our Regulatory and Water Bulletins
- Performing stakeholder engagement workshops
- Participating in community events
- Attending industry conferences



Our Company takes pride in engaging in impactful initiatives that give back to the community. Our efforts encompass a variety of activities, including fundraising campaigns and in-person volunteering opportunities, which enable our employees to connect with and support organizations making a meaningful impact.



Our commitment to community engagement is reflected throughout the year in our quarterly blood drives and fundraising for Energy for All, a non-profit organization Integrated Sustainability has partnered with since 2015. Through our hockey draft, Christmas raffle, silent auction, and summer BBQ pie-in-the-face initiatives, we raised over \$4,200. These funds are instrumental in supporting Energy for All’s mission to improve worldwide health by providing clean water and renewable energy through environmentally sustainable means. Aligned with our 2023 and beyond targets, our support for Energy for All is anticipated to grow and include voluntary administrative, engineering and advisory services.

Throughout the year, we actively seek out programs and initiatives for employee participation, including a clothing drive for Dress for Success in March, a food drive for the Veterans Food Bank of Calgary in November, and a Christmas Prize drive for Scenic Acres Seniors Center in December.

In August, we participated in The Little Cleanup (TLC) program offered by the City of Calgary, where a group of employees dedicated their lunch hour to cleaning up areas around Eau Claire, the Bow River, and Prince’s Island Park.

Rounding out the year, our team spread some holiday cheer through a volunteering initiative at Inn from the Cold in December, helping families prepare for the holiday season.

Governance

Our Philosophy

The principles of integrity, transparency, and professionalism form the foundational structure of our governance, reinforcing our dedication to upholding the highest standards.

Supported by our comprehensive corporate policies, this commitment propels responsible, sustainable, and long-term growth for our organization, fostering trust among stakeholders.

2022 Achievements



Secured the Integrated Sustainability .com domain to demonstrate a credible global presence for international clients.



Established multi-divisional ESG Committee.



Expanded software capabilities for water monitoring, GHG quantification, and hydrological modelling.



Integrated Ecohesion's organizational framework, and moved into new combined offices in St. Michael, Barbados.

2022 Office Locations



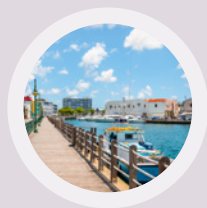
Calgary



Vancouver



Bermuda



Barbados

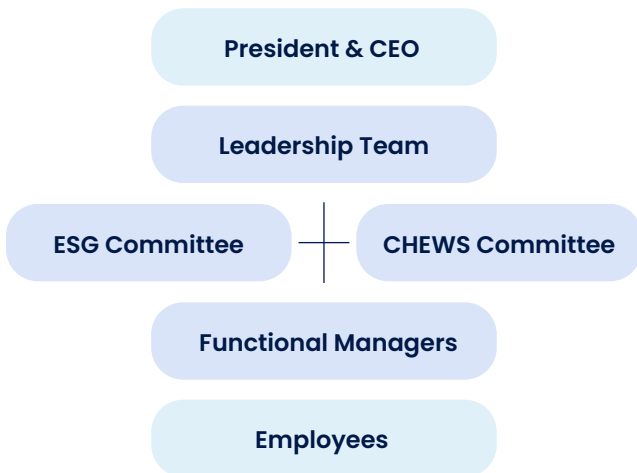


ESG Oversight

Integrated Leadership

Integrated Sustainability’s success intricately ties to our commitment to safeguarding people and natural resources through sustainable development. ESG considerations are not just a checkbox; they are inherent to our culture and seamlessly integrated into our decision-making processes.

The Leadership Team is responsible for the stewardship of our Company and is instrumental in setting our strategic plan and overseeing our risk profile. Meeting weekly, this team remains well-informed of operational concerns, challenges, and successes. As we continue integrating elements of ESG and sustainability into our operations, our Leadership Team and their subsequent functional managers are responsible for progressing new and innovative initiatives and opportunities.



Annually, our organizational leaders unite to define strategic pillars that shape our trajectory. Over the past two years, a pivotal pillar has centered on strengthening our commitment to sustainability and ESG principles throughout our business and into our infrastructure opportunities. We actively equip our team with the resources and tools to drive informed decisions while implementing resilient designs and encouraging ESG integration across all aspects of our projects.

Committees

Our ESG Committee comprises two leadership members and employees across our organization. Throughout 2022, this committee played a crucial role in reviewing, refining, and proposing new ESG goals and targets to the Leadership Team. The collaborative nature of this approach, involving diverse perspectives, ensures our targets are inclusive, ambitious, and address our priority focus areas.

To ensure awareness and integration of target progress within our organization, various committee members are accountable for monitoring and reporting the advancement of ESG targets. The results of which are shared at our company-wide meetings.

Our CHEWS (Community, Health, Environment, Wellness, and Safety) Committee focuses on the health and safety of our employees, environment, and communities in which we operate. With a leadership member actively participating in each meeting, discussions regarding health and safety statistics, community concerns, and environmental challenges are effectively communicated to the broader Leadership Team.

Leadership Team Composition

Our team encompasses a spectrum of skills, experience, and perspectives, mirroring the diverse nature of our business and our anticipated areas of growth. Our section criteria prioritize merit and the incorporation of unique expertise that enhances the team’s value. While we do not have specific diversity and inclusion targets, women represent 25% of our Leadership Team.

As of 2022, Integrated Sustainability marks 12 years of operational excellence. Over 85% of leadership members have been with the organization for seven or more years, which stands as a testament to their unwavering commitment to our shared mission, purpose, and continued success.

Partnerships that Enable Impactful Change Through Innovation

Strategic Alliances

As an integral part of our governance, we prioritize building and strengthening strategic partnerships, fostering an environment conducive to innovative growth. As entrepreneurial leaders, we seek relationships with individuals and companies aligned with our vision but possess unique skills to influence change and support evolving challenges due to climate change and the energy transition. These partnerships drive collaboration and forward-thinking initiatives, propelling us toward new levels of success and expansion as we remain at the forefront of innovation and technology.



Ecohesion

In 2022, our acquisition of Ecohesion amplified our capabilities to support areas significantly impacted by climate change. With a wealth of expertise surrounding residential, commercial, and industrial wastewater treatment, and a large and knowledgeable team in the Caribbean, our capacity to support the region across various industries, challenges, and constraints has expanded immensely.

Random Acronym

Random Acronym, a subsidiary of Integrated Sustainability, uniquely focuses on the collection, storage, and analysis of customizable data across a variety of industries and regions. Through our three core centralized systems, [WaterTracker](#), [IoT](#), and [GeoCATA](#), we support the specific needs of our clients by providing accessible data and analysis tools to help monitor and identify decision-useful information.



PROJECT PROFILE

Enhancing Accessibility and Transparency in Environmental Reporting



Over the last year, Random Acronym developed the Environmental Approval Reporting System (EARS) in partnership with an Alberta oilsands operator to collect, store, and report data related to an Environmental Protection and Enhancement Act approval. EARS serves as a single access point for all stakeholders to access, track, and interact with data, including conditions, reports, supplemental information requests, maps, and tables. Regulatory bodies are considering EARS as a mechanism for providing complex reporting activities and enhancing transparency in interactions between regulators and approval holders.

Risk Management

Compliance Processes

The responsibility of risk assessment, management, and compliance is shared among all employees. Our Health and Safety Management System, Project Delivery System, and Regulatory Team are instrumental in supporting our team's ability to monitor, mitigate, and control project, field, and corporate risk exposure.

We uphold a robust Project Delivery System featuring specialized templates and guidelines tailored to projects of all sizes. This system establishes clear expectations for our project managers and offers a practical yet structured approach to project execution. Regular check-ins with our Manager of Projects and project controllers, along with tools for risk assessment spanning proposal to execution phases, equip our project managers with the means to mitigate risks and achieve exceptional quality deliverables.

Health and Safety Management

Our comprehensive Health and Safety Management System encompasses occupational health, safety, and environmental protection, providing our employees with clear guidelines,



procedures, policies, and relevant training. Our HSE Manager actively supports all projects with a fieldwork element, working closely with employees to ensure their training is up to date and the appropriate forms, such as daily hazard assessments, are adequately completed and reviewed. All incidents are swiftly reported to the HSE Manager and reviewed during CHEWS Committee meetings, with the HSE Manager and Leadership Team addressing significant issues.

To maintain the highest safety standards, all suppliers and contractors undergo thorough prequalification processes to ensure alignment with our stringent health and safety expectations. Using the ComplyWorks system, we diligently evaluate and monitor contractors' performance within projects, effectively mitigating future risk exposure and promoting project safety.

Regulatory Excellence

Recognizing the potential impact of regulations, legislation, and policy changes on our projects and clients, our dedicated Regulatory Team remains steadfast in monitoring and promptly communicating up-to-date information. Internally, this team highlights significant or anticipated changes during our weekly company-wide meetings, while externally, we share this information through our Regulatory Bulletin. Our proactive communication contributes to de-risking our projects and provides clients with decision-useful insights to navigate the evolving landscape effectively.

As emphasized in the Emission Reduction and Climate Change section, climate risks remain a growing concern in our risk management program. These risks may have a significant impact on our business, clients, and projects, especially in the Caribbean. To effectively mitigate and plan for these risks, we incorporate considerations regarding extreme weather, supply chain disruptions, and potential schedule delays into our project risk registers and factor these risks into our field programs to ensure the safety of our employees.

Risk Management

Ethical Oversight

Integrated Sustainability has established a robust set of corporate governance policies and a Code of Ethical Conduct to promote accountability, integrity, and transparency throughout the organization. These measures reflect our unwavering commitment to upholding the highest ethical standards and compliance practices. As part of this commitment, we require all new employees to review each policy to solidify a shared understanding of our values, principles, and expectations.

ESG-Related Policies include:

- Anti-Corruption and Anti-Bribery Policy
- Code of Ethical Conduct
- Diversity, Equity, and Inclusion Policy
- Information and Technology Policy
- Health, Safety, and Environment Policy
- Indigenous Engagement Policy
- Indigenous Procurement Policy
- Violence and Harassment Prevention Policy

We have a zero-tolerance policy for any form of discrimination. Incidents and complaints of workplace violence, harassment, or discrimination are promptly and impartially investigated, with dedicated support provided to the victim(s) or complainants.



Data & Indices



Performance Table

	Units	2018	2019	2020	2021	2022
Activity						
Number of Active Projects	#, number	170	151	113	114	165
Number of Commissioned Projects	#, number	101	90	69	60	77w
Projects						
Environmental Impacts of Project Development						
Number of incident of non-compliance with environmental permits, standards, and regulations	#, number	1	0	0	0	0
Structural Integrity & Safety						
Amount of defect- and safety-related rework costs ¹	CAD \$	NR	NR	NR	NR	NR
Total amount of monetary losses, as a result of legal proceedings associated with defect- and safety-related incidents	CAD \$	0	0	0	0	0
Lifecycle Impacts of Buildings & Infrastructure						
Number of commissioned projects certified to a third-party multi-attribute sustainability standard	#, number	0	0	0	0	0
Number of active projects seeking such certification	#, number	0	0	0	0	0
Environment						
Energy						
Direct Energy Consumption	GJ	939	1,658	1,647	1,155	1,448
Indirect Energy Consumption	GJ	2,391	2,503	1,957	1,914	1,838
Total Energy Consumption (Direct & Indirect)	GJ	3,329	4,161	3,604	3,069	3,286
Emissions ^{2,3,4,5,6,7}						
Scope 1 Emissions	Tonnes CO ₂ e	47.3	83.5	82.9	111.3	86.3
Scope 2 Emissions	Tonnes CO ₂ e	314.2	327.6	210.1	198.9	186.4
Scope 1 and Scope 2 Emissions	Tonnes CO ₂ e	361.5	411.0	293.0	310.1	272.7
Scope 1 and Scope 2 Emission Intensity	Tonnes CO ₂ e/ Employee	3.5	3.8	3.0	3.0	2.5
Social						
Workforce Health and Safety						
Total Recordable Incident Rate (TRIR)	Number	0	1.08	0	0.83	0
Contractor Recordable Incident Rate (TRIR)	Number	0	0	0	0	0
Employee Recordable Incident Rate (TRIR)	Number	0	1.08	0	0.83	0
Total Fatalities	Number	0	0	0	0	0
Contractor Fatalities	Number	0	0	0	0	0
Employee Fatalities	Number	0	0	0	0	0
Workforce ⁸						
Workforce (Permanent)	Count	103	108	99	102	110
Workforce (Contract)	Count	NR	17	25	37	15
New Employee Hires (permanent)	Count	40	15	11	21	32
New Employee Hires (seasonal/temporary)	Count	NR	16	0	57	1

	Units	2018	2019	2020	2021	2022
Employees Age Diversity						
Under 30	Count	21	24	15	16	18
30 to 50	Count	72	73	69	73	82
Over 50	Count	10	11	15	13	10
Gender Diversity						
Women in Workforce	Percentage (%)	38%	40%	42%	40%	41%
Women in Supervisory and Professional Positions ⁹	Percentage (%)	37%	37%	38%	37%	25%
Women in Management and Executive Positions	Percentage (%)	12%	12%	13%	15%	8%
Education and Training						
Training	\$	\$18,676.00	\$11,475.00	\$20,272.00	\$22,994.00	\$17,943.00
Communities						
Community Investment	\$	\$2,500.00	\$17,146.35	NR	\$2,650.00	\$7,110.00
Governance						
Business Ethics						
Number of (1) active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	#, number, \$	0	0	0	0	0
Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	\$	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Notes						
<p>1. Integrated Sustainability is working to track safety and defect-related re-work in a consistent manner.</p> <p>2. The information provided for corporate electricity, water, and natural gas is based on our proportionate share of our Calgary office building square footage, as each floor is not individually metered.</p> <p>3. Energy consumption in our Vancouver office is based on our proportionate share of the building square footage, and includes electricity and heating via steam. No natural gas is used in Vancouver.</p> <p>4. Energy Consumption in our Barbados office is based on our proportionate share of the building square footage, and includes electricity . No natural gas is used.</p> <p>5. In September 2022, Integrated Sustainability acquired Ecohesion. As of that date, emission sources available such as electricity for our office building is included in the performance table.</p> <p>6. Natural gas consumption for vehicles encompasses our corporate truck and leased or rental vehicles. The volume of gas purchased in liters is recorded daily by our field employees through SiteDoc forms and aggregated annually. While our corporate vehicle is a standard Ford truck, to calculate the equivalent CO₂ from the liters of gas purchased, we assume a similar vehicle is used for rentals and leased vehicles. Additionally, as the fuel input process is manual, we recognize that some inaccuracies in volume tracking may occur.</p> <p>7. Integrated Sustainability follows the GHG Protocol to report Scope 1 and Scope 2 emissions.</p> <p>8. Workforce data, including the number of employees, diversity, and age are taken on Dec 31, 2022. At this time, this information does not include our employees in the Caribbean.</p> <p>9. Women in supervisory roles include those that direct work and those in professional positions include Professional Engineers (P.Eng), Biologists (P.Bio), Geologists (P.Geo), Agrologists (P.Ag), Juris Doctor (JD), Canadian Registered Safety Professional (CRSP), Engineering Physics (EP), Engineers in Training (EIT) and Geologists in Training (GIT).</p> <p>NR: Not Reported.</p>						

SASB Index

Engineering and Construction Services Standard		
Code	Description	Response and Report Reference
Organizational Profile and Reporting Practices		
IF-EN-000.A	Number of Active Projects	Data and Indices > Performance Data
IF-EN-000.B	Number of Commissioned Projects	Data and Indices > Performance Data
IF-EN-000.C	Total Backlog	Integrated Sustainability is in the process of comprehensively reviewing and enhancing our procedures for precise and consistent monitoring of backlog related to the SASB definitions within the Engineering and Construction standard.
Environmental Impacts of Project Development		
IF-EN-160a.1	Number of incident of non-compliance with environmental permits, standards, and regulations	We have 0 non-compliance incidents. Data and Indices > Performance Table
IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Integrated Sustainability utilizes our Project Delivery System (PDS) to identify, track, and manage risks associated with our project. Our Project Management group works closely with our Regulatory, Engineering, and Construction teams to identify risks and environmental concerns throughout the project. We perform site assessments and use technology such as GeoCATA, hydrological and hydraulic modeling tools, and drone footage at different stages of the project to assess conditions. Environment > Emission Reduction; Climate Change; Water; Land and Biodiversity Governance > Risk Management
Structural Integrity & Safety		
IF-EN-250a.1	Amount of defect- and safety-related rework costs	While Integrated Sustainability does not track safety and defect-related work as a separate project code, we are working with our project control teams to capture this metric in future reporting.
IF-EN-250a.2	Total amount of monetary losses, as a result of legal proceedings associated with defect- and safety-related incidents.	Integrated Sustainability does not have any current legal proceedings, lawsuits, or claims associated with defect and safety-related incidents.
Workforce Health and Safety		
IF-EN-320a.1	Total Recordable Incident Rate (TRIR): Total, Contractor, Employee	Data and Indices > Performance Data
IF-EN-320a.1	Fatalities: Total, Contractor, Employee	Data and Indices > Performance Data
Lifecycle Impacts of Buildings & Infrastructure		
IF-EN-410a.1	Number of commissioned projects certified to a third-party multi-attribute sustainability standard	Data and Indices > Performance Data
IF-EN-410a.1	Number of active projects seeking such certification	Data and Indices > Performance Data
IF-EN-410a.2	Discussion of the process to incorporate operational-phase energy and water efficiency considerations into project planning and design	We look for energy efficiencies and reuse opportunities of waste streams that are aligned with our clients' needs. With our water projects, our primary focus centers on implementing effective water treatment, recycling, storage, and reuse opportunities that encourage the responsible management of water resources. Our water resources and regulatory teams work closely with clients to develop holistic water strategies that evaluate all potential alternative water source options. Environment > Emission Reduction; Water; Circular Economy
Climate Impacts of Business Mix		
IF-EN-410b.1	Amount of backlog for hydrocarbon related projects	Integrated Sustainability is in the process of comprehensively reviewing and enhancing our procedures for precise and consistent monitoring of backlog related to the SASB definitions within the Engineering and Construction standard.
IF-EN-410b.1	Amount of backlog for renewable energy projects	
IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon-related projects	
IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation	
Business Ethics		
IF-EN-510a.1	Number of (1) active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Integrated Sustainability has 0 active projects and no backlog in counties that have the 20 lowest rankings in Transparency International's Corruption Index. Data and Indices > Performance Data
IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Data and Indices > Performance Data
IF-EN-510a.3	Description of policies and practices for the prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding process.	Integrated Sustainability maintains a comprehensive Anti-Bribery and Anti-Corruption Policy, affirming our commitment to a zero-tolerance stance against any form of bribery or corruption, whether conducted directly or indirectly through third parties. Governance > Risk Management

GRI Index

General Standard Disclosure		
Code	Description	Response and Report Reference
GRI 2: General Disclosures 2021		
Organizational Profile and Reporting Practices		
2-1	Organizational details, including legal name, ownership and legal form, location of headquarters, and countries of operation	Introduction > About This Report; About Us
2-2	Entities included in the organization's sustainability reporting	Introduction > About Us
2-3	Reporting period, frequency and contact point	Introduction > About This Report
2-4	Restatements of information	No restatements made between our 2021 and 2022 Reports
2-5	External assurance	No external assurance performed on our 2022 Report
Activities and Workers		
2-6	Activities, value chain, and other business relationships	Introduction > About Us
2-7	Employees	Data and Indices > Performance Data
2-7	Workers who are not employees	While our employees perform the majority of Integrated Sustainability's work, we do utilize the services of contractors. Data and Indices > Performance Data
Governance		
2-9	Governance structure and composition	Governance > ESG Oversight
2-10	Nomination and selection of the highest governance body	Governance > ESG Oversight
2-11	Chair of the highest governance body	Governance > ESG Oversight
2-12	Role of the highest governance body in overseeing the management of impacts	Governance > ESG Oversight; Risk Management
2-13	Delegation of responsibility for managing impacts	Governance > ESG Oversight
2-14	Role of the highest governance body in sustainability reporting	Introduction > About This Report Governance > ESG Oversight
Strategy		
2-22	Statement on sustainable development	Introduction > Message to our Stakeholders Our Approach > Commitment to ESG
2-23	Policy Commitments	Governance > Risk Management
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Social > Indigenous Engagement; Community and Stakeholder Engagement
GRI 3: Material Topics 2021		
Materiality		
3-1	Process to determine material topics	Our Approach > Materiality Topics
3-2	List of material topics	Our Approach > Materiality Topics
3-2	Management of material topics	Our management and approach to each material topic are disclosed within individual sections of our ESG Report.
GRI 205: Anti-corruption 2016		
205- 2	Communication and training about anti-corruption policies and procedures	Governance > Risk Management
205- 3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption

GRI Index

GRI 300: Environmental Topics		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Data and Indices > Performance Data
302-2	Energy consumption outside the organization	Integrated Sustainability works with our clients to reduce their emissions and find efficiencies within projects to improve energy consumption. However, we do not monitor the energy consumption of our clients or outside the boundaries of our organization.
GRI 303: Water and Effluent 2018		
303-1	Interactions with water as a shared resource	As an organization focused on sustainable infrastructure development, we propose effective water treatment, recycling, storage, and reuse solutions that encourage the responsible management of water resources. Furthermore, we explore the availability and feasibility of alternative water sources for our clients' consideration. Environment > Water
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	As a professional service company operating in leased, multi-tenant office spaces, our corporate operations have a minimal impact on biodiversity. However, we strive to propose solutions to our clients that reduce impact. As we expand further into the Caribbean, we recognize the significant role we can play in safeguarding and revitalizing biodiversity within our projects in critical regions. Environment > Land and Biodiversity
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG Emissions	As a professional service company working in leased, multi-tenant office space, we have minimal influence over the quantity of our Scope 1 emissions associated with our buildings. Environment > Emission Reduction Data and Indices > Performance Data
305-2	Energy indirect (Scope 2) GHG emissions	As a professional service company working in leased, multi-tenant office space, we have minimal influence over the quantity of our Scope 2 emissions associated with our buildings. Environment > Emission Reduction Data and Indices > Performance Data
305-3	Energy indirect (Scope 3) GHG emissions	Integrated Sustainability has not yet implemented the tracking of Scope 3 emissions.
305-4	GHG emission intensity	Environment > Emission Reduction Data and Indices > Performance Data
GRI 307: Environmental Non-Compliance 2016		
307-1	Non-Compliance with environmental laws and regulations	We have 0 non-compliance concerns with environmental laws and regulation. Data and Indices > Performance Data
GRI 400: Social Topics		
GRI 401: Employment 2016		
401-1	New employee hires	Social > Diversity, Equity, and Inclusion Data and Indices > Performance Data
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Social > Health, Safety, and Well-being Governance > Risk Management
403-2	Hazard identification, risk assessment, and incident investigation	Social > Health, Safety, and Well-being Governance > Risk Management
403-3	Occupational health services	Social > Health, Safety, and Well-being
403-4	Worker participation, consultation, and communication on occupational health and safety	Social > Health, Safety, and Well-being
403-5	Worker training on occupational health and safety	Social > Health, Safety, and Well-being
403-6	Promotion of worker health	Social > Diversity, Equity, and Inclusion; Health, Safety, and Well-being
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social > Health, Safety, and Well-being
403-8	Workers covered by an occupational health and safety management system	Integrated Sustainability employees are covered under our Health and Safety Management System
403-9	Work-related injuries	Social > Health, Safety, and Well-being Data and Indices > Performance Data

GRI Index

GRI 404: Training and Education 2018		
404-2	Programs for upgrading employee skills and transition assistance programs	Integrated Sustainability provides opportunities for employees to develop future technical or career skills. These are identified throughout the year during ongoing conversations with a manager and again during our November performance reviews.
404-3	Percentage of employees receiving regular performance and career development reviews	Social > Diversity, Equity, and Inclusion
GRI 405: Diversity of Governance Bodies and Employees 2016		
405-1	Diversity of governance bodies and employees	Governance > Leadership Team Social > Diversity, Equity, and Inclusion Data and Indices > Performance Data
405-2	Ratio of basic salary and remuneration of women to men	Social > Diversity, Equity, and Inclusion
GRI 406: Non-Discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Governance > Risk Management
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving the rights of Indigenous Peoples	No incidents of violations involving the rights of Indigenous Peoples were registered during the reporting period
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Social > Indigenous Engagement; Community and Stakeholder Engagement

TCFD Index

Governance	Response & Report Reference
Describe the board’s oversight of climate risks and opportunities	Governance > ESG Oversight
Describe management’s role in assessing and managing climate-related risks and opportunities	Governance > ESG Oversight
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, long term	Environment > Climate Change
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Environment > Climate Change
Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks	Governance > Risk Management
Describe the organization’s processes for managing climate-related risks	Environment > Climate Change Governance > Risk Management
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the overall risk management	Governance > Risk Management
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	We diligently assess our corporate Scope 1 and Scope 2 emissions, water consumption, and waste metrics annually. Nevertheless, our most profound influence is derived from our capacity to assist our clients. By identifying energy efficiency enhancements in processes, opportunities for renewable energy adoption, water treatment and recycling applications, and innovative strategies for repurposing and reutilizing waste streams, we actively contribute to mitigating climate-related risks for our clients. Consequently, in 2023, we launched an initiative to track projects closely associated with transformative solutions. Our Approach > Integrated Goals and Targets Environment > Emission Reduction; Data and Indices > Performance Data
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Environment > Emission Reduction Data and Indices > Performance Data
Describe the targets used by the organization to manage climate-related risks, opportunities, and performance	Our Approach > Environment



LOCATIONS

Calgary

1600 — 400 3rd Avenue Southwest
Calgary, AB T2P 4H2
Canada

Vancouver

620 — 1050 West Pender Street
Vancouver, BC V6E 3S7
Canada

California

300 — 701 Palomar Airport Road,
Carlsbad, California
USA

Barbados

Canewood Business Centre, 1st Floor
5 Canewood Industrial Park
St. Michael, Barbados
BB11005

Bermuda

Victoria Place
1st Floor, 31 Victoria Street
Hamilton, Pembroke
Bermuda, HM10

**BUILDING THE FUTURE,
SUSTAINABLY**