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SNC-Lavalin Sustainable Business Strategy

OUR VISION FOR ENGINEERING A SUSTAINABLE SOCIETY

HIGH-LEVEL TARGETS
AND OBJECTIVES -
CORPORATE ACTIVITIES



SNC • LAVALIN

PEOPLE. DRIVE. RESULTS.



EXECUTIVE SUMMARY

Our approach to addressing the complex issues facing society has to be meaningful, measurable, impactful and simple enough for all of our employees and stakeholders to understand. This approach allows us to collaborate with them and help them by delivering creative, innovative, solutions to the environmental, social and economic issues facing society.

Our high-level targets for corporate sustainability are outlined in this document. We have assigned two types of metrics. The first type are our quantitative metrics which relate to our key high-risk Environmental, Social, and Governance (ESG) issues and, as such, are prioritized. These include Energy, Transport, Diversity, and Integrity. The second type of metrics are qualitative in relation to managing and mitigating our ESG risks.

As we continue our sustainability journey, we will complete additional analysis to establish our existing baseline performance in the key areas and will develop additional quantitative targets with our ESG risk owners to further reduce our ESG risks. Establishing these high-level targets further strengthens our commitment to make the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company.

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[Find out more>](#)



THE SOCIETAL ISSUES WE
PRIORITIZE THAT ARE MOST
MATERIAL TO OUR ACTIVITIES
AS AN ORGANIZATION AND
ACROSS OUR PROJECTS

OUR KEY OBJECTIVES

Our twelve ESG measurement categories have been selected using a rigorous process referred to as a materiality assessment.

Materiality Assessments are a critical part of sustainability reporting.

The societal issues we prioritise that are most material to our activities as an organization and across our projects.

REDUCE CO₂ PRODUCED BY **ENERGY** CONSUMPTION
 REDUCE **WATER** CONSUMPTION
 REDUCE CO₂ PRODUCED BY **TRANSPORT**
 REDUCE CONSUMPTION OF RAW **MATERIALS**
 REDUCE ENVIRONMENTAL **POLLUTION**
 IMPROVE HUMAN **HEALTH** AND WELLBEING
 PROTECT AGAINST PHYSICAL IMPACTS OF
CLIMATE CHANGE AND EXTREME WEATHER
 PROTECT EXISTING BIODIVERSE HABITATS
 INCREASE **BIODIVERSITY**
 INCREASE **DIVERSITY** AND SOCIAL INCLUSION
 CREATE SOCIAL VALUE AND **COMMUNITY** BENEFITS
 MAINTAIN A HIGH STANDARD OF ENGAGEMENT
 TOWARD **INTEGRITY**
 PROTECT **HUMAN RIGHTS**



OUR JOURNEY TO TRANSFORM
OUR BEHAVIOUR TO CREATE
INNOVATIVE SOLUTIONS
FOR SOCIETY



OUR OBJECTIVES, TARGETS, METRICS AND MEASUREMENTS

Committing to the ESG high-level targets outlined in this document is a minimum requirement as a signatory of the UN Global Compact.



CHANGE

QUANTITATIVE METRICS

For high risk categories we have selected quantitative metrics to change existing behaviours



CHALLENGE

QUALITATIVE MEASUREMENTS AND NARRATIVES

For medium risk categories we have selected qualitative measurements and narratives to raise awareness and challenge existing ways of working



CURIOSITY

INNOVATION MEASUREMENTS AND NARRATIVES

For low risk categories we have selected innovation measurements and narratives to inspire curiosity, knowledge sharing and innovation



ENERGY





ENERGY

Objective

REDUCE CO₂
PRODUCED
BY ENERGY
CONSUMPTION
FROM HUMAN
ACTIVITY

[Find out more >](#)

[Read our Routemap >](#)



QUALITATIVE TARGET

> Achieve net zero carbon emissions by 2030



QUALITATIVE TARGET

> Create and share innovative solutions to reduce energy and carbon emissions



WATER





WATER

Objective

REDUCE WATER CONSUMPTION

[Find out more >](#)



QUALITATIVE TARGET

- > Create and share innovative solutions to reduce water consumption



TRANSPORT





TRANSPORT

Objective

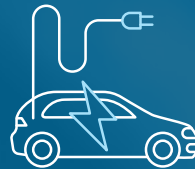
REDUCE CO₂
PRODUCED BY
TRANSPORT

[Find out more >](#)



QUANTITATIVE TARGET

- > Achieve net zero carbon emissions by 2030 (including emissions from transport)



QUALITATIVE TARGET

- > Create and share innovative solutions to reduce energy and carbon emissions from transport



MATERIALS



MATERIALS

Objective

REDUCE CONSUMPTION OF RAW MATERIALS

[Find out more >](#)



QUALITATIVE TARGETS

- > Create and share innovative solutions to reduce consumption of raw materials
- > Establish procurement practices that are sustainable, in accordance with global and national policies and priorities



HEALTH



HEALTH

Objective

IMPROVE MENTAL
AND PHYSICAL
HEALTH AND
WELLBEING

[Find out more >](#)



QUALITATIVE TARGET

- > Create and share innovative solutions to improve human physical and mental health and wellbeing
-



POLLUTION





POLLUTION

Objective

REDUCE
ENVIRONMENTAL
POLLUTION AND
PROTECT FLORA
AND FAUNA

[Find out more >](#)



QUALITATIVE TARGETS

- > Create and share innovative solutions to reduce environmental pollution
 - > Create and share innovative solutions to protect flora and fauna
-



CLIMATE

CLIMATE

Objective

PROTECT AGAINST
PHYSICAL
IMPACTS OF
CLIMATE CHANGE
AND EXTREME
WEATHER

[Find out more >](#)



QUANTITATIVE TARGET

- > Assess physical risks relating to climate change affecting assets and people and implement mitigation measures to protect them both



QUALITATIVE TARGET

- > Create and share innovative solutions to protect against the physical impacts of climate change and extreme weather



BIODIVERSITY



BIODIVERSITY

Objective

INCREASE BIODIVERSITY AND NATURAL CAPITAL

[Find out more >](#)



QUALITATIVE TARGETS

- > Create and share innovative solutions to increase biodiversity and natural capital
 - > Provide support to local or national biodiversity groups
-



DIVERSITY





DIVERSITY

Objective

INCREASE DIVERSITY AND INCLUSION

[Find out more >](#)



QUANTITATIVE TARGETS

- > Commitment from the Board to maintain at least 30% representation by women
- > Proportion of women representation on Executive Committee – 25% by 2025
- > Proportion of women representation in Senior Leaders – 25% by 2025
- > Proportion of women representation in Managers & Senior Professionals – 25% by 2025
- > Proportion of women representation in all staff – 33% by 2025



QUALITATIVE TARGETS

- > Annual improvement in employee engagement
- > Provide support to local or national diversity groups



COMMUNITY





COMMUNITY

Objective

CREATE SOCIAL
VALUE AND
COMMUNITY
BENEFITS

[Find out more >](#)



QUALITATIVE TARGET

> Provide support to local community
and indigenous community groups



HUMAN RIGHTS





HUMAN RIGHTS

Objective

PROTECTION OF HUMAN RIGHTS

[Find out more >](#)



QUALITATIVE TARGETS

- > Create and share innovative solutions to increase internal and external awareness of human rights issues, and how we can protect human rights
 - > Provide support to local and national human rights organizations
-



INTEGRITY



INTEGRITY

Objective

WE DO THE
RIGHT THING,
NO MATTER
WHAT, AND ARE
ACCOUNTABLE
FOR OUR ACTIONS

[Find out more >](#)



QUANTITATIVE TARGET

> Maintain a high standard of engagement towards integrity



QUALITATIVE TARGET

> Create and share innovative solutions to facilitate ethical business decision-making



Sustainable Business Strategy
High-Level Targets and Objectives - Corporate Activities

For questions around sustainability or how
we can help your business, please contact:

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