

Corporate Social Responsibility (CSR) & Sustainability

AECON POLICY 4.6



1. SCOPE

This policy applies to Aecon Group Inc. (“AGI”), its operating divisions, subsidiaries and sponsored joint ventures collectively (“Aecon”).

2. PURPOSE

This policy was written to provide all Aecon employees with a set of guidelines for AGI’s ongoing Corporate Social Responsibility and Sustainability initiatives. This ensures that AGI will not only provide tangible benefits to the community but will also enhance its corporate profile and public image.

3. POLICY

- AGI and its subsidiaries will conduct business in a safe, socially responsible and ethical manner.
- AGI will integrate community investment considerations into decision-making and business practices.
- AGI will learn from, respect and support the communities and cultures in which it conducts its business.
- AGI will integrate waste avoidance and reduction initiatives that focus on optimizing the efficiencies of space, time and materials.
- AGI will seek to endorse and deliver cleaner and more efficient energy solutions.
- Environmental sensitivity is a fundamental part of AGI’s Mission Statement and as such, everyone has a role in ensuring that our activities are consistent with sound environmental management and the principles of sustainable development, as expressed in applicable environmental legislation.
- AGI recognizes the importance of green building standards and will integrate LEED standards into all applicable projects, in order to create a positive effect on the environment and society at large.
- AGI recognizes the ‘triple bottom line’ (environmental, social and economic) benefits of CSR & Sustainability initiatives.
- AGI recognizes the need for vigilance and continuous improvement in the implementation development of CSR and Sustainability practises.
- AGI aims to lead by example in the area of CSR and Sustainability.

4. Responsibility

4.1 Corporate Management (CEO, Executive VPs, Senior VPs and Division Presidents)

- Ensure the full dissemination of the Corporate Social Responsibility & Sustainability Policy as well as CSR and Sustainability success stories throughout the Company.
- Ensure the day-to-day practice and enforcement of the processes outlined in this Policy, ensuring good corporate citizenship in a manner consistent with applicable laws and regulations and requiring honesty and integrity from all employees.
- Demonstrate leadership, through their actions and words, in regard to their commitment to the CSR & Sustainability policy.
- Take personal pride and accountability for their role as a member of Corporate Management in responding to any report of behaviour that is inconsistent with this CSR & Sustainability Policy.

4.2 All Employees

- Be familiar with this Policy and appreciate the need for sensitivity to safety, environmental, social and ethical considerations.



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- All AGI employees are expected to report any safety, environmental and/or social **concerns** to the Safety or Legal Departments. Any issues raised may be included in reports provided to both the senior management team and the Board of Directors.
 - Where by contract AGI accepts risk for environmental liability or enhanced environmental and/or social obligations, appropriate provisions, including contingencies need to be provided for. All projects of significant value and/or that have an unusual risk profile are subject to review and approval by AGI's Project Risk Committee.

5. GUIDELINES

- All AGI employees at a supervisor role or higher are responsible for implementing a detailed quality control plan as the primary tool to demonstrate and maintain compliance with all safety and environmental regulations and conditions of permits and approvals.
- Management and employees are encouraged to integrate CSR & Sustainability objectives into their operational and financial objectives, including, as appropriate, in the Balanced Scorecard process.
- All AGI employees are encouraged to contribute to their communities through involvement in charitable, community service and professional organizations. AGI is committed to building relationships within communities by contributing to the areas served by our company, either by our corporate involvement or through the services we provide.
- AGI supports charitable organizations, cultural and artistic groups, educational institutions and other local and national non-profit organizations through its Employee's Choice charitable giving program which enables AGI employees to decide which local charities they would like AGI to support.
- Corporate Social Responsibility values and environmental sensitivity must be continuously conveyed and reinforced to all Aecon employees to assist with meeting the above requirements.

