



Sustainability Policy

Aecon employees are incredibly proud – we call it AeconProud. Proud to build some of this generation’s most impactful projects, proud of our collective commitment to safety, proud of industry-wide reputation for ethical practices, and proud of how we positively impact the communities in which we operate.

As a Canadian leader in construction and infrastructure development with global expertise, we are focused on being the # 1 Canadian Infrastructure Company. Simply put, this means we will be the preferred contractor for our clients and the top employer for our people. We recognize that we have a responsibility to respect the environment and human rights in our activities and to conduct ourselves in an ethical and responsible manner.

Our Sustainability Policy speaks to how we conduct ourselves as we proudly stand behind Aecon’s storied history and look forward to innovatively meeting infrastructure challenges in the decades ahead. It sets out the principles that guide us to deliver projects that support our economy and society in positive ways, are sensitive to the needs of the communities in which we operate and are sustainable and protect the environment that will be passed on to future generations.



Jean-Louis Servranckx
President and Chief Executive Officer
Aecon Group Inc.



Our Commitment

Environmentally Sound Practices and Performance

Over the last several decades, environmental changes have challenged all of us to put our words into action – to do our part to ensure the sustainability of the environment within our capability.

Our vision is not just to build the things that matter, but to build responsibly. We recognize the interdependent connection between environmental and economic sustainability.

We are committed to addressing the environmental implications of our activities through:

- implementing an enterprise-wide environmental management system
- responsible and conservative use of resources, including energy, water and raw materials
- understanding and reducing potential contributions to climate change and assessing our climate change risks
- waste minimization
- respect for biodiversity, including protected areas and terrestrial, aquatic and marine habitats and species

Social Responsibility and Contributing to Our Communities

At Aecon, we believe that as one of Canada's leading builders, we have a responsibility to respect the broad principles of sustainability, and to embed these principles in our corporate culture and values. To us, this means striving to deliver infrastructure that supports our economy and our society in ways that are sensitive to the needs of the communities in which we work, and to the environment that will be passed on to future generations.

We aspire to have a positive impact wherever we conduct our business by:

- being committed to an exceptional health and safety management system to protect our employees, contractors and the public
- implementing and standing by programs to promote diversity and inclusion
- aligning our strategies and operations with internationally recognized principles of human rights
- investing in, and recognizing the potential of, our human capital
- making positive contributions in our communities

Good Governance and Ethical Business Practices

The Aecon Board of Directors (Board) is the ultimate governing body of our Company. The Board is committed to a healthy governance culture which ensures that the business and affairs of the Company are effectively managed to promote and enhance shareholder value.

The Risk Committee of the Board oversees the strategic implementation of our Sustainability Policy, while management, under the guidance of our EVP and Chief Legal Officer, leads the development and evolution of our environmental sustainability objectives and strategies.

We are committed to:

- active risk management, including cyber risk, ethical practices, regulatory compliance, business continuity and emergency preparedness
- maintaining our robust framework for managing project risks to be within our risk appetite and providing reasonable assurance regarding the achievement of our objectives
- abiding by our Code of Ethics and Business Conduct, including anti-corruption and anti-bribery measures
- setting the expectation of adherence to the highest ethical standards of business conduct throughout our supply chain
- engaging with our stakeholders, whom we consider to be at the heart of our strategy