



Greenland Group of Companies Sustainability Commitment & Environmental Policy

To be exemplary global citizens, the Greenland Group of Companies (including, Greenland International – Consulting Engineers, Stragis Environmental Services, Urban Watershed Group, and Greenland Technologies Group) strives for leadership by addressing areas most critical to its employees, its clients, other stakeholders and the business community.

Our reputation is paramount because:

- **We each take ownership of what we do;**
- **We innovate;**
- **We improve our communities;**
- **We believe in the individual; and,**
- **We succeed as a collective “Greenland Team”.**

Sustainability Commitment

The Greenland Group of Companies is committed to sustainability through environmental and social stewardship. We acknowledge that our services influence both the natural environment and the communities in which we and our clients operate. By actively developing and applying best practices and participating in community service efforts, the Greenland Group will strive to fulfill its core values and be an environmentally and socially responsible organization.

To meet our sustainability commitment, the Greenland Group will:

- Set ambitious goals, monitor our progress, continuously seek improvement, and reward innovative practices;
- Demonstrate environmental and social responsibility in our corporate plans and practices;
- Minimize the use of energy and other resources, reduce waste, and eliminate unnecessary degradation of natural systems;
- Promote the inclusion, empowerment and education of staff, clients, and community stakeholders in our projects; and,
- Promote health, wellness, productivity and safety.



We internally invest over \$100,000 each year in technological and wellness focused innovation, environmental product development and/or focused research activities with the public sector, North American and European universities. Projects to-date include: 1) the development of Internet-based modeling tools; 2) performance evaluations of new surface water treatment technologies; and, 3) the design and development of new technologies in the field of biomimicry.





We also work within communities to give back and to help others every year, for example, through our long-term support and active participation with the United Way of Canada, Heart and Stroke Foundation and other charitable organizations. In Collingwood, Ontario, our head office staff have also “adopted a road” to clean garbage annually in order to thank all citizens and when we were the Engineer-of-Record during the road’s redesign and construction.



Our commitment to sustainability takes teamwork and dedication to the cause. Greenland Group management educates all employees about minimizing energy consumption, reducing our carbon footprint, and being responsible about the environment around us.

Finally, we also provide financial support for employees seeking advanced education opportunities.

Environmental Policy

We recognize that the health of the environment is intrinsic to our organization and the well-being of our employees, the clients we serve, the communities in which we live and work, and future generations. We believe that everything we do is guided by our core business values and our commitment to achieving environmental and sustainable goals.



We place emphasis on three (3) core priorities: 1) climate and energy; 2) product reuse and recycling; and, 3) day-to-day office operation’s affecting all employees. Therefore, these priorities have strategic importance to employee health, our unique Mission Statement, and stakeholder concerns, as well as our ability to make a positive impact (measurable or not).

Our Board of Directors is committed to leadership in environmental operations and all business activities. Since 1994, the Greenland Group has had long-standing policies of providing safe and healthful work places; protecting the environment; and, conserving energy and natural resources. These policies have effectively served not only the environment and our profitable business model, but also provided the foundation for the following corporate objectives:

- 1) Provide safe and healthful workplaces and ensure that personnel are properly trained and have appropriate safety and emergency equipment. This includes, but not limited to:
 - Maintaining health and safety representatives that include not only Directors but also employees and who will participate in: 1) work place inspections, 2) annual safety meetings and follow-up on issues, and, 3) any accident investigations;
 - Providing updates to an “*Accident Prevention and Safety Policy Handbook*” and which is appended to the organization’s “*Employee Handbook*”. Both documents must be read by new employees and who then must sign a form acknowledging they understand the documents during their probationary period;

- Ensuring that employees working in the field or on construction sites must dress in clothing appropriate for the climate conditions and in accordance with all safety requirements; and,
- Being an environmentally responsible neighbour in the communities where we operate, and to act promptly and responsibly to correct incidents or conditions that endanger health, safety, or the environment and to also report them to authorities promptly and inform affected parties, as appropriate.



2) Conserve natural resources by reusing and recycling materials, purchasing recycled materials, and using recyclable packaging and other materials. This includes, but not limited to:

- Renovating/maintaining our head office buildings that were designed by employees and which include Low Impact Development construction standards - such as green roof and rainwater harvesting structures, drought tolerant vegetation, permeable parking surfaces, and on-site storage racks to encourage employees to bicycle to work, when appropriate;
- Ensuring that employees store draft and/or final engineering and administrative digital files within on-site office servers and offsite “cloud” locations, and only print materials in paper format on a limited needs basis;
- Maintaining (weekly) separate paper recycling and general garbage units within all employee work stations, meeting rooms, and washrooms, and also maintaining paper recycling (blue) boxes with “green bin” (composting) and general garbage units within kitchen areas;
- Maintaining recycled paper in photocopy and document reproduction rooms and to use recycled materials for printing of draft (internal) reports and design mock-ups and QA/QC engineering drawing reviews with employees and/or clients;
- Promoting the use of reusable/recyclable containers for employee lunch and snack items, as well as for all company employee (social) functions;
- Incorporating environmental goals and policies in employee training sessions to stimulate awareness, and develop discussions regarding new strategies and technologies;
- Using renewable or refillable products for company equipment such as batteries and print cartridges etc.; and,
- Proper storage and disposal of batteries, print cartridges, safety equipment etc.



3) Develop, produce and market products that are safe for their intended use, efficient in their use of energy, protective of the environment, and that can be reused, recycled or disposed of safely. This includes the use of secured web-based servers to distribute our software products to customers, while also using subscription/registry systems and no

distribution of software products on USB flash drives, CDs, DVDs or any related packing materials.

4) Develop innovative technologies for incorporation into our projects. This includes, but is not limited to:

- Artificial floating islands used to address thermal, erosion protection and nutrient loading problems within large water body systems;
- Proprietary environmental modelling tools to assess surface water and ground water systems, while also having climate change and cumulative effects assessment capabilities;
- Implementation and new product development support for technologies that will improve surface water quality through nutrient load and contaminant reductions.



5) Use engineering design processes that do not adversely affect the environment, including developing and improving operations and technologies to minimize waste, prevent air, water, and other pollution, minimize health and safety risks, and dispose of waste safely and responsibly. This includes the use of web-based meeting/presentation technologies, (namely, WebEx – Cisco, Skype and GoToMeeting), for project meetings with employees at other offices and our clients from other locations around the globe, and also attending “webinar” sanctioned events for employee training programs and other administrative functions. We invest annually in computer infrastructure through the use of multiple servers, scanning devices and fibre optic connections. This commitment helps enhance our employees’ abilities to communicate effectively while eliminating the use of wasteful resources and while accomplishing the same tasks.



6) Ensure the responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over non-renewable energy sources, when feasible. This includes, but not limited to:

- Maintaining high efficiency heating and cooling units for our offices;
- Using programmable thermostats in offices and including integrated gas furnace - heat recovery systems that service our head office buildings;
- Using company and rental vehicles that comply with low emission standards and also the purchasing of carbon credits to offset impacts from airline flights outside of the Province of Ontario;
- Insisting employees car-pool (wherever possible) for same location meetings, conferences or technology transfer workshops, excursions to site visits;
- Allowing specified employees to work from home on a partial-week basis and stipulating these work location arrangements within key employee agreements;
- Using low flush toilets; and,
- Using energy star appliances and equipment, where available.

- 7) Participate in efforts to improve environmental protection and understanding around the world and share appropriate pollution prevention technology, knowledge and methods.
- 8) Utilize products, support services and our niche professional engineering and Low Impact Development expertise to assist clients and public in the engineering of cost-effective solutions to environmental problems.
- 9) Meet or exceed applicable government requirements and voluntary requirements to which the Greenland Group subscribes. This also includes setting and adhering to stringent requirements of our own and no matter where in the world we do business.
- 10) Conduct periodic audits and self-assessments of the Greenland Group's compliance with the above objectives and report back to the Board of Directors and employees from time to time via scheduled meetings and inter-office newsletters.
- 11) Measure progress (when feasible) for the objectives. This includes, but not limited to:
 - Reviewing monthly energy consumption statements for all office operations;
 - Reviewing monthly records of company-owned vehicle use, rental care use, and individual employee vehicle and to ensure company-owned and rental vehicles are utilized by all employees as much as possible;
 - Comparing revenues from our professional engineering and new technology development services, as well as environmental software and product sales (on an annual basis) to gauge that our consistent growth has helped our clients and public in the development of solutions to environmental problems worldwide; and,
 - Maintaining open communication with our employees and regarding individual performance of our environmental practices. This also includes, encouraging and reminding employees to employ these methods, and actively solicit methods to further reduce our organization's "environmental footprint".



Finally, every employee and contractor on the premises of the Greenland Group of Companies is expected to follow these policies and to report any environmental, health, or safety concern to management. Managers are expected to take prompt action.

“For over 2 decades, the Greenland Group of Companies has been committed to developing innovative solutions with a conservationist ethic that respects the natural environment from the outset. We also incorporate best available science, open data and defensible technologies to address cumulative environmental effects, including climate change concerns (and opportunities).”

