



NORTH SHORE
Environmental Consultants

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

2024

PREPARED BY
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INTRODUCTION

North Shore Environmental Consultants Inc. (North Shore) has an inherent and longstanding commitment to the incorporation of environmental, social and governance (ESG) criteria into our organization. This commitment is a fundamental part of all our dealings with clients, business partners, subcontractors, suppliers, employees, and the communities in which we live and do business.

MESSAGE FROM THE PRESIDENT

I am pleased to share with you North Shore's annual ESG report, which highlights our commitment to the Environment, as well as to our employees, clients, stakeholders, and communities. As the saying goes, "Every journey begins with a single step," and our commitment to integrating our ESG goals and commitments into our day-to-day operations marks the initiation of this transformative journey. While 2020 and 2021 presented formidable challenges, stemming from both industry conditions and the global COVID-19 pandemic, we take immense pride in our resilient team members who have demonstrated remarkable perseverance during such trying times.

North Shore's corporate culture is built on our core values, and we are proud to conduct our business in line with those values. Our core values are:

- **Safety** (Rank #1)
- **Integrity** (Rank #2)
- **Flexible** (Rank #3)
- **Family** (Rank #4)
- **Innovative** (Rank #5)

By staying adhered to these core values, we will provide effective environmental, social and governance management for the long-term benefit of our employees, clients, and communities.

MESSAGE FROM THE PRESIDENT CONTINUED

As part of this commitment to ESG management, we aim to minimize our environmental impact in the communities in which we work and live, while providing services for our customers in a safe and responsible manner. We invest extensively in the safety, health, and well-being of our people, who are our most important asset and our greatest strength. Workplace diversity is important to us, and we value a respectful and supportive culture for our employees. We maintain a rigorous focus on ethics and integrity at every level of our operations, a practice on which all of our success depends.

Our employees and our company have taken significant steps to positively impact ESG matters, while delivering value to our customers. I am extremely proud of the initiatives we have pursued, along with the goals we have achieved.

We welcome your feedback as we begin to formalize our ESG journey.

Thank you,



Darren Cherniak
President



ENVIRONMENTAL



North Shore is deeply committed to environmental stewardship and sustainability. Our mission is to empower clients to reduce past, present, and future liabilities associated with human activity, while building strong relationships with our staff, clients, and other environmental stewards. With a vision to influence the environmental profession and leave a better world behind, we have implemented various initiatives to protect and restore the environment.

To reduce our carbon footprint, we have partnered with Project Forest, a nonprofit organization dedicated to rewilding Canada's local landscape.

"APPROXIMATELY 90% OF OUR MEETINGS ARE NOW CONDUCTED ONLINE."

Through this collaboration, we support the planting of forests within Alberta, aiming to capture carbon naturally and improve air and water quality, reduce soil erosion, and enhance animal habitats. Additionally, we have embraced remote working options, resulting in a significant reduction in office space (-40% in Calgary, -25% in Sherwood Park) and commuting related emissions. Approximately 90% of our meetings are now conducted online, reducing travel and its associated environmental impact. We have also transitioned to digital project and safety documents, minimizing paper usage and printing.

At North Shore, innovation and research play a crucial role in minimizing our environmental impact. Our dedicated Innovation Team reviews and optimizes operational processes and technological advancements, ensuring the efficient flow of data and information. Furthermore, our Technical Resources Group focuses on researching and developing methods to minimize environmental impacts on our projects, consistently striving for sustainable solutions.

We are proud to hold two patents that significantly reduce environmental impacts. The first is our Dissolved Phase Contaminant Recovery System (DPCRS), which directs contaminants to specific recovery locations, reducing land disturbance and clean water usage during remediation operations. The second is our Controlled Containment Barrier (CCB), which allows us to isolate and manage contaminants in groundwater and surface water through the control of water flow.

North Shore actively supports numerous environmental associations throughout Western Canada, both financially and through volunteering efforts. These associations promote education and learning in the environmental industry, aligning with our commitment to continuous improvement and the advancement of sustainable practices.



Through our dedication to environmental restoration, carbon reduction, innovation, and collaboration with environmental associations, North Shore demonstrates our unwavering commitment to environmental stewardship and sustainability. We strive to make a positive impact on the environment, protect natural resources, and contribute to a greener and healthier future.

A MEASURABLE IMPACT

Since our establishment in 2002, North Shore has achieved significant environmental milestones. We have received 1,853 reclamation certificates, reclaimed 6,411 hectares of land, and completed over 36,733 closure activities. These efforts contribute to environmental restoration and the mitigation of the impacts of human activity, promoting a healthier and more sustainable ecosystem.

SOCIAL

At North Shore, we embrace the core value of Safety, ensuring that it factors into everything we do – we place the utmost importance on the physical and psychological health, safety, and social well-being of our employees, visitors, subcontractors, suppliers, and customers. We understand that the well-being and safety of our staff directly impact their ability to return home healthy to their loved ones.

We prioritize safety by providing continuous safety training, ensuring that our employees are equipped with the necessary knowledge and tools to work safely. We are fully committed to the development and administration of our comprehensive Health and Safety Management System. We are dedicated to ensuring their protection through adherence to relevant legislation, industry

best practices, and our own internal policies, standards, practices, and procedures.

We are committed to fostering a positive and supportive social environment for our employees. We prioritize their well-being and mental health by implementing various initiatives and programs. To ensure effective communication and alignment, we regularly share our company's strategy with employees, keeping them informed and engaged in our mission and goals. We recognize and appreciate their contributions through our recognition programs, which acknowledge their efforts and achievements.

We believe in continuous growth and development, offering ongoing development opportunities to empower our employees to enhance their skills and



knowledge through on-the-job training, professional development, conference attendance, and continuing education through external educational institutions.

We understand the importance of offering flexible schedules and work-from-home options to accommodate the personal needs and commitments of our employees. In addition, we recognize the significance of celebrating our employees' special occasions, such as their birthdays, by providing them with a paid day off.

During times of bereavement, we have an open-ended bereavement policy that allows employees to take the time off they need to cope with their loss. Recently, we doubled our available coverage for psychological services through our health benefits provider, demonstrating our commitment to prioritizing our employees' mental health.

To foster a sense of community and camaraderie, we organize pillar days at each office every month. These days provide an opportunity for employees to come together, enjoy lunch, and network with one another. Throughout the year, we also engage in team building events that promote collaboration and teamwork.

Our commitment to the community extends beyond our organization. We actively contribute to various charitable organizations, including the Alberta Cancer Foundation, Multiple Sclerosis Canada, Mustard Seed Alberta, Hope Mission, Edmonton Food Bank, Regina Food Bank, Calgary Food Bank, Backpacks of Love, and the Heartland Agency Christmas Adopt-a-Family Program. Additionally, we support many local sports teams and community organizations through monetary donations and volunteering time.

SUPPORTED CHARITIES & NON-PROFITS



SUPPORTED BOARDS AND PROFESSIONAL ORGANIZATIONS



Our team members are actively involved in not-for-profit Boards, serving organizations such as the Canadian Land Reclamation Association (CLRA), the Alberta Institute of Agrologists (AIA), the Environmental Services Association of Alberta (ESAA), Norquest College, and the Northern Alberta Institute of Technology (NAIT).

We are committed to nurturing a socially responsible and caring environment within our organization and actively contributing to the betterment of the communities where we live and work.



We are committed to fostering equity, diversity, and inclusion throughout our organization. We believe that embracing diverse perspectives and backgrounds enhances our innovation and ability to deliver exceptional services. We strive to create a workplace where everyone feels valued, respected, and empowered to contribute their unique talents. We promote equal opportunities for career advancement, inclusive hiring practices, and partnerships with organizations that

share our commitment to diversity and inclusion. We value the contributions of individuals from diverse backgrounds and believe that an inclusive workplace drives collaboration, creativity, and better outcomes. We are dedicated to removing barriers and providing equal opportunities for all employees, clients, and stakeholders. By nurturing a culture of respect, acceptance, and continuous learning, we are committed to making a positive impact on society and creating a more inclusive future.

North Shore believes in developing meaningful and respectful relationships built upon open communication and engagement with Indigenous (First Nations, Inuit, and Métis) communities across the Traditional Lands where we work. We have developed and implemented a comprehensive Indigenous Engagement Strategy, which guides North Shore's commitment and approach to fostering successful long-lasting relationships with Indigenous communities.



GOVERNANCE

Governance plays a vital role in North Shore's commitment to ESG principles and practices. We firmly believe that strong governance structures and practices are essential for ensuring transparency, accountability, and responsible decision-making. At North Shore, we prioritize ethical conduct and integrity in all aspects of our operations. Our governance framework is built upon a foundation of robust policies and procedures that guide our directors, managers, employees, and contractors to act with the utmost honesty and ethical behavior. Additionally, we encourage and support the ongoing development and education of our directors and management. North Shore prioritizes continuous learning by

providing opportunities for professional development through various courses and programs. These initiatives ensure that the leadership team remains well-informed and up-to-date on industry advancements.

We have established a code of Business Conduct that sets the highest standards for ethical behavior and integrity, ensuring that all individuals associated with North Shore adhere to these principles. This code encompasses the expectations we have for our workforce, including directors, managers, employees, and contractors, and serves as a guiding framework for our day-to-day operations.

REGULATED PROFESSIONALS

The vast majority of our staff are members of regulated professional organizations, including Alberta Institute of Agrologists (AIA), Saskatchewan Institute of Agrologists (SIA), British Columbia Institute of Agrologists (BCIA), Association of Professional Engineers and Geoscientists of Alberta (APEGA), Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS), Association of Professional Engineers and Geoscientists of British Columbia (APEGBC), Alberta Society of Professional Biologists (ASPB), College of Alberta Professional Foresters (CAPF),

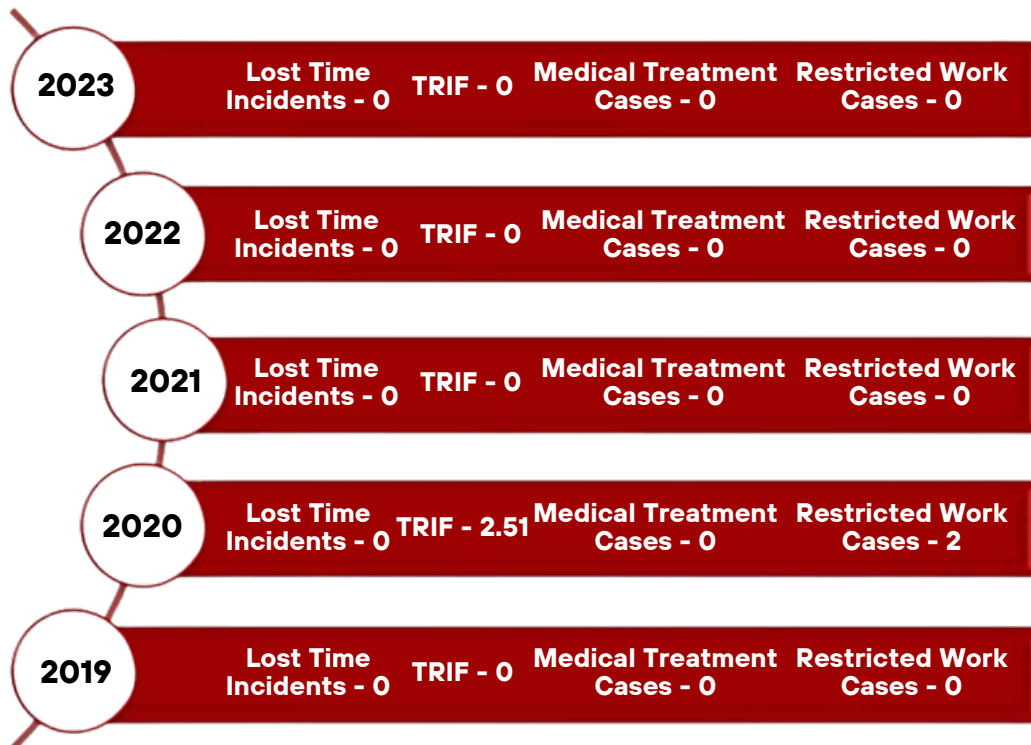
Association of Saskatchewan Forestry Professionals (ASFP), Association of Science and Engineering Technology (ASET), and ECO Canada. These organizations provide employees with access to valuable resources and networks that promote good governance practices. Members can stay up to date on industry standards, codes of conduct, and emerging trends, enabling them to enhance their governance knowledge and skills. Additionally, these organizations offer networking opportunities with industry experts, fostering collaboration and knowledge sharing. By being part of regulated professional organizations, our staff can contribute to stronger governance practices and uphold high ethical standards within their organizations.

To further strengthen our governance practices, we regularly undergo external financial audits, providing an additional layer of transparency and accountability. These audits serve to validate our financial reporting and ensure that we are compliant with relevant regulations and standards. By engaging in these audits, we reinforce our commitment to responsible financial management and sound business practices.

In pursuit of operational efficiency and cost control, North Shore recently implemented a full-scale Enterprise Resource Management system. This system enhances resource clarity, allowing for better management of company's resources. It also provides total cost control over daily operations, optimizing

financial performance. Furthermore, the system ensures full transparency to North Shore's clients, enabling them to have a clear understanding of the company's operations and processes.

At North Shore, we recognize that effective governance extends beyond financial matters. We also prioritize the health and safety of our employees, stakeholders, and the communities in which we operate. We have implemented a comprehensive Health and Safety Management system, supported by ongoing development and monitoring efforts. This system ensures that our operations adhere to rigorous health and safety standards and enables us to proactively identify and address potential risks.





Moreover, our governance practices extend to our relationships with clients, vendors, and suppliers. We actively seek out partners who share our commitment to mutual respect, courtesy, and civility. By fostering collaborative and respectful partnerships, we contribute to a positive and inclusive business environment.

In conclusion, North Shore places great emphasis on governance as a fundamental component of our ESG strategy. Our governance framework, supported by our code of Business Conduct, external financial audits, Health and Safety Management System, and collaborative partnerships, ensures that we operate with integrity, transparency, and a commitment to responsible decision-making. By upholding these principles, we aim to create long-term value for our stakeholders while contributing to sustainable and responsible business practices.



NORTH SHORE

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