

CCE 2013 AWARDS

COMMUNITY OUTREACH



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INTRODUCTION

Corporations control the majority of world's economic activity and are the main mechanism for social development. We believe that corporations, more than any other organization, have the power and influence over human resources, means and responsibility to promote growth and development of all levels of society. Consistent with our commitment to the principles of sustainable development and corporate social responsibility, Golder Associates Ltd. is dedicated to promoting the empowerment, knowledge, growth and development of our employees, and the communities in which we live, work and play.

We continually strive to make positive contributions to these communities and support our people in donating their time, money, and resources to a range of not-for-profit organisations and provide opportunities for taking time off from work to volunteer in local communities, our own Golder Trust for Orphans, and other national or international non-government organizations. We encourage and support our people to participate actively in industry and professional associations and seek leadership opportunities in those organisations when possible.

In addition to this, each of the 180 Golder offices across 25 countries has a guideline of returning approximately 1% of their budgeted operating income to the community, but we also provide our employees – at all levels – with opportunities to get involved in a variety of charitable endeavours. These vary in nature and by location. This nomination will focus on some of the larger ones led and supported by employees in Golder's offices.

Our Vision

- The freedom to excel
- The knowledge to find the answers
- The passion to make a difference

Our Purpose

Engineering Earth's Development, Preserving Earth's Integrity

Our Values

Integrity: we are honest, reliable, ethical and trustworthy in our work and relationships.

Excellence: we pursue excellence in our technical solutions and service to our clients and colleagues.

Teamwork: We are a connected community, actively sharing knowledge and experience to bring value to our clients.

Caring: We respect and care about our people, clients, communities and the environments in which we live and work.

Ownership: We take pride in the work we do for clients and are personally invested in our company and its success.



GOLDER TRUST FOR ORPHANS



As part of our commitment to sustainable development, Golder Associates' employees formed the Golder Trust for Orphans (www.goldertrust.org) in 2003 to provide support to children and families in Africa who have been orphaned or displaced by the AIDS pandemic.

The Trust, which is funded mainly by contributions from Golder employees and Golder's operating companies, provides financial support to organizations caring for and counselling families and dependents of people living with HIV/AIDS. The Golder Trust for Orphans supports organisations of all religions and ethnic groups.

The Trust provides one time grant support to organizations looking for immediate aid, but directs most of its funding towards sustainable development projects that help organizations fund their own activities in a sustainable way.

100% of all donations go to our projects, as Golder covers all administrative costs of the Trust. Since 2003, over \$2 million USD has been donated to the Trust and passed on to our projects.

STAFF PARTICIPATION

Golder staff are given the opportunity to support the Trust at a local level by participating in fundraising activities and initiatives, but there is also a chance for some to participate on the ground, during the Annual Golder Trust for Orphans Volunteer Trip.

The November 2011 journey saw twelve international volunteers gathered together in South Africa to help make a difference in the lives of children at Lily of the Valley - one of the projects that the Trust supports.

Through the week that followed we saw these assorted international members of the Golder family come together



During the week of October 20th, 2012, seven volunteers from around the Golder world braved rainy weather at Lily of the Valley and helped improve the lives of children there and at the Thembisa Embo project nearby.

These helpful Golderites spent their time planting 120 fruit trees, cooking for the Lily kids, planting a garden for a needy caretaker, and delivering food to needy families in the community of Embo.



GOLDER TRUST FOR ORPHANS

Mary's Story

This is the story of Mary (her name has been changed to protect her identity). In April, 2011, Mary was brought to Rhotia Valley Tented Lodge and Children's Home in Tanzania after she was found lying on top of a pile of sand near the local village. She had been abandoned there and was barely alive, surviving by drinking rainwater and eating sand. She weighed only 9 kg (20 pounds) and was 8 years old.

Rhotia Valley Tented Lodge and Children's Home is one of the projects being supported by the Golder Trust for Orphans. It was founded by and is directed by Marise Koch, a former doctor from the Netherlands. Currently, Rhotia Valley cares for 52 orphans (38 in the children's home and 14 in the village) and is completely self-sustaining from the revenues from their tourist lodge and bakery (whose construction was funded by the Golder Trust for Orphans).

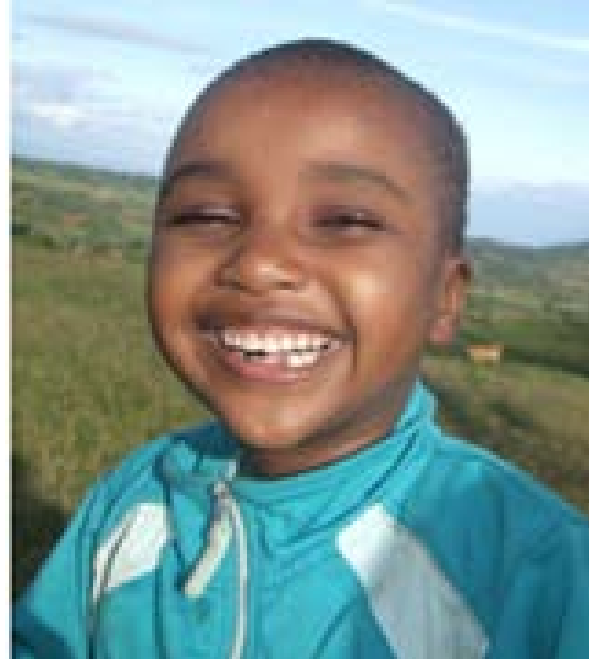
When Mary was brought to Rhotia Valley, the team of caregivers and Marise decided that they would do what it took to save her life and nurse her back to health. She was immediately put on a diet of milk and various nutritional supplements to help her get stronger and gain weight. She was under constant care for 24 hours per day for several months. It was agreed that she would become a permanent resident of the children's home, as her parents were nowhere to be found.

Mary had a strong spirit and a very strong will to live. After only several months she was able to start walking on her own, and got her very first pair of shoes.

She didn't stop there, however. In her first year at Rhotia Valley she has transformed into a smiling, happy little girl who loves to laugh. She is going to school. She is the embodiment of the strength of the human spirit.

"Thanks to the Golder Trust for Orphans, we are able to rescue and care for children like Mary, who without your support would have no hope. Thank you so much to all of Golder's employees for caring."

- Marise Koch, Founder & Director of the Rhotia Valley Tented Lodge and Children's Home in Tanzania



GOLDER TRUST FOR ORPHANS



In addition to the projects mentioned, the Golder Trust is currently providing support to 9 other organizations in Africa:

KwaSizabantu Schulzendal / Malelane (South Africa)

A mission supplying a local community with food, jobs and a crèche for children.

Food Water Shelter (Tanzania)

A not-for-profit organization that builds and manages sustainable and eco-friendly children's villages to help vulnerable women and their children in the community.

Nokuphila School (South Africa)

A community based school for disadvantaged children that also provide them with nutritious food and medical care.

Mission Station of Carlos Vilanculos (Mozambique)

A mission on a family farm providing food, education and clothing to orphans in the local community.

Bulembu Ministries (Swaziland)

A revitalization project consisting of several commercial enterprises whose profits are being directed towards orphan caring and support.

St. Joseph's (South Africa)

A non-governmental, non-profit organization that delivers a comprehensive and holistic HIV/ AIDS program.

Hamba Ekukanyeni/Walk in the Light (South Africa)

A rural-based organization providing sustainable support for orphans.

Thembisa Embo Community Project/ Hope Farm (South Africa)

A community-based project supporting households caring for orphans.

Lewa Childrens' Home and Baraka Farm (Kenya)

A multifaceted project that consists of a commercial farm and private school providing a secure environment for orphans.

"Our group happened to be on site at Lily of the Valley, SA, when the x-ray machine donated by Golder was delivered to the clinic, and the community was ecstatic. That donation will not only help with the care of children at the orphanage, but also the surrounding community, where AIDS and HIV are very prevalent and affordable health care is not. Being able to witness how our company donations make a difference in lives is quite an experience. Not only does it make you motivated to be a part of something so exciting, but also has you reflecting on Golder Associates' core values and how each employee's generosity demonstrates these qualities everyday to make lives around the world better."

- Lindsay Young, Golder Trust Volunteer

ROW FOR KIDS



Row for Kids (www.rowforkids.com) is an annual event held in support of the Stollery Children's Hospital Foundation and the Edmonton Rowing Club youth rowing programs. It was established in 2007 by Scott Matheson of PCL Construction Management Inc., and engages members of the greater Edmonton corporate community in an event that serves as both a team builder and fundraiser.

Golder first became involved with Row for Kids in 2008 and in that year, we provided a small donation and a number of volunteers to help run the event. That experience led to eventually taking over as Chair in 2012. Golder provided over 20 volunteers to organize and run the event. In 2012, our teams raised \$25,600 as part of a total fundraising effort of almost \$133,000. We hope to recruit more teams in 2013 to allow the event to increase fundraising to even greater levels! Golder's participation in the Row for Kids event has served as a team builder for our Edmonton offices, while providing an opportunity to give something back to the community through support of two worthwhile causes.

By taking on a leadership role, we have been able to leverage our participation into even greater contributions to these great charitable initiatives. Golder personnel contributed over 200 hours of time in organizing the 2012 event, in addition to volunteer time on the day.

"As a joint beneficiary with the Stollery Children's Hospital Foundation, the Edmonton Rowing Club recognizes the importance Golder Associates' contribution to the event.

This type of fundraiser requires a great deal of effort, time commitment and attention to logistics details and the ERC want to congratulate Golder Associates in making this year such a success and a record year for amount of funds raised."

*- Mei Wah Fong, Row for Kids Director,
Edmonton Rowing Club*

"We recognize that this type of fundraiser requires a great deal of effort and expertise. Golder Associates' ongoing dedication, commitment and support to children in the region should be commended. We are so fortunate to have them as supporters and look forward to working with them on Row for Kids 2013."

*- Sandy Chipchar, Interim President & CEO, Stollery
Children's Hospital and Foundation*

RIDE TO CONQUER CANCER

On June 23-24, 2012, seven cyclists from Golder Associates participated in the Enbridge Ride to Conquer Cancer, a two-day cycling event to raise money for the Alberta Cancer Foundation.

The Golder team cruised across the finish line together after covering more than 220 kilometers along the Rocky Mountain foothills with nearly 2,000 other riders - a great accomplishment considering rainy conditions and chilly weather.

Team "Golder Associates" fundraising efforts rose over \$15,000 from friends and family. With Golder matching the donation amount, this provided a contribution of over \$30,000 towards the Alberta Cancer Foundation, the leading non-government source of research funding in the province.

This was the Golder team's first time participating in the event, and we are hopeful it will be a springboard to grow the Calgary and Edmonton offices' involvement with the Ride to Conquer Cancer in years to come, by both increasing the number of participants, and the funds raised.

Having many colleagues whose lives have been impacted by cancer, we feel it is important that we support advances in cancer research and our employees who are willing to take on such a challenge with the goal of a cancer-free future.

"The generous donations of Golder staff, the company's matching contribution, and the perseverance of the Team during the ride really shows how Golder lives its values. It was overwhelming to be part of a ride for such a great cause... I was proud to be a part of the team and to wear Golder colours."

- Curtis Campbell, Calgary Associate and Team

"I had my own personal experience with cancer last year. I credit much of my successful survivorship to the excellent knowledge and care provided to me by the medical profession in Alberta. It takes money to do the research that leads to successful treatments; to hire, train and retain the best medical staff; and to provide the facilities, equipment and other resources they need to do their job. This particular cause is important because it contributes to the Alberta Cancer Foundation, which provides direct funding for cancer research and treatment here in Alberta."

- Rick Robinson, Calgary Principal and Cancer Survivor



OTHER GOLDER SUPPORTED CAUSES

The larger initiatives highlighted in this submission are really a snapshot of the Caring that our Golder employees show to the community. There are various other charities and events that our staff are passionate about supporting – whether financially, or through volunteer time. Some of these include:

United Way

Every October, the Golder Burnaby office raises funds for the United Way. In 2012, Golder donated \$5,000 in cash and contributed 150 hours of company-paid time for campaign coordinators. Another \$25,000 was raised through an employee luncheon, bake sale, raffle tickets, and pledge cards, bringing the total of raised to \$30,000.

Bethesda House

The Community Support Team and Sustainability Group delivered clothing and food donations to Bethesda House, a shelter for abused mothers and children living in Durham Region, the in Christmas 2012. All items were donated by Golder Whitby office staff members over a period of approximately 4 weeks. In total, an office cubicle full of donated household, clothing, food, school gear and toiletries items were given. Golder employees also to purchase new nightgowns and pajamas for the residents of Bethesda House through our "bedtime Christmas tree" gift tag initiative and additionally provided a cheque of \$1,500 to assist with their ongoing efforts.

Movember

Many Golder employees also participate in Movember, a unique fundraiser that has become quite popular across the globe. Each participant grows a moustache for the month of November. Sponsorship and competition get fierce and fiery for who can grow the best 'stache. Money raised goes towards prostate cancer and male mental health research. We hope to increase competition between offices in the fight for best facial hair in 2012.

Mining for Miracles

The Golder Burnaby office supports the annual Mining for Miracles campaign to raise money for BC Children's Hospital. In July 2012, Golder covered the \$3,850 bill to host a staff BBQ and fundraiser, which included food costs, equipment rentals, and decorations. Additionally, a \$2,500 in cash and 90 hours of company-paid time for employees to organize and manage the event, for a total company contribution of \$6,350, not including wages. Another \$13,500 was raised through ticket sales, raffles, a silent auction, and employee donations.

Library

Members of Golder's staff initiated the Nepal Library Foundation (NLF), an organization aimed at raising funds to support a national library system in Nepal. To date, Golder has donated \$7,000 to NLF. Additional funds are raised through selling Paper Blank™ journals, diaries, and calendars and Karma Organic Coffee. 100% of the proceeds go towards the cause.

Additional National Causes:

- Calgary Communities Against Sexual Abuse
- Crandlemire-Keenleyside Family Legacy Fund
- MS Society of Canada, Calgary & Area Chapter
- Right to Play International
- The Calgary Food Bank
- The Alberta Cancer Foundation's Underwear Affair
- Canadian Cancer Society Relay for Life
- Prostate Cancer Canada
- Association for Workplace Tragedy Family Support
- The Mustard Seed
- Kids Cancer Care Foundation of Alberta
- Earth Day Clean-Up
- Sharp Foundation
- Disaster relief in Haiti, Japan and other locations

CONCLUSION

At Golder Associates, we feel that it is essential to recognize and celebrate our core values, as part of the process of defining and maintaining our culture. The Principals and Associates of the company are expected to be the champions of that culture, promoting and ensuring that corporate decision-making is consistent with our values.

However, our core values were developed in a broad-based consultation involving staff at all levels in the company: it is not a culture that is imposed from above, but rather a reflection of who we are and who we aspire to be.

Our core value of caring is a key component of our strategy for achieving our desired state of sustainable development. This encompasses our professional practice, our business processes, and our place in local, regional and global communities. Our culture of 100% employee ownership provides us with a strong platform from which we can apply these principles.

Golder's recognizes the importance of giving back to our communities:

"We support the aspiration of our people to volunteer and support not-for-profit organizations, and we provide opportunities for taking time off to provide volunteer services through national or international NGOs."

We prefer supporting initiatives that are promoted and embraced by our employees instead of initiating corporate volunteer initiatives, and we make sure that employees experience the freedom to excel and the passion to make a difference through their volunteer activities."

The examples provided in this document show how Golder personnel in Alberta have lived our core value of Caring, by giving of their time and talents to make our community a better place.



OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT



WE ARE A RESPONSIBLE ORGANISATION.

At Golder Associates, we recognise that our success, and the success of our clients, is increasingly dependent on embedding sustainable development principles in our projects and activities.

Our purpose, "*Engineering Earth's Development, Preserving Earth's Integrity*," reflects our commitment to sustainable development, which is commonly defined as "...development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

In working with our clients, we recognise that many projects have the potential to change and sometimes transform local environmental and social conditions, generating both positive and negative effects.

Our role is to provide engineering and scientific expertise to support our clients in addressing sustainable development challenges, working within a framework in which the use of natural capital and the creation of economic and social capital will be achieved in a balanced way, in the interest of existing and future generations.

WE PROVIDE OUR PEOPLE WITH THE OPPORTUNITY TO GROW AND BE SUCCESSFUL.

We are engaged and connected with each other, our clients and society to share, learn, participate, deliver, excel and widen networks.

We encourage professional and technical development and provide ongoing education and training for all employees on sustainable development issues that are relevant to our clients and our business.

We will challenge our people to use their talents and share their knowledge to find more sustainable solutions to society's development issues.

WE HAVE A SUSTAINABLE GOVERNANCE MODEL.

As a 100% employee-owned, multi-generational organisation, our governance model gives us a solid platform in which to embed the principles of sustainable development. Led by an engaged community of Principals and Associates, our employee-owners are active participants in key decisions that shape our business.

We recognise that we are responsible for engaging with a broad range of stakeholders – including employees, employee-owners, clients, suppliers, business partners, competitors, regulators, communities, non-governmental organisations, and the media. We will strive to establish long-term relationships with them through active collaboration and engagement.

WE ARE COMMITTED TO CONTINUOUS IMPROVEMENT.

Our more than 50 years of consistent financial performance and success are a testament to the vision of our founders to build a lasting, multigenerational enterprise rooted in technical and client service excellence.

Dated: July 30, 2012

To preserve this legacy and uphold our reputation, we are continually improving how we conduct our business. We adopt best practices in the areas of governance, health and safety, development of our people, business relationships, client service, technical excellence, innovation and environmental management.

We will work to create a culture of environmental and social responsibility, by setting organisational goals, monitoring our progress, sharing the results with our stakeholders and taking actions to improve our performance.

WE HELP OUR CLIENTS TO FIND MORE SUSTAINABLE SOLUTIONS.

One of our most important business objectives is to use our knowledge and talents to embed sustainable development principles and practices in the work we do for our clients, helping to minimise environmental degradation and build more equitable societies.

We will evaluate projects with respect to risks and opportunities for sustainable development, and work with clients and other stakeholders to provide sustainable solutions through the application of our specialised services.

We prefer to work with clients, partners and suppliers who have made a commitment to continuous improvement of their sustainable development performance, have a track record that demonstrates social and environmental responsibility, and who listen to and consider the professional and independent advice provided by Golder.

WE SUPPORT LOCAL COMMUNITIES.

We continually strive to make positive contributions to the communities where we live and work. We support our people in donating their time, money and resources to a range of not-for-profit organisations, and provide opportunities for taking time off from work to volunteer in local communities, our own Golder Trust for Orphans, and other national or international non-governmental organisations.

We are engaged in establishing strong relationships with our communities. We will seek opportunities to maximise our positive economic impact, by working with local suppliers of goods and services and hiring local people wherever practical.

WE ARE AN AGENT FOR SUSTAINABLE DEVELOPMENT.

Golder is a company with a rich history and an exciting future. We know who we are and where we are going. We have an inspiring vision and a strategy with clear goals to take us there. We have a set of core values and a Code of Conduct to guide our actions along the way. Together, these elements represent Our Charter and together, they challenge us to use our knowledge and passion to confront some of society's most pressing needs. Working with our many stakeholders, Golder will be an agent for sustainable development.





CONSTRUCTION LEADERS



September 14, 2012

Nathan Schmidt (Ph.D., P.Eng.)
Principal, Senior Water Resources Engineer
Golder Associates Ltd.
16820 107 Avenue, Edmonton, Alberta, Canada T5P 4C3

Dear Nathan

RE: Golder Support Letter

As founder and honorary Chair of the Row for Kids fundraiser, I would like to recognize the contribution of Golder Associates to the event. In 2011, Golder joined PCL Construction Management as a corporate partner, to organize the annual Row for Kids regatta, and took on the leadership role in 2012. This involves a significant commitment of time and skills, and they have drawn on their culture of caring and community support to make a significant contribution to the event. They are expected to remain in that role in 2013 and possibly beyond.

Row for Kids supports two deserving charities: the Stollery Children's Hospital Foundation and youth rowing programs at the Edmonton Rowing Club (ERC). Because the event is organized and run by volunteers, 100% of donations go directly to these charities. Since 2007, Row for Kids has raised over \$630,000, with 75% going to the Stollery and 25% going to the ERC.

In the two years that Golder has been involved in the event organization, we have raised over \$250,000. Golder's leadership and volunteer effort has contributed to the success of Row for Kids and we look forward to having them as a partner for years to come!

Yours truly,

PCL CONSTRUCTION MANAGEMENT INC.

Scott A Matheson, RET, GSC
Director Business Development Alberta

PCL CONSTRUCTION MANAGEMENT INC.

5400 99 Street NW, Edmonton, Alberta T6E 3P4

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September 24, 2012

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University of Alberta

Sandy Chipchar
Interim President & CEO
Stollery Children's Hospital Foundation

Golder Associates
16820 107 Avenue Northwest
Edmonton AB T5P 4C3

To Whom It May Concern:

This letter is to acknowledge the important role Golder Associates plays in the region through its involvement in community philanthropy and its dedication to raising funds for thousands of sick and injured children at the Stollery Children's Hospital. Through its involvement in the annual Row for Kids fundraiser there are many more children are at home with their families today.

Annually, Golder Associates' volunteers have participated in the Row for Kids fundraiser, benefiting both the Stollery Children's Hospital Foundation and the Edmonton Rowing Club. In 2011, PCL Construction Management began to transition the organization of the event over to Golder Associates; and in 2012, a full transition was smoothly completed. Golder Associates was able to manage the complete organization of the event with the support of a committee and were able to raise more than \$132,000 through the event.

There are more than 210,000 patient visits to the Stollery Children's Hospital each year, and that number is growing. The Stollery provides advanced to complex, life-saving care, including pediatric heart surgery, transplantation, intensive care and neurology. To help ensure we can maintain this level of complex care, Row for Kids has contributed more than \$655,000 since its inception.

We recognize that this type of fundraiser requires a great deal of effort and expertise and we want to congratulate Golder Associates on keeping the teams engaged and excited to raise funds for two worthy causes. Golder Associates' ongoing dedication, commitment and support to children in the region should be commended. We are so fortunate to have them as supporters and look forward to working with them on Row for Kids in 2013.

Sincerely,

Sandy Chipchar
Interim President & CEO

Raising money for miracles

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