

CANADIAN CONSULTING ENGINEERING 2014 AWARD

DILLON'S ENVIRONMENT AND COMMUNITY INVESTMENT FUND



INTRODUCTION

Dillon is committed to sustainability both in the services we provide, and in the internal business processes we practice. Whether it's maintaining carbon neutrality since 2008, targeting three-stream waste management in all offices, or procuring a high percentage of green products, our passion for environment is evident. But sustainability also includes a social and community commitment as well. We support local and national charities through time and donations, we promote employee well-being, and we invest in scholarships for the next generation of professionals.



However, perhaps the most innovative program that Dillon has established is our **Environment and Community Investment Fund (ECIF)**, which supports efforts to improve our environmental, social, and community impact. Rather than simply donate over 1% of pre-tax profits to various community and environmental organizations, Dillon instead leverages this investment by enabling employees to execute projects, programs, or initiatives that fit the fund's criteria. As we'll explain, critical to this program are the employees themselves, who volunteer their time, energy, and skills to better the communities and environment in which we live and work. The program generates the biggest spin-off benefits when Dillon can provide in-kind support for non-profit events, causes, initiatives, or organizations. It's these investments that foster a culture of participation and volunteerism among Dillon employees.

CORPORATE LEADERSHIP



Gary Komar
President



Ann Joyner
Project Partner, Dillon's
Corporate Sustainability
Strategy



Andrew Wilson
Director of Corporate
Services



Brendan Salakoh
Coordinator, Dillon's
Corporate Sustainability
Strategy



Clement Lam
Coordinator, Dillon's
Corporate Sustainability
Strategy

ENVIRONMENT AND COMMUNITY INVESTMENT FUND

The ECIF's primary goals are two-fold. The fund is to be a catalyst for activities that contribute to:

1. Reductions in Dillon's environmental footprint; and,
2. Improvements in our local or global community.

We aim to accomplish these goals in concert by investing over 1% of our pre-tax profits in the initiatives that the ECIF funds. The ECIF is allocated to each of Dillon's 17 Canadian offices. In all, Dillon supported over 120 initiatives company-wide in 2013.

The ECIF is administered by **Dillon's Corporate Sustainability Strategy (CSS)** team, which consists of passionate senior leaders and junior technical staff. Employees, generally in conjunction with their local **Community & Environment Committee (CEC)**, are free to propose initiatives which they feel meet the program's criteria. These grassroots initiatives have included everything from tree planting campaigns to supporting breakfast programs, and from serving at soup kitchens to assisting with wildlife rehabilitation. The Initiative Examples section will highlight a few of this past year's initiatives in more detail.

The ECIF encourages Dillon employees to become actively engaged in community and environmental initiatives. Employees are given the opportunity to choose initiatives that they are passionate about, cater to their area of expertise, or have touched their lives personally.



Approval for ECIF funding is generally required to meet the following criteria:

Environmental Criteria

- Supports the Corporate Sustainability Strategy's (CSS) vision and objectives;
- Results in a reduction of greenhouse gas emissions, water consumption, or waste generation;
- Is visible to staff; and,
- Has ongoing improvements year-after-year.

Social Criteria

- Benefits outside parties;
- Encourages learning, engagement and relationship building for Dillon employees;
- Acts as a catalyst for activities that contribute to our local and global communities; and,
- Supports expenses combined with staff volunteer time.

Ultimately each initiative is approved by the local office manager, often in consultation with the CSS Team.

The flexibility and local nature of the program ensures that the creativity and passions of each local office shine through in the causes they support and the



initiatives they undertake. During 2013, ECIF spending amounted to over \$121,000 company-wide. Overall, the investment made over five years totals almost \$500,000. Every office takes advantage of the fund and the optimal use of the fund is included in evaluating the overall success and performance of the office. The program has allowed Dillon to further strengthen lasting relationships with community organizations, causes, and residents.

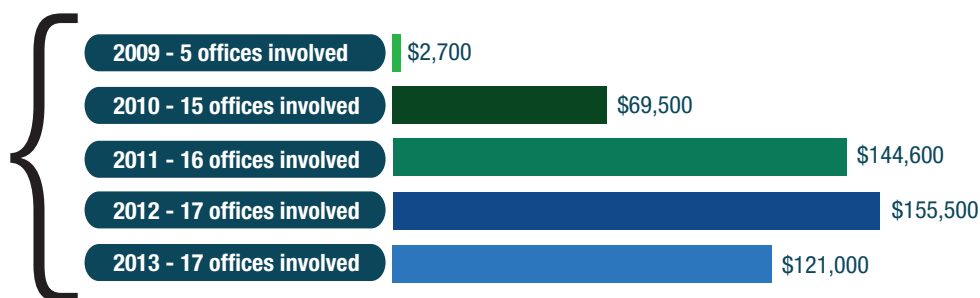
ENVIRONMENT AND COMMUNITY INVESTMENT FUND SUMMARY

 **120+**
ECIF Initiatives
Nationally
in 2013

 **over 1%**
Pre-tax Profits
Allocated to the ECIF

 **600+**
Employees with
Access to the ECIF

Total ECIF Spending Almost
\$500,000



* Staff volunteer time was above and beyond these expenses

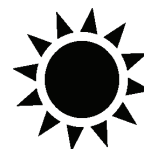
ORGANICS WASTE MANAGEMENT SUPPORTED BY ECIF



Composting Provided
by Management Company
Halifax, Kitchener,
Toronto



Vermi-composting
Yellowknife



Backyard Composting
Saskatoon, Windsor,
Winnipeg



Third Party
Pick-up
Vancouver

120 ACTIVITIES IN 2013 INCLUDED SUPPORT FOR:

- In-school programs
- Community greening events
- Fund-raising sports events
- Earth day events
- Food banks
- Community shelters/
homes/missions
- Child and youth programs
- Disaster relief
- Nature conservancy programs
- Habitat for humanity
- Seniors and seniors programs
- Office greening

INITIATIVE EXAMPLES

Environmentally Friendly Tumblers and Bags for Cystic Fibrosis Walk



Cystic Fibrosis Canada is making great strides, because others, like staff from Dillon's Oakville office, take strides. Every year across Canada, friends, family and colleagues of Canadians with cystic fibrosis (CF) lace-up their walking shoes to participate in the Great Strides™ walk, the flagship national fundraising event.

Year after year, volunteers make every Great Strides™ walk family friendly, fun and successful. The dedication of individuals, teams, and communities has raised more than \$18.5 million so far for vital CF research and care programs funded by Cystic Fibrosis Canada.

Dillon Oakville staff take part in the walk each year, on a team called Chloe's Consultants. Chloe, the daughter of one of the local staff members, has CF. Money the team raised went to support CF research, while Dillon sponsored reusable cups with straws and bags for each registered walker.



Office:
Oakville



Local Champion:
Tracy Micallef,
Office
Administrator



Total Funding:
\$2,770



**Number of
Employee
Volunteers:**
15

INITIATIVE EXAMPLES

School Breakfast Program



Dillon's London office has been actively involved in the Prince Charles Elementary School Breakfast Club for three years. The team provides breakfast twice a month at the school, and is involved in purchasing food, menu planning, cooking, and serving. It's a major highlight for the 20+ staff that participate and have built an ongoing relationship with the school. Together, they've served over 600 warm, nutritious breakfast meals. The school also has a lunch program, and the office regularly sponsors food for that as well.



Office:
London



Local Champion:
Sabrina Stanlake,
Planner



Total Funding:
\$4,995



**Number of
Employee
Volunteers:**
20

INITIATIVE EXAMPLES

Rideau Valley Wildlife Sanctuary



Thank you Dillon Consulting and PetValu Kemptville for donating \$2,000 worth of turtle equipment!



For three consecutive years, the Ottawa office has been supporting the Rideau Valley Wildlife Sanctuary (RVWS) through the ECIF. The office has spent considerable time and effort on the creation of turtle rehabilitation tanks for RVWS following the Terry Fox Drive Blandings Turtle studies. The RVWS cares for a significant number of injured and displaced turtles every year, including the species at risk Blandings turtle. Aside from volunteering at the organization, the team has donated several items and pieces of equipment to the organization.

Professional staff, working as part of Dillon's Natural Environment Management practice, contributed to a tender package that states that if a project could lead to the potential injury of wildlife, the injured animal will be transported to the RVWS along with a certain sum to account for its medical needs and recuperation. This will have a lasting impact on the habitats and ecosystems in the region.



Office:
Ottawa



Local Champions:
Natalya Suckow,
Administrative
Assistant
&
Alex Zeller,
Biologist



Total Funding:
\$2,000



**Number of
Employee
Volunteers:**
10

INITIATIVE EXAMPLES

Habitat for Humanity



Habitat for Humanity aims to provide affordable home ownership for families in need of an opportunity to create better lives. All Habitat for Humanity homes in Manitoba are built to the Manitoba Hydro Power Smart gold standard. The 32 home development on Nairn Avenue is registered for LEED Platinum certification. Dillon's Winnipeg office sends volunteers to help build the houses. Dillon has participated for the past two years in this ongoing annual event. Dillon also utilizes the ECIF to cover costs associated with the builds, including purchasing backfill, perimeter drain stones, and a high efficiency furnace for one home.



Office:
Winnipeg



Local Champion:
Clement Lam,
Environmental
Scientist



Total Funding:
\$4,300



**Number of
Employee
Volunteers:**
6

INITIATIVE EXAMPLES

Library: Progress Centre for Early Intervention



Serving the Halifax Regional Municipality since 1985, the Progress Centre for Early Intervention is a non-profit resource and community outreach program for children with developmental delays. This past summer, Dillon's Halifax office donated time, funding, and materials for the expansion of the Family Toy and Resource Library. The team carried out the demolition, re-assembly, and painting of the library. Dillon funded and enlisted the help of Gil-Son Construction to carry out the new expansion.

The team is thrilled with the result and is confident that the newly expanded library will be a valuable resource to the families it serves. The library is now easier to navigate and has more space for a larger variety of toys, books, and resources for use by families and staff.



Office:
Halifax



Local Champion:
Jodie Connors,
Administrative
Assistant



Total Funding:
\$11,260



**Number of
Employee
Volunteers:**
16

INITIATIVE EXAMPLES

Laskeek Bay Conservation Society



Last year, Dillon contributed supplies to the Laskeek Bay Conservation Society (LCBS) as part of an ECIF initiative. LCBS is a not-for-profit organization dedicated to the conservation of marine and terrestrial ecosystems on Haida Gwaii (formerly, the Queen Charlotte Islands). One of Dillon's professionals assisted the Society with her expertise and the partnership has grown to the point where the LCBS is currently sponsoring her Masters of Science research, which is based out of their research station on East Limestone Island. Together, they are assessing the impacts of climate change; more specifically, the impact that warming sea surface temperatures are having on the reproductive success of the Ancient Murrelet, which is a federally listed seabird. In 2014, Dillon will once again sponsor much needed supplies to support the LCBS' upcoming field season on East Limestone Island, where they will continue to monitor populations of seabirds, shorebirds, marine mammals, cavity nesting birds, and plants.



Office:
Vancouver



Local Champion:
Stacie Kalyn,
Environmental
Technician



Total Funding:
\$1,750



**Number of
Employee
Volunteers:**
12

INITIATIVE EXAMPLES

Kingsclear First Nation – Christmas for Kids



Once again, Kingsclear First Nation was thrilled with Dillon's involvement with their Christmas for Kids Campaign, which assists low income families during the holiday season. In 2013, Dillon helped support Christmas Day for over 30 families living within the First Nation. Above is a photo of the Dillon delivery team with Chief Gabriel Atwin. Additional contributions beyond ECIF funding helped Kingsclear in wrapping some of the donations.

As an interesting side note to this year's story, when the First Nation heard that Dillon was also assisting another family in need at Christmas, they immediately offered their support. Kingsclear provided Dillon with a basket of goods including all the essentials for a hearty Christmas dinner. Dillon's partnership with the First Nation on programs such as these, and our new partnership with them on the NB Power Mactaquac Dam First Nation Engagement project, is a testament Dillon's culture of value based relationships with our clients.



Office:
Fredericton



Local Champion:
Ryan Dunbar,
Environmental
Engineer



Total Funding:
\$3,300



**Number of
Employee
Volunteers:**
8