

SUSTAINABILITY



Our sustainability initiatives focus on climate action and social value. Being purposeful in these areas helps us focus our actions to drive results across all our business activities.

As a data-based organization, we can measure our trends in real time and create step changes as needed to ensure we are always on the path toward improvements.

It is the continual, never giving up, bigger-picture focus that what we do today impacts our tomorrow. Not just a literal tomorrow, but also a future tomorrow when the energy future in Canada looks different than it does today. When today's children are tomorrow's leaders, and they are the ones making strategic business decisions around environmental strategies for their future and their children's futures.

This is important work, and we are committed to it.

Sustainability Progress

We set our sights on being Canada's contractor of choice in the energy infrastructure industry. Our sights are higher now that we purchased a company in the USA that provides similar construction services to ours: we want to be North America's contractor of choice. We have established set criteria we work to that will help us achieve this, and we are on our way to meeting them.

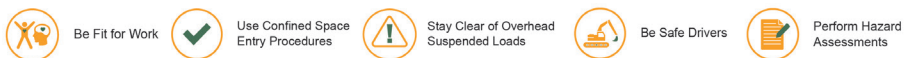
Values-Based Organization

Everything we do as a company is guided by our four values of Never Harm, Trust, Integrity, and Assured Delivery. We talk about these values at our meetings; we recognize people who demonstrate them in their daily life; we orientate people on them when they join our team. Our values are written on our lobby walls, put on our banners that are up at our meetings and are on posters around our office. When you work at Surerus Murphy, you agree to amplify these values in how you work.



Commitment to Never Harm Actions

Never Harm a core value and it also underpins our safety philosophy, too. Our Never Harm actions include protecting our health; protecting our environment; driving safely; staying out of the line of fire; planning and permitting correctly and ensuring damage protection in everything we do. When we work with all our Never Harm Actions in alignment and in-check, we are working operationally at our best.



Respectful Workplace

Our employees can expect that Surerus Murphy will be a respectful workplace. Those who work for us are employed because of their skillset and will be treated professionally, respectfully, and fairly. We work respectfully with each other, and with clients, communities, and business partners. Recently, we introduced Respectful Workplace training to our field leaders – all office employees and field leadership are aware of our expectations for inclusivity, kindness, integrity, and decorum.

Sustainability Pillars

- 01** Protect the environment
- 02** Improve social outcomes
- 03** Enhance transparency and accountability
- 04** Maximize health and safety

We Measure Sustainability



SAFETY

- Yearly Total Recordable Injury Frequency (TRIF)
- Yearly Motor Vehicle Injury Frequency (MVIF)
- Total KMs driven
- Total people hours worked



IDLING

- % of time when engine was on



WATER

- Significant water crossings
- Water usage



TRAINING

- # workers took Suicide Prevention Training
- % of workforce were compliant in their mandatory WorkHub training requirements
- % of total workforce took Respectful Workplace training
- # workers completed Building Leaders program
- # workers completed Pipeline 101
- # workers participated in Microsoft Office Training



CLIMATE ACTION

- Scope 1 GHG Emissions (tCO2e)
- Scope 2 GHG Emissions (tCO2e)
- Scope 3 GHG Emissions (tCO2e)
- Total GHG Emissions (tCO2e)
- KgCO2e / People – Hour Worked



VOLUNTEERISM

- # total volunteer hours
- # supporting organizations



CLIENT SATISFACTION

- Rating out of 10



INVESTMENTS

- # organizations supported in total (project + core)
- \$ total given to organizations via investment funding (project + core)
- \$ total given to organizations via sponsorship funding (project + core)



WORKFORCE

- # new hires
- % of our core workforce self-identify as female
- % of our project workforce self-identify as female
- % of our project workforce self-identify as Indigenous
- Total number of employees at end of year

Sustainability in Action

One key differentiator that underlines our commitment to delivering quality products is our ISO certifications.

- **45001: Occupational Health and Safety Management Systems**
- **9001: Quality Management Systems**
- **14001: Environmental Management Systems**



ISO certifications are not mandatory standards for our industry, but we comply with a higher standard of operations and performance, and this is a benefit that we pass on to our clients.

These standards demonstrate our commitment to doing the right thing and creating a culture of continuous improvement. Our certifications also demonstrate collaboration across our teams and subject matter experts to work in industry-leading standards.