



2023 SUSTAINABILITY REPORT

 **SURERUS
MURPHY**
JOINT VENTURE



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Land Acknowledgement

In the spirit of reconciliation, we acknowledge the land we work on is home to Indigenous peoples who lived here long before we began our projects. They are the original keepers of the land. We thank them for sharing it with us.

We commit to responsible land stewardship and working respectfully with communities.

Message from our President

We have always supported environmental stewardship initiatives and worked to reduce our footprint.

At the beginning of this journey, it was easy to tackle the low-hanging fruit to make quick and easy changes, like ensuring our offices had receptacle bins for trash, recyclables, and organics, and that our plastics were recycled, and the money received from the recycling program was donated back to the community.

At our projects, we support our environmental teams to be sustainability leaders and link our environmental actions against the 10 environmental principles we have that underpin our program. We ensured our storage, disposal and signage of our hazardous materials met or exceeded compliance regulations. We focused on water management and optimizing our recycling strategies while limiting our usage.

We made great strides in these efforts and are now looking deeper into our actions to find systemic changes we can make to be better stewards.

Today, we use hybrid diesel/solar lighting systems at our project locations to reduce our footprint. We are encouraging our drivers to reduce their idling time and rewarding them when they show marked improvement. We have installed 513kWdc of solar on our abundant roof space at our Spruce Grove location reducing our reliance on grid electricity and lowering our Scope 2 emissions. We attend leadership conferences where we learn from others on how they are bettering their sustainability performance and we adopt what we can, where it makes sense for our business. We are moving the dial for our organization. Most importantly, we are walking the talk. We are investing in ways to work smarter, efficiently and with less impact – and these are benefits we pass on to our clients.

This year, we took an additional step forward and purchased an energy infrastructure company out of Broussard, Louisiana – WHC Energy Services – that is well-known for its solar farm installations. Its success building renewable infrastructure projects is a skill set we are bringing to Canada, and it aligns at a deep, core level with our commitment to support Canada's transition to low-carbon energy.

This is our second annual Sustainability Report. Although this is not a required report for our reporting structure, it is important to us to share our efforts and our results. Some years we will demonstrate more progress than in other years, but we are on a continual path of improvement. We put our results out for review because we are committed to this journey.

If you measure it, you care about it and performance aligns with measurement goals. That's why we measure, and why this report is so important to us.

Thank you,

Mick Fitzpatrick,
President Surerus Murphy Joint Venture



Sustainability Journey

Our sustainability initiatives focus on climate action, social value and supporting the renewable energy sector in Canada. Being purposeful in these areas helps us focus our actions to drive results.

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 Goals

If we measure it, we can track progress against it.

Our goals highlight a meaningful approach to project management where we build with a lighter footprint and protect the natural world around us as we do so.

Renewable Energy



Social Value



Climate Action



Sustainability Pillars

01

Protect the environment



02

Improve social outcomes



03

Enhance transparency and accountability



04

Maximize health and safety



We measure our goals under each sustainability pillar, tracking our progress and taking note of what we do well so we can repeat it. Equally, we track where we can improve and make step changes to up our game. Our goal is to be the contractor of choice for our clients, and this requires us to be meaningful, thoughtful and purposeful stewards of the land. We manage our impact by employing technology and innovation as well as using tried and proven practices that mitigate harm to nature and wildlife. Just as important is our intent to work collaboratively and inclusively with our stakeholders, providing local employment and subcontractor opportunities where it makes sense. We engage locally in the communities in which our projects take us, supporting various community initiatives and volunteering our time and resources to causes that resonate with our business.

We are respectful, transparent and honest service providers to our clients. We work closely with them and acknowledge that we are their representatives on a project. At the community, regulatory, business and even on the national stage, we represent their work. We take this responsibility seriously and always do our best to be responsible and employ sustainable practices.

On the following pages, please read about our goals and progress.

01

Protect the environment



Climate Action

- Reduce our carbon footprint by 5% over 2023 values



Safety

- Deliver world class safety performance with a TRIF <0.85 and MVIF <1.20



Operational Excellence

- All projects delivered to agreed KPI's.
- Implement strong to finish program on all projects for 2024.
- Lessons learned data base consulted and learnings incorporated prior to fit to start for each project.



Trusted Partner – Clients & Communities

- Client Satisfaction >8.5 average



Employer of Choice

- Grow our field leadership capacity, identify and build emerging leaders through training opportunities for 10 or more field members

02

Improve social outcomes



Community Engagement

- Win a project with an Indigenous partner.
- Actively partner with clients on two new community giving or volunteering initiatives



03

Enhance transparency and accountability



Vendor Accountability

- Implement vendor scorecards across every project for 2024



04

Maximize health and safety



Safe Driving

- Deliver world class safety performance with a TRIF <0.85 and MVIF <1.20



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 the 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.



Be Fit for Work



Be Safe Drivers



Use Confined Space Entry Procedures



Perform Hazard Assessments



Stay Clear of Overhead Suspended Loads



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, 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 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.

45001

9001

14001

ISO

Measuring Sustainability - Year-to-Year

Climate Action	2022	2023
Scope 1 GHG Emissions (tCO2e)	92,007.72	69,863.11
Scope 2 GHG Emissions (tCO2e)	382.52	429.78
Scope 3 GHG Emissions (tCO2e)	8,917.42	6,735.43
Total GHG Emissions (tCO2e)	101,307.06	77,028.31
tCO2e / People – Hour Worked	0.01387	0.01408
KgCO2e / People – Hour Worked	13.87	14.08
Water Usage (m3)	196,027.5	211,379

Social Value	2022	2023
Employees	3660	4419
Self-Identified Female	400	228 respondents
Self-Identified Indigenous Employees	415	498 respondents
TRIF	0.88	0.77
MVIF	1.4	1.15
Community Volunteering hours	2717	891
Charitable Donations	>\$570,700	\$186,161

Client Satisfaction (/10)	2022		2023	
	Feedback	Rating	Feedback	Rating
	Never Harm	9.5	Never Harm	8.82
	Trust	9.5	Trust	8.89
	Integrity	9.25	Integrity	8.19
	Assured Delivery	9.25	Assured Delivery	8.20
	I would recommend SMJV	10	I would recommend SMJV	8.62



Safety

0.77 Yearly Total Recordable Injury Frequency (TRIF)

1.15 Yearly Motor Vehicle Injury Frequency (MVIF)

33,920,989 Total KMs driven

5,470,360 Total people hours worked



Training

975 workers took Suicide Prevention Training

85% of workforce were compliant in their mandatory WorkHub training

84% of total workforce took Respectful Workplace training

29 workers completed Building Leaders program

21 workers completed Pipeline 101

87 workers participated in Microsoft Office Training



Idling

55% of the time when engine was on



Water

19 significant water crossings

211,379 m3 of water used



Workforce

25 new hires, all local

5% of our workforce self-identify as female

11% of our workforce self-identify as Indigenous

4419 Total number of employees at end of year



Volunteerism

891 total volunteer hours

16 organizations supported



Investments

89 organizations supported through core

17 organizations supported through project

106 organizations supported in total (project +core)

\$28,602 given to organizations through investment funding at core level

\$5,180 given to organizations through investment funding at core level

\$33,782 organizations supported in total (project +core)

\$147,661 given to organizations via core sponsorship funding

\$38,500 given to organizations through investment funding at core level

\$186,161 total given to organizations via sponsorship funding (project + core)

\$219,943 Total charitable giving across 71 unique organizations

Sustainability Stories

Green Hand Program

In 2023, 152 staff enrolled in the Surerus Murphy Green Hand Program, elevating safety for everyone across project sites. This initiative pairs new or short-service workers with less than six months of field-based pipeline construction experience with experienced mentors. Until they graduate, program participants don a green hat so that others on the site know they may need additional guidance and may not have their full bearings yet. Exemplifying our commitment to safety, the program fosters a secure work environment, developing a highly competent and efficient workforce and serving as a testament to our dedication to continuous learning and awareness.



Educational Assistance Standard

In 2023, Surerus Murphy launched an educational training program that makes available \$2,500 to every permanent employee in good standing and with six months or more of service to take a course of their choice that supports their learning objectives and career goals. We also offer the Indigenous Training Fund, which provides the same amount of money to Indigenous employees in good standing who have had three months of continuous service.

Sunrise Healing Lodge

Sunrise Healing Lodge has become one of Surerus Murphy's key community partnerships over the past few years. Surerus Murphy provides volunteer hours, investment funding and event sponsorship for the organization. Surerus Murphy supports Sunrise because of the work that the Lodge does to provide healing and recovery to Indigenous and non-Indigenous community members who use the important services offered. Sunrise Healing Lodge's Mission Statement is simple: Providing a path to recovery through spirituality and culture. They accomplish this by guiding men, women, and their families toward recovery and away from the destructive grip of alcohol, drugs, and gambling. Sunrise Healing Lodge has helped many people turn their lives around.



Sustainability Stories

Roots for Trees

In 2023, Surerus Murphy donated \$3,287.56 for the Roots for Trees Program with the City of Edmonton. This organization plants trees in urban areas to reforest the city with native tree species. In 2023, we received a 1% idling reduction from 2022. While this may seem insignificant, due to the sheer size of our light fleet the 1% reduction prevented 5,793 hours of unnecessary idling as compared to our 2022 stats. This Idling reduction equates to 13,150L of fuel not used. We estimate our Idling reduction prevented 30,345 of CO₂ from entering atmosphere. Since tracking began in 2021, we have reduced our light fleet overall idling by 4% and prevented a total of 23,906 hours of unnecessary idling.



Solar Panels at Spruce Grove Yard

Surerus Murphy is building on its commitment to sustainable energy and reducing its carbon footprint with a new solar power initiative at the Murphy Canada Yard in Spruce Grove, Alberta. Leveraging the vast roof space, 1,252 solar panels were installed, generating 513kW DC, turning the yard into a prosumer—actively consuming energy we produce. By consuming energy generated from the panels during normal workday hours, Surerus Murphy reduces the amount of energy required from the grid, which significantly cuts Scope 2 emissions.

The Spruce Grove yard is a pivotal resource center for Surerus Murphy projects and houses all our corporate staff north of Calgary.

CAT Simulators Donated to NAIT

In 2023, Surerus Murphy donated two CAT simulators, valued at approximately \$240,000, to the Northern Alberta Institute of Technology (NAIT). This gift in-kind will support NAIT's youth engagement goals aimed to open the minds of young people to exiting careers. These CAT simulators feature authentic controls found on a machine making for the most realistic heavy equipment experience an operator can have without being in the real machine. Exposing youth to this technology will create a pathway for early adopters in a career utilizing heavy equipment.

As recognition of this gift in-kind – the largest in Surerus Murphy's history – Surerus Murphy will receive a named classroom in NAIT's industrial building (for 5 years) and be named on NAIT's donor wall.





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