

Policy MG.0.3

Sustainability Policy

SCOPE

The Sustainability Policy is part of our Management and Governance Program and applies to the operations at our head office, shop, and our construction projects executed within Canada. Procedures are modified for offices and projects in other geographic locations.

PURPOSE

As a leading general contractor in the Canadian construction industry, Kenaidan recognizes the global call to action to address climate change. We recognize the need to actively mitigate its impacts to safeguard our triple bottom line—protecting the natural environment and resources, supporting employee welfare, and fostering long-term business prosperity.

In alignment with the Paris Agreement and UN Sustainable Development Goals, Kenaidan is dedicated to operating responsibly and sustainably in all aspects of our business. This will be achieved by integrating ESG (Environmental, Social, and Governance) principles into our daily operations, enhancing positive environmental outcomes, fostering social well-being and ensuring long-term value creation. Through these efforts, we aim to effectively manage the risks and opportunities presented by climate change while driving meaningful progress towards building a more sustainable future.

SDG ALIGNMENT



ESG COMMITMENTS

ENVIRONMENTAL

- Greenhouse Gas Tracking and Reduction:** Quantify carbon emissions using the Greenhouse Gas Protocol and disclose the information on an annual basis, with the aim to achieve net-zero carbon emissions by 2050 by setting near-term and long-term targets
- Decarbonize the Head Office:** Retrofit the head office to maximize clean power purchasing agreements, increase energy efficiency, and increase diversion rates
- Waste Diversion:** Deploy waste management best practices to achieve high diversion rates across the entire company
- Water and Wastewater Management:** Ensure dewatering and unwatering practices are in compliance with the regulation
- Biodiversity Protection:** Ensure impact to local ecosystems is reduced by minimizing habitat loss and helping with restoration



SOCIAL

- **Workplace Health & Safety:** Ensure the highest standards of health and safety on construction sites, with a primary focus on safeguarding our employees' health and wellbeing. We aim for zero injury frequency through the implementation of comprehensive safety protocols, thereby reducing legal liabilities, managing costs effectively, and preventing project delays, while keeping the health and safety of all stakeholders as a priority
 - **CETA Safety**
- **Employee Wellbeing:** Assess inclusivity and accessibility of employee benefits and programs to ensure the needs of the employees are met, and consider needs as climate change impacts become more pronounced
- **CETA Community:** Organize and mobilize volunteers and corporate partners to make a difference in our community
- **Employee Development Programs:** Provide opportunities for all employees to develop their skills and build their careers through various development programs, with a focus on Leadership Development to promote internal growth and advance leaders from within the organization
- **Charitable Giving:** Supporting organizations and causes that promote social well-being, address pressing needs, and foster sustainable development

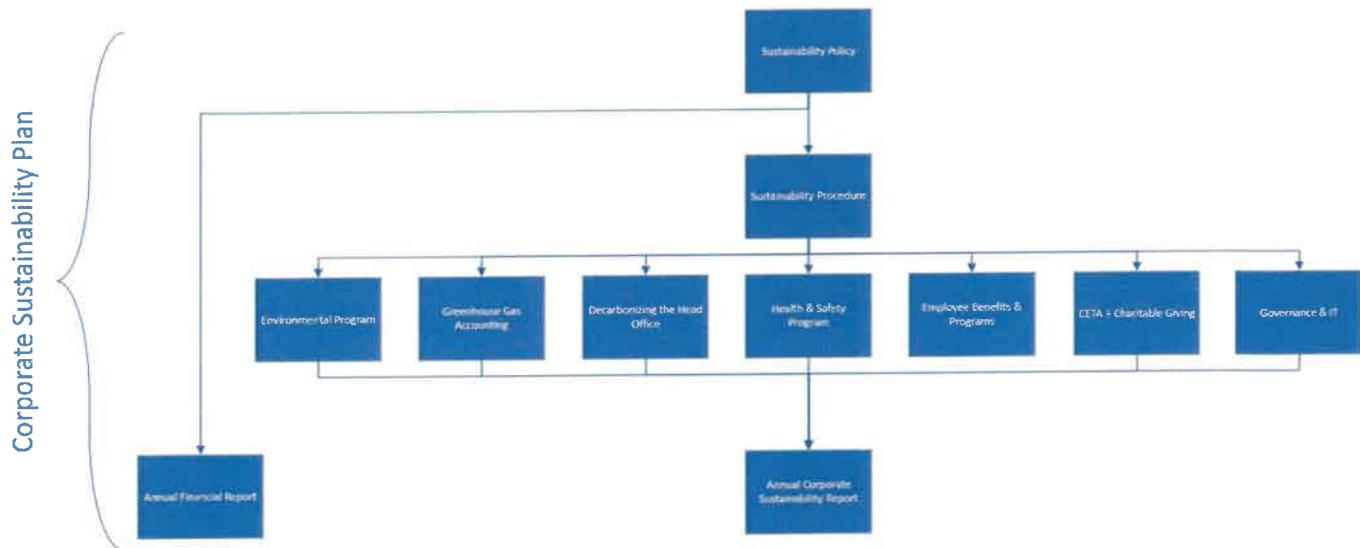
GOVERNANCE

- **Human Rights:** Supports human rights at all levels of our business as per the UN Guiding Principles on Business and Human Rights. A key driver of this is our Supplier Code of Conduct which aligns with international human rights standards, ensuring all suppliers adhere to principles of non-discrimination, fair labor practices, and the right to safe working conditions
- **Cybersecurity & Data Protection:** Protect sensitive information and ensure compliance by strengthening cybersecurity and data protection practices across all operations
- **Quality Management:** Consistently meet and exceed stakeholder expectations by delivering high-quality project outcomes
- **Risk Management:** Mitigating risk for ourselves and our stakeholders in all areas of our business

FINANCIAL

- Consider ESG factors in our financial strategy and provide a qualitative and/or quantitative analysis on our governance, strategy, risk, and monitoring/targets in the annual financial report
- Build a strong financial base where future development is promoted over short-term gain

POLICY WORKFLOW



MONITORING AND REVIEW

Kenaidan commits to continually monitoring and improving our sustainability performance, this will be achieved through annual reviews, internal and external audits. Kenaidan will meet all relevant legal and regulatory requirements by implementing this policy and subsequent Sustainability Program through Procedure C5.1.12 – Sustainability Program.



John Goffredo
President