



**INTEGRITY**

**WE ARE A RESPONSIBLE ORGANISATION**

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



**EXCELLENCE**

We are committed 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."*



**TEAMWORK**

In working with our clients, we recognize 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.



**CARING**

**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.



**OWNERSHIP**

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 organization, 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 recognize 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 organizations, 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 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. To preserve this legacy, uphold our reputation and advance

our commitment to sustainable development, 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 and client service. We strive for technical excellence, innovation and encourage the development and diffusion of environmentally friendly technologies.

We will work to create a culture of environmental and social responsibility, by setting organizational 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, reducing the resources needed to achieve their project goals, helping to minimize 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 specialized services. We will support a precautionary approach to environmental challenges with our clients, stakeholders and our own activities.

We aspire 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 organizations, 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 organizations.

We are engaged in establishing strong relationships with our communities. We will seek opportunities to maximize 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.



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