2014
SUSTAINABLE DEVELOPMENT REPORT
Highlights.
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The 2014 Sustainable Development Report describes and reports on our work environment, governance model and contributions to our community.
about us
we are a responsible organisation

We recognise that our success and the success of our clients is increasingly dependent on embedding sustainable development principles in our projects and activities.
About Golder

The 2014 Sustainable Development Report describes and reports on our work environment, governance model and contributions to our community. In particular, it considers our progress in embedding sustainability into our operations as well as in the work we do for our clients. The theme of the report, “Steering for Change” reflects our experience responding to challenging market conditions and the beginning of our transition to a new destination and a redefined organisation.

Who We Are

Living Our Charter

We are scientists and engineers, ecologists and economists, geochemists and geologists, planners and builders, and much more. We are approximately 7,500 employees working from 170 offices on six continents.

Golder’s Charter is a representation of our culture. Beginning with our purpose, it combines what we aspire to be and our destination (our vision, strategy and tactical actions) with how we need to behave (our values and our code of conduct) to get there.

Our charter is a set of enduring principles while our company’s strategy and practice evolve to adapt to a changing world. Over our 54 year history, we have learned the importance of having a set of principles that define our identity.

What We Do

Golder delivers design, construction, ground engineering and environmental solutions that help our clients in oil and gas, mining, manufacturing, power and urban development and infrastructure achieve their sustainable development goals. We do this by providing a wide range of services in our specialist areas of earth and environment.
From Our Leadership

Steering for Change

Our 2014 Sustainability Report is part of our visible commitment towards operating our business in a more sustainable way, both as an enterprise and in the way we approach our clients’ projects. The report showcases our skills as engineers and scientists and demonstrates how we have helped our clients in meeting their own sustainability goals.

For many of our clients, growing their business in a way that contributes to resilient communities and safeguards the natural environment is their biggest challenge. Our commitment to sustainable development is to challenge ourselves to innovate in the provision of our services to clients and by doing so developing more effective outcome for our clients’ projects.

Our vision is to apply innovative thinking more broadly and become more purposeful in our approach to sustainability so that we can demonstrate to our clients that we share their problems and can speak their language. While incorporating, and working to, the principles of sustainable development does not apply to every project we work on, there are many projects we are involved with where we can make a difference.

Our Sustainable Development report also records the contribution Golder and its employees have made to the communities in which we live and work.

There are many interesting case studies in the report that demonstrate examples of our capabilities and I encourage you to take some time to read them. Each year as we move closer to Our Destination in sustainable development, our case studies will increasingly reflect our innovative thinking through the engineering and science services we provide to our clients as well as our expanding commitment to social responsibility both locally and globally.

Hannah Hamling
Global Lead
Sustainable Development
Golder Associates

“Our vision is to apply innovative thinking more broadly and become more purposeful in our approach to sustainability so that we can demonstrate to our clients that we share their problems and can speak their language.”
Everywhere we operate, we strive to create inclusive and inspiring workplaces where employees have the opportunity to contribute fully in an environment that fosters innovation and excellence.

“Working at Golder has given me the opportunity to work with great people and be involved in interesting and challenging projects. I have been lucky enough to work on projects in New Zealand, Australia, Armenia, Indonesia and the Solomon Islands.”

MATTHEW HAMILTON
Water Resource Specialist
Golder New Zealand
"I’ve had the opportunity to diversify and strengthen my skills in the industry while working with a wide range of experts in various disciplines. Travel is a big part of the job. It has allowed me to work in destinations I’d never imagined working before."

JONATHAN HUPMAN
Environmental Scientist
Golder New Zealand

people
We provide our people with the opportunity to grow and be successful

We will empower our people to use their talents and share their knowledge to find more sustainable solutions to society’s development problems.
A Thriving Workplace

Everywhere we operate, we strive to create inclusive and inspiring workplaces where employees have the opportunity to contribute fully in an environment that fosters innovation and excellence. The total experience of working at Golder—culture, career development, continuous learning, benefits, and the opportunity to become an owner—makes us an employer of choice.

Engaging Our People
An engaged and motivated workforce is key to our success today—and to building a stronger organisation for future generations. Throughout our diverse offices around the world, Golder team members are united by shared values, vision, and purpose. Golder provides tools to make connection across our vast enterprise even easier.

Building Through Employee Feedback
During 2014, we continued to use monthly “Pulse” surveys to collect employee feedback so actions could be taken as quickly as possible to address areas of potential concern. We had 8,260 responses to our Pulse survey in 2014 from 3,772 employees.

The Pulse surveys in 2014 have continued to identify four key factors that contribute the most to Golder employee engagement: career opportunities and development, clarity about performance expectations and results, our values and our reputation in an employee’s specific market. These factors are central themes in our human resources and development programmes. In addition, the Pulse survey highlighted concerns towards the end of the year regarding organisational performance and job security.

Engaging Employees During Rugged Times
During 2014, difficult market conditions continued to prevail resulting in further streamlining of operations across the business. This resulted in a net reduction of our workforce of approximately 12% worldwide. The focus of our engagement efforts during a difficult year in 2014 were towards local programs.
Developing Our People

In 2014, the focus of our training continued to be around Health & Safety, Technical Skills, Client Development and Sales. Our focus on this training was part of our ongoing support to build our technical capability, live our values, develop new business, manage risks in the enterprise and support the unique culture we have in our company.

A Conversation Could Change a Life

We currently provide a range of services to support the health and wellbeing of our staff, including our involvement in R U OK? Day. Our R U OK? initiative was identified as a simple way to engage staff by encouraging them to ask their peers if they are ok. The barrier and discomfort of talking about mental health was combated by involving as many senior leaders and managers as possible to share their stories and open up the conversation. We run morning teas/BBQs where we reinforce the message, provide awareness sessions through Beyond Blue and Headspace and mental health awareness training for managers and senior leaders. Building team connectedness was driven through our internal ‘Step in Team’ challenge. Based on studies completed in Australia and overseas, Golder drew a connection between mental and physical health – staff having healthy lifestyles has aided in workplace productivity.

Global Learning Team Programmes

The Global Learning Team delivered a range of critical programmes in 2014. These included:

• BST accounting system e-Learning modules
• Anti-Corruption & Anti-Bribery e-Learning training and face to face training
• Sustainability e-Learning modules
• CRM programmes including Introduction to CRM; Golder Excellence and Client Selection, Building Successful Client Relationships, and Introduction to Consultative Selling Skills.
• Dynamics CRM e-Learning modules
• New Manager Essentials Programme including 32 e-Learning modules.
We value diversity and recognise its importance in achieving our purpose and vision, upholding our values, and driving our business success in cultures throughout the world. We are committed to offering equal opportunities to achieve employee career goals and earn rewards.

Towards 2015

Diversity Action Plans

Key highlights include:

Our US operation has ten affirmative action plans in place covering all employees. These plans include action-oriented programs with the intent of providing equal employment opportunity for women and minorities in all areas of employee to include recruitment, hiring, compensation practices, promotion, and termination.

Our Australian operation has developed an action plan with six key recommendations. These recommendations are related to women in leadership, setting diversity targets, pay equity, unconscious bias, female mentoring and recruitment practices.

Our African operation has implemented a range of programs aimed at increasing the opportunities for participation in ownership. These programs have resulted in the notable improvement in our South African Broad-Based Black Economic Empowerment (B-BBEE) contributor rating in the past year – a leap from level 6 to level 3. This could not have been achieved without our mentoring programme that, in turn, has seen black ownership increase by 25%.

Gender Diversity in Leadership

Progress was made among leadership — the positions that most influence our direction and growth. Consistently for the last five years, more women have been recognised as Principals or Associates through the peer-nominated system. During 2014:

- The overall percentage of women who are Principals and Associates increased by 19% over 2013
- The number of women who are Principals increased by 10% over 2013
- The number of women who are Associates increased by 4% over 2013
- The percentage of women at Golder has increased by 1.5% in the past 12 months
- The average tenure for men in Golder increased by 18% to just over six and a half years and increased by almost 17% to just under six years for women
- Voluntary turnover has been marginally higher for women than men

Women in Leadership

Women’s Executive Network Honours Anne Poschmann

Anne Poschmann, Principal with Golder’s geotechnical engineering group, was recently named one of Canada’s Most Powerful Women: Top 100 award winner. Anne was nominated in the Trailblazer & Trendsetter category, which recognises women who are either a pioneer or innovator in their field and have made great contributions to Canadian society. “I am absolutely thrilled of course to be receiving this award,” says Anne. “But I feel that it is more a testament to the people that I have worked with, because I have loved what I have been doing within Golder.” Anne started her career with Golder in 1981 and has played a leading role in providing geotechnical engineering expertise, value engineering and constructability reviews for the improvement of transportation and infrastructure in Canada.
Health and Safety Learnings and Improvements

In 2014, Golder employees routinely participated in 85 corporate committees, across all of our operating regions, in support of our commitments to health, safety, environment, wellness and sustainability.

Accomplishments in health and safety

Accomplishments in health and safety in 2014 included promotion and support of workplace health and personal wellbeing with the amendment of the 2014 Global HSE Policy to add “workplace wellness” to our commitments. In support of our operations and the mitigation of significantly high risks related to fitness and fatigue management as well as travel, two global standards, “Fit for Duty and Fatigue” and “Journey Management”, were approved in 2014 for insertion into Global Procedure 6, Management of Health and Safety, with implementation scheduled for Q1 2015.

In 2014, we committed to better manage fatigue and fitness for duty, supporting our commitment to workplace wellness.

To assist in managing our greatest global risk to our people’s health, safety and security, International SOS successfully supported Golder, throughout 2014, in our need for security and medical travel advice as our people moved around the globe. This included, but was not limited to, management of security and medical cases pertaining to our employees and subcontractors, provision of E learning on malaria, daily logging and tracking of travel itineraries and proactive communication with our travellers.

Learnings & improvements

Reported HSE learnings is an important process used by Golder to prevent injury, illness and loss, improve in risk mitigation and hazard control, and strengthen our health and safety culture. Golder also uses reported learnings as a measure of employee engagement in HSE. Super Users of the Learnings Database, representing every operating region in Golder, convened monthly to review user feedback and make improvements to the database.

In 2014, 16,974 learnings related to HSE losses, near misses, potentially hazardous conditions and commendations were reported in the Learnings Database. This represents 75% of our target of 3 learnings per person per year (based on a total employee count of 7,500).

60,532 hours

Health & Safety Training for Golder employees in 2014

<table>
<thead>
<tr>
<th>Region</th>
<th>Internal hours</th>
<th>External hours</th>
<th>Total hours</th>
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<tr>
<td>Africa</td>
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<td>480</td>
<td>504</td>
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<tr>
<td>Asia</td>
<td>365</td>
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<td>Europe</td>
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<td>6,694</td>
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<tr>
<td>Global</td>
<td>42,066</td>
<td>18,466</td>
<td>60,532</td>
</tr>
</tbody>
</table>

2014 Health and Safety Training

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We offer an opportunity to work at a great company but also the chance to own a part of the company. Owners take on a responsibility to help care for Golder and we all have different stories to share about what ownership means to us.

Photo: Principals and Associates meeting. Adelaide, Australia 2015
ownership
We have a sustainable governance model

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.
For over 50 years we have remained 100% employee owned. Golder’s ownership model allows full-time employees of the operating subsidiaries to own shares in the global organisation.

We are, and have always been, 100% employee owned. Shares can be purchased through a general offering or through enrolment in a payroll share purchase plan.

Advantage of Ownership
Ownership reflects a personal commitment and pride in the company, as well as the desire to be part of a group of talented, highly motivated people who have the passion to build a successful organisation. Our governance model also 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.

Promoting compliance throughout the organisation
Golder employees can report any code of conduct compliance concerns in two ways: to an internal contact, or to an external “whistleblower” service provider, either online or by phone. All reports are treated as confidential and the individual can track their concern throughout the process. Employees may report issues related to internal controls in the areas of finance, accounting, banking, and anti-corruption, as well as areas like health and safety, workplace harassment, misuse of resources and others.

During 2014, the first full year the whistleblower hotline was in place, we received 10 potential allegations of breaches of the Code of Conduct. The programme has demonstrated that Golder employees are willing to speak up if they have a question or think they have become aware of a potential breach of our code of conduct.

Principals & Associates: Custodians of Our Culture
Principals and Associates are responsible for achieving our purpose, vision, and strategic goals in keeping with our charter through their own individual areas of practice and responsibility. Our Principals and Associates have the proven technical excellence and leadership ability to provide technical leadership, direct and manage projects and mentor others.

Ethics and integrity in our business
Our values reflect what we stand for: integrity, excellence, teamwork, caring, and ownership. The code collectively commits us to:

- Fair, honest, and respectful conduct toward our people
- Equitable and courteous conduct
- Professional, ethical, and legal conduct toward the industry
- Prudent, effective and appropriate conduct regarding company assets
- Transparency in communicating business ethics concerns
- Conduct that reflects our responsibilities as a member of society
Operating Structure

Golder Associates Corporation (Golder) has operating subsidiaries doing business in Africa, Asia, Australasia, Canada, Europe, South America, and the United States, represented by registered companies and offices in 45 countries.

Throughout Golder’s history, we have recognised that success comes from strong principles and shared ownership, not merely the pursuit of profit. The components of our charter - purpose, vision, values, strategy, and code of conduct - provide a strong foundation for accountability, continuous improvement, and sustainable development in our operations.

As part of our Strategic Plan, we continue to ensure that we are able to meet the needs of our clients by offering them the services they need in the countries in which they operate.
Our Global Health, Safety and Environment Policy states our commitment to protect the environment and prevent pollution. It is realised in our management of our operations and our service delivery to our clients.
operations
Committed to continuous improvement

We will work to create a culture of environmental and social responsibility by setting organisational goals, monitoring our progress, sharing the results with our stakeholders and taking actions to improve our progress, sharing the results with our stakeholders and taking actions to improve our performance.
The work we do for our clients offers us a great opportunity to address impacts that lead to climate change, water scarcity, water quality and many other issues. At the same time, we are equally committed to minimising the environmental impacts of our own operations.

**On Sustainable Environmental Practices**

**Global Environmental Team**

Our Global Environmental Leaders Team provides expert oversight as we seek to fulfil our commitments and coordinate and align our environmental practices. This team is responsible for guiding our environmental management journey and providing regional support and follow-up to ensure effective implementation throughout our organisation. This Global Environmental Leaders Team includes:

- One Environmental Leader from each of Golder’s seven operating regions
- Global Vice-President - Health, Safety and Environment
- Global Health, Safety and Environment Advisor
- Global Health, Safety and Environment Programme Coordinator
- Global GAIMS Leader

A 2014 work plan for the Global HSE and Global Environmental Leaders Team was identified by the respective teams with established goals, tasks and timelines for the entire year. In the area of Environment, work was successfully completed in the following areas:

- Review and amendment of the existing Global HSE Policy and Global Procedure 5: Management of Environmental Issues
- Review of environmental risks on the Global HSE Risk Register
- Continued discussions with the Global SD Leader and resource to the Environment-related SD work
- Tracking, reporting and analysis of carbon footprint data on our current database
- Building of shared resources and information between regions on environmental learnings, alerts, training and other relevant information
- Increased profile of “environment” on our Global HSE CWS on Goldnet
- Mandatory implementation of HaSEP including risk assessment, control measures, procedures and planning related to the environment
- Continued collaboration with the SD Technical Community and key client support teams, in efforts to support our operations and client relationships.
Managing Energy Use & Carbon Emissions

Golder operations and work activities are dependent upon the use of energy and fuels for a variety of personal and commercial travel by air, rail, road and ship, fleet vehicle travel, and office, laboratory and warehouse utilities.

At the end of 2014, Golder had 7,500 employees in 217 offices and laboratories and 44 countries. Our staff facilities occupied approximately 200,000 square metres around the world. Across our operations, we are committed to the responsible use of energy and energy resources.

We are also committed to the continual improvement of our facilities to optimise energy consumption. This is evident in the planning, design, construction and operation of new Golder offices.

In Canada, the Mississauga office was awarded Gold LEED status in 2014. In each of our geographic regions, environmental leaders and teams track energy use in offices to the extent that this information is available in our leased facilities.

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Our 2014 electricity usage decreased 30% since the previous year. Total energy increased 50% due to more natural gas usage being reported; possibly the result of more data being entered in 2014.

In 2014, Golder generated an estimated 44,944 tonnes (as CO2 equivalents) of greenhouse gas (carbon) emissions from our global operations and work activities. 25% of these emissions are associated with employee business travel in airplanes, vehicles, trains, and other transport modes while an additional 27% of emissions result from employee commuting.

Employee Travel: Business & Commuting

During 2014, we travelled approximately 75 million kilometres to support and deliver services to our clients. This compares to 190 million kilometres in 2013 and represents a 60% reduction in air travel kilometres in 2014 or approximately 5,297 kilometres per person less in 2014. In 2014, we experienced 25% decrease in vehicle travel and accounts for a 550 kilometre/person decrease in vehicle travel.

Golder maintains a fleet of vehicles in order to facilitate business travel and to improve the safety, maintenance and environmental sustainability of vehicle travel. Carbon emissions associated with the fleet operations decreased by 60% in 2014 from the previous year. There was not significant change, from 2013 to 2014, in emissions from travel in personal and rental vehicles.

In reviewing energy and emissions data, air travel is down, but energy usage is up. Energy usage has increased in 2014 when compared with 2013 with more 2014 reporting of stationary combustion. Golder does not have many opportunities to reduce energy on a global basis. Addressing energy usage as a focus area would not yield the return for the effort.

Business travel by air and employee commute kilometres continues to contribute for just over half of the carbon emissions produced as a result of our operations’ activities (52%). Golder has embarked on a programme to minimise its costs of travel when effective alternatives for communication are available.
For the 2014 Sustainable Development Report, Golder has used guidance from the G4 standard of GRI reporting, which focuses on those sustainable development (SD) aspects that our stakeholders identify as ‘material’ to our overall commitment to SD and our SD Desired State. We once again looked to understand our position in terms of what our stakeholders identify as material items of importance to our people, business, clients and communities.

With each Sustainable Development Report that has been prepared, Golder has conducted a materiality survey and analysis. The 2013 materiality survey sought feedback from targeted stakeholders with the greatest vested interest in Golder’s sustainable development mandate – specifically the Global SD Technical Community, the Golder Management Team and EHL Board of Directors.

In contrast, the scope of the 2014 materiality survey spanned a broader cross-section of Golder employees. The survey was launched to the EHL Board of Directors, the Golder Management Team, our Associates and our Global Professional Development Group leaders.

We once again looked to understand our position in terms of what our stakeholders identify as material items of importance to our people, business, clients and communities. Given the current business climate and focus on building business and doing client work, we simplified the survey into eight short questions.

Materiality – Strengths

Our employees recognise the steps that Golder is taking to embed sustainability into its own operations and to help and influence our clients to do the best that they can. Our clients are unanimous in their demand for Golder to provide services and advice that helps them achieve their sustainability goals.

It is well known that people who are committed to sustainability are more likely to be values driven; in Golder, we can align with this commitment, as we, too, are values driven. Our values extend beyond our own self-interest in our business and in the communities in which we live, to the wider environment and larger global community. As we seek to live out our values each day, we need to identify ways in which we can integrate sustainability (or elements thereof) into our project work, our service to others, and all that we do.

Golder has demonstrated its commitment to sustainability as a non-negotiable way of doing business.
In 2012 the MIT Sloan and BCG survey showed most managers believe a sustainability strategy is a competitive necessity. This survey also showed more companies are drawing connections between innovation and sustainability. Embedding sustainability proactively into selected projects provides a differentiation not yet fully capitalised on by our competitors.

through the appointment of Sustainable Development Leader in 2011. Since this time, the discussion on sustainability has evolved to include broader community aspirations, corporate social responsibility and human rights. There remains room for improvement including discussions within our offices on the potential environmental or social impacts of current or potential work. We need to better capture and celebrate our local efforts in support of the communities in which we live and work.

Our employees need to clearly understand our role relative to sustainability and impact mitigation, and how our work contributes to ethical environmental practices. The technical community (377 members) acts as Golder’s ambassadors; where we can really make a difference is in providing sustainable solutions to our clients.

Golder can function as its own global sustainability champion. We are always looking for ways to improve our data gathering, reporting and application of best practices. For example, the Swedish operation collects detailed true CO₂ emission data from rental car providers, airline companies, taxi providers and the travel agency. The use of this information in reporting is limited due to a lack of alignment with data collected in other regions.

Efficiency in all aspects of running our organisation is key to its future success. Our employees recognise this and have made suggestions that we should consider the following:

- We should set environmental standards for company vehicles. There are existing examples in Golder already.
- We should choose 100% renewable energy for our offices, where this is an option.
- We should choose offices with good commuter connections to encourage our employees to use public transport – the location of the Vancouver office beside a rapid transit station is a good example. We should set environmental standards for company vehicles. There are existing examples in Golder already.

Materiality – Opportunities

Since 2011, Golder has committed to openly reporting on its pursuit of sustainable development (SD) and subsequently has reported on our activities and progress in SD reports for 2011, 2012 and 2013. Our commitment has included a journey towards a desired state for SD. This desired state is being revisited and restated in 2015 through a vision exercise addressing both Golder services to clients and our organisation. The outcome of the new vision will be included in the 2015 SDR.

The survey demonstrated that the Golder Trust for Orphans is widely supported. Concurrently, it was noted that there are other important global issues we could also be addressing. Golder recognises the importance of our assistance to others and has responded to the needs of communities, locally and globally, following disasters and pandemics such as financial support extended in response to those affected by Typhoon Haiyan and the Ebola Outbreak in West Africa.
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, helping to minimise environmental degradation and build more equitable societies.
action

We help our clients find more sustainable solutions

We 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 specialised services.
On Sustainable Development

“To us, sustainability is not a buzz word or fad; it is a way of doing business. We have put systems in place, both internally and externally, to ensure we follow through with our sustainability commitments.”

Our Commitment

Sustainable development for Golder is about risk management, and ensuring the continued success and growth of our Company. It’s also about the opportunity and obligation to help our clients do the same thing, and to design projects that will maximise the efficient use of human, natural and financial resources.

Sustainable design, innovation and practices are global and corporate imperatives, and consulting firms are working to meet expectations and lead the charge in delivering solutions that promote the health and development of communities, protect and enhance the environment, and grow the economy.

At Golder, we have launched initiatives aimed at encouraging staff to challenge the status quo and think with environmental and social impacts in mind. We are embedding sustainable development into our projects for clients and providing specialised services that address societal and organisational energy efficiency, water conservation, poverty alleviation and other sustainable development goals.

We are delighted to share a sample of the projects our teams have worked on and showcase the innovative techniques we have used to tackle some of the most complex sustainable development issues. From managing scarce resources and preserving our precious ecological habitats, to developing stable, healthy communities and workforces; our teams have worked on it all.

Innovative use of a Sustainability Tool (GoldSET-CN), Canada

Project: Canadian National Railway

Client: Canadian National Railway

Project Manager: Stefano Marconetto, Associate and Senior Environmental Engineer in Ottawa

GoldSET-CN was developed by Golder and Canadian National Railway (CN) as a tool that allows users to make objective, informed project decisions in the context of environmental protection, social acceptability, technical performance and financial considerations. The tool was used to engage stakeholder for a remediation project at a remote site along a former CN rail line in Canada. For this project, Golder used GoldSET-CN interactively with the stakeholders so that they were able to suggest modifications to the input parameters and directly see how changes affected the results.
Managing water resources, United States
Client: City of Yakima, Washington, USA
Project Manager: Christ Pitre

Golder has been involved in dozens of Aquifer Storage Recovery (ASR) projects around the world, helping communities improve their water management systems. In 1997, David Banton, a hydrogeologist working out of the Redmond office, presented the potential of ASR to the City of Yakima in Washington. Since then, Golder has helped the City with numerous water projects, including managing their water rights, wellhead protection, the installation of a new municipal well (190 litres per second capacity) and a surface water diversion structure.

Linking Science and Community for Fisheries Productivity Offsetting, Canadian Arctic
Client: Sabina Gold & Silver Corp
Project Manager: Cam Stevens, Associate, Aquatic Biologist, Edmonton, Alberta, Canada

Sabina Gold & Silver Corp (Sabina) is proposing a new gold mine, the Back River Project, in a relatively remote area of Nunavut in the Canadian Arctic. Here, the options to offset any impacts from development on fisheries resources are few and far between. Opportunities for habitat restoration or enhancement in the region rarely exist. Golder Associates proposed a community-stewardship offsetting option as a solution to this dilemma – a project to improve a historically significant Arctic Char run in a creek near the hamlet of Kugluktuk, Nunavut.

Integrating Contamination and Geotechnical Investigations, Australia
Client: Moorebank Intermodal Company
Project Manager: Greg Stratton, Senior Environmental Scientist, Sydney

A team in Sydney is working on a project that involves redeveloping a 220 hectare former Defence base into an intermodal container handling facility. Golder is providing combined and consolidated advice to ensure risks and opportunities were considered from both contamination and geotechnical perspectives. Through the integrated approach, we were able to develop practical and cost effective solutions to address both contamination and geotechnical risks that had not previously been considered.

Living Water Programme, New Zealand
Client: Partnership between Department of Conservation and Fonterra Co-operative Group
Project Manager: Ian Lloyd, Senior Water Resource Engineer, Christchurch, New Zealand

Living water is a programme designed to improve water quality and biodiversity in a number of sensitive catchments throughout New Zealand. The aim of the programme is to highlight and rectify the impact intensive dairy farming, other rural activities and increasing urban development has on sensitive aquatic environments. Golder examined the Ararari/Ul River as part of the programme and produced a report which described the current state of the catchment and summarised key issues associated with it.
With a key value of caring about the communities in which we live and work, we realised we have the ability to make a significant difference in the world. We have a long history of contributing to the well-being of the communities through our time, skills and resources.

Photo: Children supported by the Golder Trust for Orphans, Africa
We support our local communities

We continually strive to make positive contributions to the communities where we live and work. We are dedicated to establish strong relationships with our communities and seeking opportunities to maximise our positive economic impact by hiring local people wherever possible.
Golder Trust
For Orphans

Golder Associates is a company guided by our Core Values. With a key value being a commitment to caring, and improving the communities in which we live and work; we realized we have the power and ability to make a significant difference in the world. We have a long history of contributing to the well-being of the communities through our time, skills and resources.

We encourage our people to engage in charitable endeavours such as volunteerism through our own Golder Trust for Orphans and other international NGOs. Soon after the establishment of Golder in Africa in 2003, it was recognised that the AIDS pandemic was wreaking havoc on the healthy development of families and communities all over southern Africa. Golder decided to establish a Trust that would support children who had been orphaned by the AIDS pandemic.

Twelve years of making a difference to children in Africa

As part of our commitment to sustainable development, Golder Associates employees formed the Golder Trust for Orphans in 2003 with the vision to improve the quality of life of children who have been orphaned or displaced by the AIDS pandemic. The Trust provides financial support to organisations caring for and counselling families and dependents of people living with HIV/AIDS, providing support to organisations of all religions and ethnic groups.

The Trust is funded mainly by contributions from Golder’s operating companies and Golder employees however we also receive valued support from clients, vendors and additional external sources. Every dollar donated to the Trust goes directly to our projects to help the kids, as Golder Associates covers all administrative costs for the running of the Trust.

Building strong communities

Rather than providing hand-outs, the guiding principle of the Trust would be to provide funding for sustainable forms of support in communities who had identified long-term development projects that required financial capital and other resources, which include:

- Agricultural projects – green peppers, diary, bees and chickens
- Food programs – breakfast feeding schemes, weekly community food packs and holiday food packs
- Manufacturing/production – water projects, honey, bakeries and cheese
- Schools – Sandbag ECD School in Bulanyo, Zimbabwe
- Healthcare programs: general health care, x-ray machine for TB patients and ebola aftermath
- Income generating business enterprises to ensure sustainability of support to the children
- Energy Saving
Making Life Better for Children in the Sub-Saharan Africa

The Golder Trust for Orphans currently helps to support 16 orphan care, non-governmental organisations (NGOs) in nine countries in southern Africa, with a vision to expand in number and geographic locations as our financial resources grow. The organisations and projects are located in 9 African countries.

Source: www.goldertrust.org/where-we-are/

US$451,848
Donations Made to NGOs in 2014

US$3.89 MILLION
Amount Donated Since 2003

2014 GTO PROJECTS

Sierra Leone
1. ChildFund International – Makeni City, Sierra Leone

Kenya
2. Lewa Children’s Home, Kip Keino School and Baraka Farm (Eldoret)
3. AIC Kijabe Hospital (Kijabe)

Tanzania
4. Rhotia Valley Tented Lodge and Children’s Home (Arusha)
5. Food Water Shelter (Arusha)

Zambia
6. Chikumbuso – Ng’ombe, Zambia

Mozambique
7. Mission Station of Carlos Vilanculos (Vilanculos)

Zimbabwe
8. ACET (Zimbabwew)

Botswana
9. Xere Location (Rakops)

Swaziland
10. Bulembu Ministries (Bulembu)

South Africa
11. KwaSizabantu Schulzendal/Malelane (Malelane)
12. St. Joseph’s Care Centre (Bromhofspruit)
13. Nokuphila School (Midrand)
14. Hamba Ekukanyeni/Walk in the Light (Pietermaritzburg)
15. Lily of the Valley (Eston)
16. Thembisa Embo Community Project/ Hope Farm (Durban)

100%
Every Dollar Donated Goes Towards Funding The Projects

16
NGOs Receiving Funding

3500+
Children Supported by the GTO

1094
Monthly Employee Donors in 2014