



2015

MAKING RIPPLES

SUSTAINABILITY REPORT

WATTERS ENVIRONMENTAL GROUP INC.



This edition of *Making Ripples* was authored by the Living Planet @
Work Team in 2016, and included the following:

Lila Karolak (team lead)

Colleen Goorts

Katrina Gordon

Kerri Kosziwka

Laurel McCarthy

Sarah Meneses

Renan Orquiza

Editor and Design Lead: Nick Philip



about this

REPORT

This edition of *Making Ripples* represents a summary of the impacts, efforts, and achievements of Watters Environmental Group Inc. from May 1, 2014 to December 31, 2015. This reporting period was lengthened over the previous edition, in order to facilitate a transition to a calendar reporting year for future iterations of this report.

Any questions regarding the contents of this report can be directed to:
info@wattersenvironmental.com

one YEAR LATER

A lot can change in a short amount of time. Over the last sixteen months since our last report, Watters Environmental has been busy as ever; travelling across the country tackling clients' issues head-on, with our ever-present goal of revolutionizing the environmental industry. Even with our busy schedule, our dedicated team members still found time to prioritize sustainability by continuing their sustainable efforts, implementing new initiatives, and participating in community events, while celebrating our company culture.

As a boutique consulting firm, we have specialized in co-creating solutions with our clients for the past 11 years. For us, "co-creating" means bringing everyone to the table to find the best solution to any problem. More and more, we're finding the issues our clients encounter - and the solutions we develop together - extend beyond the realm of traditional environmental engineering and consulting services. Our ambition for growth into these new areas of professional problem-solving requires both a comprehensive understanding of the marketplace around us, and an introspective and critical view of ourselves as an organization. This introspective view enables our team to identify the impacts we have as a company, on the environment and community that sustains us, and the people that truly drive our culture here at Watters Environmental.

The second iteration of our company's sustainability report, Making Ripples, provided an opportunity for us to reflect on our own performance where it matters most - our environment, our people and our community. It should come as no surprise, then, that the focus of this report was on measuring our sustainability performance relative to our benchmark reporting year, and to revisit and build upon our previously established goals.

We are incredibly proud of our first (and now award-winning) sustainability report; however, that report only represents the start of this journey - a benchmark with which to compare our future performance against. Like its predecessor, this edition of Making Ripples acknowledges that sustainability initiatives from a company our size, however small, can still have a far-reaching impact. Much like a skipping stone on water, the subsequent ripples grow with each new strike of the water's surface.

Sincerely,



Robert J. Watters
President & CEO



EXECUTIVE SUMMARY

Environment, people, community. These are the three pillars that make up Watters Environmental's approach to sustainability, and how we plan to continually improve our way doing business and further embody our core values. See below for an overview of our previous year's performance across these three pillars, and how we plan to address continuous improvement in these areas over the coming year.

OUR ENVIRONMENT

112 tonnes of CO2 equivalent (CO2e) emissions associated with Watters Environmental's measured footprint from 2014- 2015



0.5 tonnes The amount of CO2e emissions displaced by using water cooler bottles over conventional water bottles

57% COMMUTING | 30% BUSINESS TRAVEL | 13% ENERGY | <1% WASTE

302,000 km travelled collectively in 2015 by employees commuting to and from work



73% waste diversion rate of which recyclable materials were the largest source, by weight. The 2015 waste audit also better refined to better account for shredded paper

33 tonnes of CO2e emissions associated with business flights in 2015

OUR PEOPLE



48% of the company's 27 employees in 2015 were female, and **seven** of those held management positions or higher

100% of employees completed the company's annual initiatives survey and all of respondents indicated that they agreed with the charitable initiatives the company supported in 2015.

2 major, month-long employee engagement campaigns were run in 2015: Water Awareness Month and the Smart Office Challenge

92% of respondents were aware of the organics recycling program and that it is undertaken on a voluntary basis by employees.

OUR COMMUNITY

\$9,025.00

Raised in direct funds or equivalent amounts through various, staff-led charitable initiatives

OVER A HALF DOZEN charities supported by fundraising efforts and other staff contributions



Partnered Organizations & Charities included: World Wildlife Fund, City of Vaughan, Heart and Stroke Foundation, Vaughan Food Bank, New Circles, Good Sheppard Ministries, and the Shoebox Project for Shelters.

PLANNING AHEAD

The following highlights our accomplishments in the reporting year of 2014/2015:



1. Developed and published our Environmental Policy;
2. Developed and carried out a reusable water bottle awareness campaign;
3. Diverted waste generated from the single-serve coffee system used in the office;
4. Shared Sustainability Report and Waste Audit findings with staff through lunch-and-learn sessions; and
5. Participated in more than 50% of WWF's yearly events and campaigns, and supported several local and national charities.

FOR 2016: 9 goals were set for the Living Planet @ Work team to strive towards, and included in the implementation of a carbon offset program

table of CONTENTS

ONE YEAR LATER - COMPANY PROFILE

Introduction	1
Re-thinking Governance	2
Our Values	3
Sustainability @ Watters Environmental	4
Environmental Policy	5

OUR ENVIRONMENT

Energy	7
Consumption & Waste	9
Transportation	12

OUR PEOPLE

Mandate to Engage	13
Engagement Initiatives	14
Measuring Engagement	16
Employee Spotlights	17

OUR COMMUNITY

Why Community Matters	19
Community Initiatives	20

PLANNING AHEAD

Revisiting Our 2014/2015 Goals	23
2016 and Beyond	24

Our COMPANY



one year later...

This section provides a brief overview of Watters Environmental Group Inc. and where we've come from since we issued our previous edition of *Making Ripples*. Continue reading to learn about where the company came from, what drives us, and how we strive to incorporate sustainability into the decisions that affect our environment, people, and community...

INTRODUCTION

This is our second sustainability report, which covers activities conducted and impacts created between May 2014 and December 2015. Having shifted our reporting timeline from a fiscal to calendar year, we have packed 20 months' worth of activities, initiatives and innovations into this report! Our initial report covering April 2013 to April 2014 provided us with a benchmark for our sustainability performance to compare against, allowing us to better-focus on key initiatives that reduce environmental impacts while maximizing community impacts.

Benchmarking also allows us to identify gaps in our sustainability performance, which we are continuously working to address through initiatives like those described in this report. Keep an eye out for the following changes and new features in this edition of *Making Ripples*.

1. A new, company-wide Environmental Policy
2. Year-over-year comparisons of the company's environmental performance
3. A more comprehensive greenhouse gas emission tracking
4. A more comprehensive analysis of company limitations and the development of performance goals

This is the first year that we have calculated our carbon footprint as well as the first year that we captured business travel flights in our environmental reporting. As we continue to develop our internal greenhouse gas reporting framework, we hope to capture emissions associated with other aspects of our business practice such as business travel by car, natural gas, and water consumption.



RE-THINKING GOVERNANCE

No doubt a commonplace term in sustainability reporting, “governance” carries certain connotations that we never felt applied to our boutique consulting firm.

On paper, our firm is held entirely by the founder and President. In reality, the company adheres to a much more open structure: rather than a formal hierarchy, we rely on an open culture and flat management scheme - wherein strong communication and collaboration exists among all team members - to guide our operations. Every day, team members of diverse backgrounds and experience levels are at the same table sharing ideas and developing strategies with our clients to better manage their environmental risk and find innovative solutions to complex problems.

We steer clear of common consulting practices like siloed working teams or traditional hierarchy-structure, as these strategies - in our opinion - discourage collaboration in finding the right solution for our clients - instead of just the standard one. To not allow all of our team members access to the table, so-to-speak, is to deny an opportunity for new perspectives and the innovative solutions we strive for.

Established in 2013 in partnership with the World Wildlife Fund Canada, the Living Planet @ Work team here at Watters Environmental is an embodiment of the company's collaborative culture. Started as an employee-driven initiative with strong company support, the Living Planet team is responsible for organizing and executing most of the initiatives discussed at length in this report, as well as preparing the report itself. It is an engaged group, but not a closed one; the Living Planet team is frequently seeking out the participation and engagement of all our employees, to ensure that the initiatives that we pursue represent and respect the priorities of the team as a whole.

That being said, company culture is undeniably difficult to describe in so few words, and we can only do so much to try and convey that culture in this report (taking a visit to our newly-minted website may prove more useful). What is evident to us is that the culture at Watters Environmental would not be possible without a dynamic, collaborative, and passionate group of people that make up our team - a team that shares a desire to make a positive impact within our industry and the environment - together - and with a few key, core values in mind...



OUR VALUES

Trust. Collaboration. Innovation.

Those three words have become a bit of a mantra for this company; we feel it is truly important to how we approach business. We measure our success and set future goals by continuously comparing our performance to these three values.



Trust. Everything at Watters Environmental begins with trust - between our team, our clients, and our stakeholders. Trust is essential to developing strong, lasting relationships and fostering a collaborative, creative environment.



Collaboration. A collaborative environment enables us to co-create innovative, right-fit solutions with our clients. Collaboration relies upon open communication between all team members, and also means empowering all team members to play a crucial role in delivering co-created solutions to our clients.



Innovation. Innovation is the end-product of our process and culture, and is contingent on a high level of trust and collaboration between our clients and team members. A company built on trust and a culture of collaboration fosters not only innovation, but creativity. This focus means challenging the status quo, and approaching complex problems as opportunities to grow, while still delivering reliable and credible service.

Co-Crea

INNOVATION

Inspire
Passion

Energy

TRUST

Navigate

Why?

Revolut

SUSTAINABILITY

@WATTERS ENVIRONMENTAL

When it came to establishing a more formal program around sustainability, it was paramount that our core values - trust, collaboration and innovation - still be at the forefront of the strategic planning process.

In 2013, coinciding with the establishment of the Living Planet @ Work team, a vision statement was developed to reflect the overarching strategy and goals involved in undertaking sustainability as part of our goal to revolutionize the environmental industry. Admittedly, 'sustainability' has become an increasingly ubiquitous (and vague) term and coming to a consensus on a clear definition of the now-buzzword is no small task. For us, defining sustainability means adhering to a few key tenets, guided by our company's core values.

SUSTAINABILITY STRATEGY

1. We believe **leading by example** is crucial in building **trusted** relationships with our stakeholders. We apply this to every facet of our company culture, including taking action through our environmental initiatives.
2. We strive to provide **business solutions** through a **collaborative** approach while maintaining our commitment to the environment.
3. We are **committed** to being industry leaders by introducing **innovative** environmental solutions and ideas, as we aim to revolutionize business.

In 2015, the Living Planet @ Work team, with the support of the company, worked to develop an **Environmental Policy**, driven by Watters Environmental's sustainability **vision statement** and **core values**.

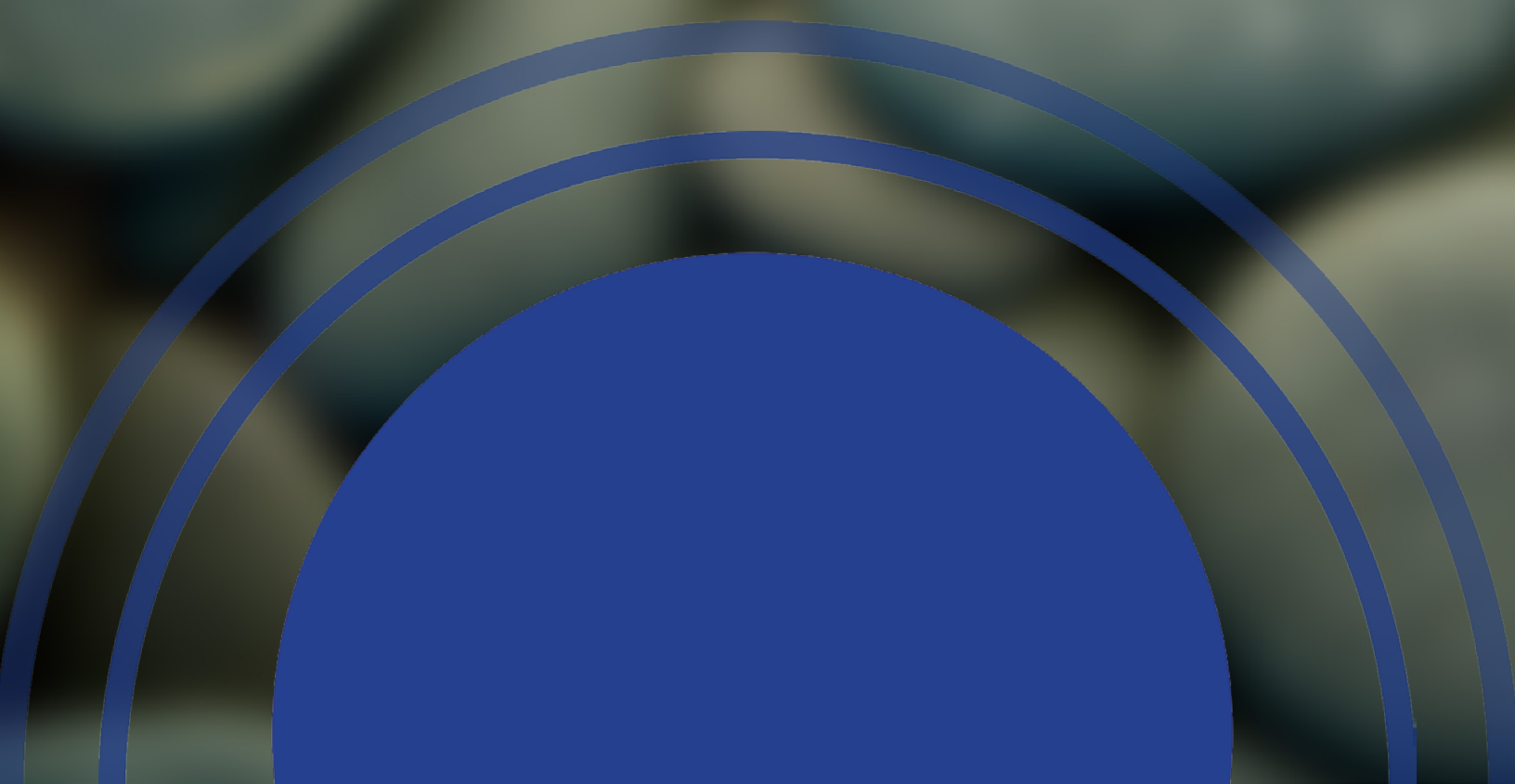
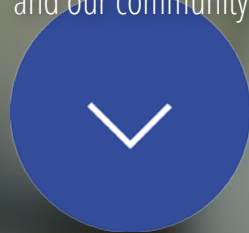
ENVIRONMENTAL POLICY

Watters Environmental is aware that our business has the potential to affect the natural environment. As a result, we have implemented internal programs to ensure that our business practices incorporate responsible environmental management, and we work with our clients to help ensure that they do the right thing, for their business, employees, customers and neighbours, and for the environment. With this approach to business, our team members maintain the following commitments:

1. To **reduce** our resource consumption and minimize our **environmental footprint**;
2. To promote positive **environmental stewardship** in everything we do internal and external to the office;
3. To promote **sustainable practices** and environmental **awareness** amongst our team members;
4. To participate in and support **events and charities** that promote responsible environmental stewardship;
5. To ensure that company initiatives remain **employee-driven** through the Living Planet @ Work Team, and that they continue to support the **culture and core values** of the company;
6. To **report** annually to all stakeholders the **environmental performance** of the company; and
7. To strive for **continuous improvement** in all aspects of environmental performance within the company.

the following sections...

of this report present our efforts, challenges, limitations, and successes over the last year and a half to live up to each and every one of those commitments, as well as our overall sustainability strategy for the company. We believe that with each new year brings us new and renewed opportunities to improve the quality of our environment, our people, and our community.



Our ENVIRONMENT

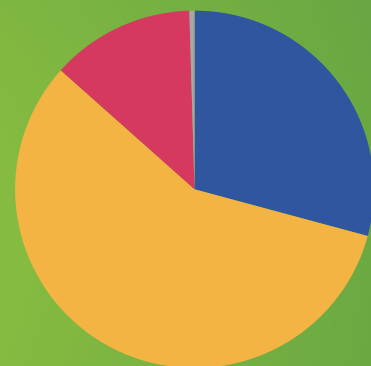


This year, we transitioned from reporting our environmental impact from a fiscal to a calendar year basis. As such, reporting data includes from May 2014 to December 2015...

112 tonnes of CO₂e generated by the company
which is equivalent to ...

37 hectares of forest
THE ANNUAL 23 emissions of passenger vehicles

Footprint Distribution (tonnes)



■ Business Travel ■ Commuting ■ Energy ■ Waste

Over 2014-2015, Watters Environmental completed many initiatives in order to raise awareness and work to reduce our environmental impact. The following section of this report outlines these efforts...

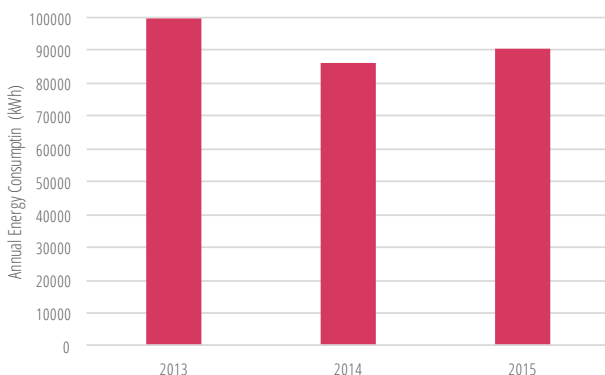
ENERGY

Our calculations

Our office is located in a three-storey commercial building constructed in 2010. Our company leases the office space along with nine other tenants. Each tenant space is sub-metered for energy billing purposes thereby allowing us to track our own energy consumption. The office is powered by energy obtained from PowerStream, which is the main service provider for the York Region.

Year-over-year

When we analyzed our total energy usage by calendar year for 2013, 2014, and 2015, we noticed that there was a ~13% reduction in our total energy consumption from 2013 to 2014; but an increase of ~5% when comparing 2014 to 2015. Overall, from our baseline year of 2013 Watters Environmental still maintains a trend of decreasing energy use.



Given that our office space is leased, decisions regarding retrofitting and the installation of energy efficient equipment are the responsibility of the landlord. However, as discussed in the previous Making Ripples report, Watters Environmental has still sought out efficiencies in office equipment through the use of energy efficient fluorescent lights throughout the entire office as well as energy efficient printers/ photocopiers.

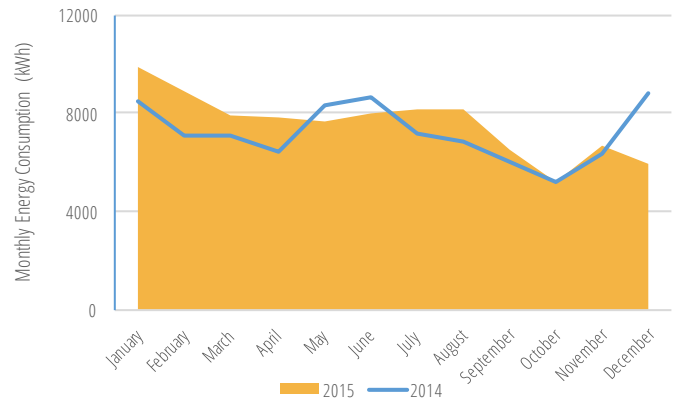
As such, throughout 2014 and 2015, the sustainability team focused on initiatives targeting the energy-consuming behaviour of team members. These initiatives included:

- Conducting a Green Office Challenge, where prizes and recognition were awarded to team members who remembered to turn off their computers and monitors nightly;
- Hosting a “Wear Your Sweater Day”, where the office temperature was reduced 2C on a winter day and employees donned sweaters;
- Celebrating Earth Hour by turning off all of the lights in the office for an hour during the work day Completing WWF Living Planet at Work’s Green Energy Checklist in order to identify any potential energy saving efficiencies in office equipment;

- Ensuring that all non-emergency lights are turned off on evenings and weekends; and
- Programming the office thermostats to 22C during office hours and reducing the temperature to 18C on evenings and weekends.

Seasonal trends

The chart to the right provides a year-over-year comparison of monthly energy use. While 2014 showed expected trends of higher energy use in the summer and winter months, 2015 actually had a lower than normal energy consumption rate in December. This may have been attributed to milder weather in the early-winter, resulting in a decreased heating requirement for our office space.



CONSUMPTION & WASTE

Similar to our previous report, this year's report focused on areas of waste and consumptions where Watters Environmental Group Inc. had the most measured impact, and also where we made efforts in 2014 and 2015 to lessen our carbon footprint - water and waste diversion, with particular attention given to paper waste.

Water Conservation

Within our office, water is consumed during the work week through use of washrooms, shared with two other offices within our building, our kitchen sink (for washing and drinking), and dishwasher. In addition to the water from the kitchen, there is a Cedar Springs water cooler for potable purposes.



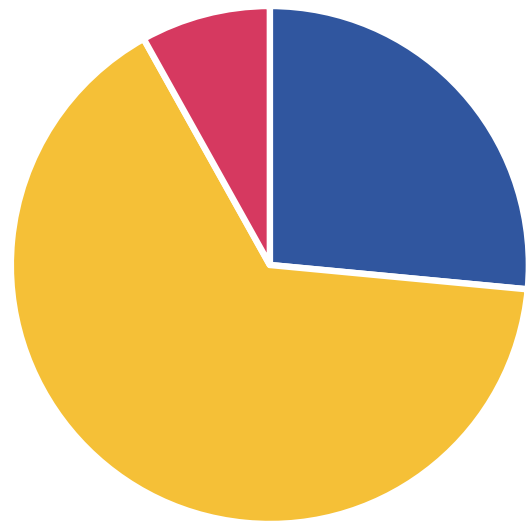
0.5 tonnes

The amount of CO₂e emissions displaced by using water cooler bottles over conventional water bottles

Over the past 3 years, 3,245 litres of water have been consumed via reusable glass water cooler bottles. By purchasing our water from Cedar Springs, where the water is sourced from Oro Medonte, Ontario;

a certified Canadian spring by the Ministry of the Environment and Climate Change, over traditional 500 mL plastic water bottles, 0.5 tonnes of carbon dioxide were saved. This savings is the equivalent of driving a compact car **3,405 kilometres** (that's about the distance from Toronto to Calgary!).¹

Waste Diversion



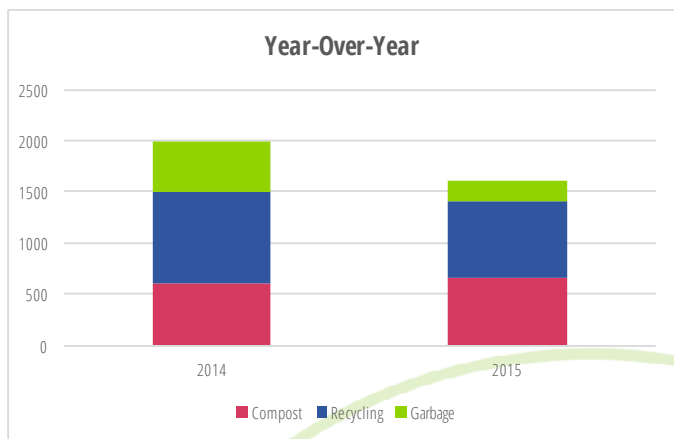
■ Garbage ■ Recycling ■ Compost

The results of our 2015 waste audit show a 73% diversion rate. This year's waste audit included a refined measurement of the paper waste that is recycled through Shred-It services (a confidential paper waste recycler).

¹<http://elua.com/wp-content/uploads/2013/08/Elua-Bottled-Water-and-Our-Environment.pdf>

Whereas last year's report made assumptions of the fullness (and weight) of Shred-It bins when they were emptied, the 2015 audit included observations of actual bin fullness during three waste collection events, providing a more realistic value of paper waste produced in the office. Understanding that Shred-It recycling values were overestimated in the previous year and not representative of actual waste production, this value was not included in the year-over-year comparison.

Excluding Shred-It values, overall waste production fell from 2014 to 2015, corresponding with a decrease full-time employees. However, a smaller proportion of waste was diverted to either recycling or compost.



Understanding these trends, Watters Environmental will continue to strive to improve our performance in the area of waste, both by reducing how much waste we produce and increasing how much is diverted from landfill. Waste reduction initiatives in 2014/2015 included the following:

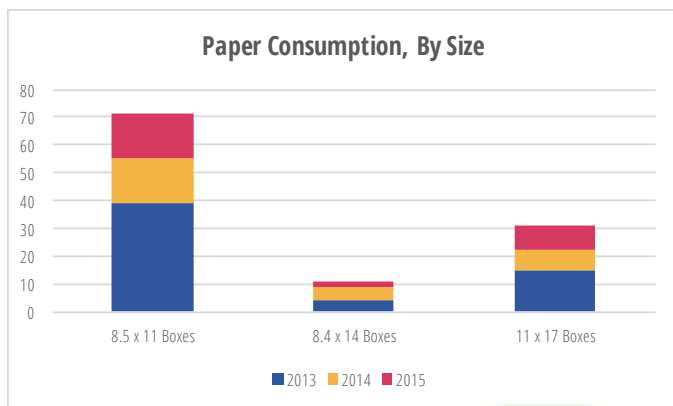
1. Introducing a single serve coffee machine that uses compostable coffee "pods" with recyclable packaging
2. Collecting e-waste as well as used office supplies to return to third-parties that recycle these non-traditional materials and divert them from landfill
3. A lunch-and-learn session was held in order to share the findings of the waste audit and promote proper waste diversion habits within the office
4. A voluntary organics take-home program allowed additional waste to be diverted, as the office building we inhabit does not divert this waste



A closer look at paper ...

Due to the nature of our business, roughly 18% of our total waste is paper. As a consulting firm, our documents must be kept confidential, which has resulted in the implementation of a “shred all” policy for paper within the office. The paper placed within the Shred It boxes is collected and recycled at an off-Site facility.

While we use large amounts of paper, our consumption has decreased, across all paper types, from our 2013 baseline year.



100% of the paper we use is certified by the Forest Stewardship Council (FSC). What does FSC-certified mean? FSC is an international certification and labelling system dedicated to promoting responsible forest management of the world's forests. It is the most widely-recognized and credible forest certification system in the world.

When a product is FSC-certified, it means that the product meets the FSC's strict environmental and social standards. FSC guarantees that the wood and paper products you purchase come from healthy forests and strong communities.



TRANSPORTATION

In 2015, Watters Environmental team members commuted approximately 302,000 kilometres to and from our Concord office and their homes. To do so, we took the following modes of transportation:

Compact Car	26%
Van	<1%
Pickup Truck	7%
Sedan	26%
SUV	33%
Transit	7%

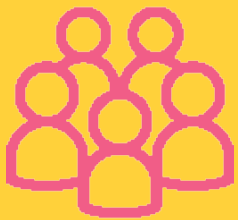
Our commute to work contributes almost 60% of our company's calculated carbon footprint and although we are located in close proximity to public transit, our field staff require access to a vehicle for business-related travel, often at a moment's notice. The uncertainty and frequency of this travel often makes it difficult for these team staff members to take public transportation or carpool with co-workers regularly.

As we seek to further measure and manage our environmental impact, for the first time, Watters measured the carbon emissions resulting from business air travel over the last year. In 2015, Watters Environmental team members took 62 round-trip flights from Toronto to various client sites across the country, which resulted in a total of 33 tonnes of carbon dioxide equivalents. In the following year, we hope to find a way to accurately and effectively capture the environmental impact of business travel by car.

Based on the nature of the services we provide for our clients, it is difficult for Watters Environmental to reduce business travel. As such, one of our goals for the upcoming year is to look into other possibilities to offset the emissions



Our PEOPLE



48% of the company's 27 employees in 2015 were female, and **eleven** of those held management positions or higher



100% of employees completed the company's annual initiatives survey, and all of respondents indicated that they agreed with the charitable initiatives the company supported in 2015.

92% of respondents were aware of the organics recycling program and that it is undertaken on a voluntary basis by employees.

2 major, month-long employee engagement campaigns were run in 2015: **Water Awareness Month** and the **Smart Office Challenge**

MANDATE TO ENGAGE

In May 2013, Watters' green team was established in partnership with the WWF Living Planet @ Work Program to promote environmental awareness of issues such as waste reduction, energy conservation, electronics recycling and climate change.

Living Planet @ Work

Over the course of the current reporting period, our sustainability team consisted of anywhere from 7 to 11 employees who planned, organized, promoted, and executed various initiatives and events for Watters Environmental employees. Participating members included junior and intermediate team members, co-op students, and even senior level involvement in delivering the initiatives. The sustainability team is proud of its openness and inclusiveness, any employee of the company is encouraged to attend the meetings and/or join the working group at any time.

Building upon last year's goal of promoting environmental awareness within the company, this past year the sustainability team really focused on engaging our team members in making sustainability a part of their everyday lives, in and outside of the office.

Some of these efforts were simple, such as the creation of a Living Planet @ Work communication board in our company lunch room, where we regularly post our meeting dates & time, upcoming events, current initiatives, and recent blogs to help to keep everyone updated and connected with the company's activities. Other undertakings, throughout 2015 in particular, were further reaching, and included many voluntary initiatives that went above and beyond the legal requirements of an employer in Ontario. Continue reading to find out more information regarding some of the key initiatives we launched to help engage our team members in living a sustainable, healthy life.



ENGAGEMENT INITIATIVES

Health & Safety

Watters Environmental adheres to the laws and regulations set out by the Ontario Ministry of Labour, including the Occupation Health and Safety Act (OSHA). Our Joint Health and Safety Committee (JHSC) is comprised of an administrator, a certified senior manager, and a certified employee. The purpose of the JHSC is to educate our team members with general awareness, prevent injuries and accidents, and provide appropriate training on health and safety in the workplace. All employees are encouraged to attend and participate in the JHSC meetings, which are held quarterly in accordance with OSHA.

.....

In 2015, Watters Environmental committed to prioritizing health and safety both in the office and out in the field - in both hot and cold weather conditions. Events and engagement initiatives were planned and carried out throughout the year, with an effort to include or even focus on health and safety issues.

Water Awareness Campaign

During the month of July in 2015, Watters Environmental launched a Water Awareness Campaign, which focused on increasing the understanding of the following:

1. The scarcity of freshwater and the importance of its responsible use;
2. The importance of hydration during the summer months; and
3. Waste generated by using plastic water bottles.

To launch the campaign, the sustainability team handed out reusable water bottles and challenged employees to use only these bottles to drink water. Every week, employees were challenged to answer trivia questions regarding water consumption with a prize for the person who answered the fastest and had the most correct answers. This awareness campaign addressed both health and safety as well as drawing attention to resource consumption and waste production.

.....



At the conclusion of the month-long campaign, team members were asked to complete a brief survey, allowing the green team to obtain valuable feedback on this specific initiative (as discussed in further detail on the next page of this report). Based on the positive feedback received on the campaign, the sustainability team decided to carry forward the initiative to 2016.

Smart Office Challenge

From November 2 to 6, 2015, Watters Environmental launched the Smart Office Challenge which empowered team members to reduce their energy and waste consumption while deepening their understanding of resource depletion and energy issues associated with the energy, paper, and other equipment relied upon to perform our daily tasks in the office.

.....

The initiative was carried out by the sustainability team by implementing the following:

1. **Power Down Challenge** for the entire week, wherein, team members were reminded to switch off their computer, monitors, and battery powered mouse prior to leaving the office for the day;
2. All team members were encouraged to **collect any non-functioning stationeries and old electronics** reaching its 'end-of-life' stage from home and bring them into the office for proper disposal; and,
3. Everyone was reminded to reduce office resources by **printing responsibly** and de-cluttering their work stations to assess if there are any materials that can be reused or recycled.



MEASURING ENGAGEMENT

Annual Initiatives Survey

As part of our ongoing efforts to measure engagement and obtain input from our entire company, the sustainability team issues an annual, voluntary survey to solicit feedback on the events and initiatives carried out that year, and areas where we can improve. The following is a highlight of some of the information and trends gleaned from the 2015 initiatives survey.

100% of employees completed the initiatives survey, and all of respondents indicated that they agreed with the charitable initiatives the company supported in 2015, compared to the 91% in the previous year (3 people didn't respond to this question last year).

92% of respondents were aware of the organics recycling program and that it is undertaken on a voluntary basis by employees. Furthermore, 58% of employees would be willing to participate in the voluntary program.

Most Living Planet initiatives are heavily dependent on employee participation in order to succeed, the willingness of our team members to volunteer their time and resources is the main driver of our organization's sustainability success.

A note of pride ...

The first sustainability report was read by two-third of all respondents, and all those that responded to the question agreed or strongly agreed that the report successfully and accurately represented Watters Environmental's sustainability initiatives. Similarly, all those who answered the question believe that there is value in having a sustainability report for team members and external stakeholders.

Water Awareness Feedback

The sustainability team also administered a separate survey following the completion of our first Water Awareness Campaign (Month). Some of the highlights from that feedback are provided below.

90% of respondents were supportive of a plastic water bottle-free policy for the office.

"I believe we can go plastic free because I don't feel there is a valid enough reason not to. Everyone has a bottle and we have clean tap water available all the time." - anonymous survey respondent

85% of respondents felt they were more aware of their own water consumption behaviours as well as issues pertaining to fresh water, following the campaign.

EMPLOYEE SPOTLIGHTS

Watters Environmental team members are not only dedicated to sustainability initiatives within the four walls of our office - many have taken their passion and applied it in their personal lives. We would like to shine a light on and celebrate some of these contributions that improve our environment and community.

Working as a team ...

This past year, the sustainability team was the proud winner of HP's Change the Equation contest, in partnership with the World Wildlife Fund (WWF), which awards one company every year for their work in developing a corporate Sustainability Report. This reporting initiative is spearheaded by a small green team within our company, which was founded in partnership with WWF's Living Planet @ Work program.

For his hard work and dedication to his community, Renan was also recognized by Volunteer MBC with the 2014 Newcomer Gem Volunteer Award.

Community leader

Having received support and assistance from various professional programs after moving to Canada in 2013, Renan Orquiza was inspired to give back and help new Canadians with professional backgrounds in establishing their own roots here in Canada. To date, Renan's extensive list of volunteer experiences has been expanded to include various professional and conservation-gearred organizations, including the Credit Valley Conservation Authority, the Engineering Software Skills Enhancement Program at Humber College, the Professional Engineers Ontario (PEO) Mississauga Chapter, and mentoring others through the Toronto Region Immigrant Employment Council (TRIEC) and the Ontario Society of Professional Engineers.



EMPLOYEE SPOTLIGHTS (CONTINUED)

Following passions

One of the newest team members, Kerri Kosziwka, completed her undergraduate thesis in Indonesia, studying the feeding ecology of Crown of Thorns Starfish. Kerri's passion for diving has further advanced her drive to live sustainably and help to protect the natural environments we have left. Since joining the team, Kerri has continued to pursue her diving passion, travelling to Honduras for five weeks to complete her Divemaster certification, exploring the ecosystems she works to preserve through her participation with the sustainability team. You can read more about Kerri's diving experiences [here](#).

The right background

Prior to coming to Watters Environmental, Lila Karolak and Brian Poole were both involved with Niagara Sustainability Initiative, a non-profit organization that fostered a network of businesses in the Niagara Region that are committed to reporting on and working to reduce their corporate carbon footprints. Lila and Brian brought their expertise to the sustainability team and continue to share the sustainability case studies collected from Niagara businesses; seeing how they could help Watters in reducing our impact.

"MY PASSION FOR DIVING FURTHER ADVANCES THIS DRIVE TO LIVE SUSTAINABLY AND HELP PROTECT THE NATURAL ENVIRONMENTS WE HAVE LEFT"



Our COMMUNITY



\$9,025.00

Raised in direct funds or equivalent amounts through various, staff-led charitable initiatives



Partnered Organizations & Charities included: **World Wildlife Fund, City of Vaughan, Heart and Stroke Foundation, Vaughan Food Bank, New Circles, Good Sheppard Ministries, and the Shoebox Project for Shelters.**

OVER A HALF DOZEN charities supported by fundraising efforts and other staff contributions



WHY COMMUNITY MATTERS

The previous section of this report - **Our People** - discussed at length some of the past internal initiatives intended to engage our team on sustainability practices and improve health and wellness, while also showcasing the accomplishments of team members outside the office.

This section is intended to highlight other initiatives the company has undertaken, as a whole, that were directed both internally and externally, **with two goals in mind:** a) continuously build and maintain the company culture shared amongst team members, and b) support external initiatives, charitable organizations, and other groups that seek to improve our local and global community.

As a small (and often very busy) consulting firm, we understand that time and labour can be very limited to devote to such tasks. In light of this, we still feel it very important that the company seek out opportunities to give back to the community, both locally and in broader terms - however big or small those contributions may be.



COMMUNITY INITIATIVES

APR 2014 - DEC 2015

WWF CN TOWER STAIR CLIMB

MAY 3, 2014 | \$1,300.00 RAISED

On this day, seven of our team members took the challenge to climb all 1,776 steps of the CN Tower to raise funds for the World Wildlife Fund's CN Tower Climb for Nature. The team not only accepted the challenge but also raised \$1,300 for nature and wildlife conservation.

SHOEBOX PROJECT (2014)

NOVEMBER 14, 2014 | \$750.00 RAISED

The Shoebox project is a foundation that Watters Environmental has been supporting since 2013. In our 2nd year of fundraising, our team was able to build 15 boxes worth a total of \$750 full of various hand made and purchased items that women may need during the Christmas season.



SWEATER DAY

FEBRUARY 17, 2014 | MONEY RAISED TO SUPPORT THE 2015 CN TOWER CLIMB TEAM

On February 17, Watters Environmental celebrated Pancake Tuesday and our 2nd Annual WWF National Sweater Day in a joint event hosted by the sustainability team. Pancakes were prepared and served by our very own team members, and topped with all of the fixings – maple syrup, fruit, and whipped cream – a great way to start the morning on a cold and snowy day! Team members were encouraged to donate \$2 for the tasty pancakes, with all funds donated to WWF Canada.



CONTINUED

EASTER FOOD & CLOTHING

APRIL 2015

For the month of April, Watters Environmental held a food and clothing drive for two local non-profit organizations, New Circles and Good Shepherd Ministries, who assist men & women in need by providing meals, clothing and skill building programs. Our team was able to collect mens, womens and kids clothing, toys and other non-perishable items to donate before Easter.

VAUGHAN 20 MINUTE CLEAN-UP

APRIL 17, 2015



On April 17th to help celebrate Earth Day, Watters Environmental participated in the Vaughan 20 Minute Makeover and cleaned up the area around our office in order to beautify our neighbourhood and help the local ecology. The City of Vaughan equipped us with the bags and gloves, and we took to the streets on a beautiful spring afternoon and collected 10 bags of garbage (not to mention an empty propane tank and half a car's worth of parts!). Watters Environmental has participated in this event annually since 2011!

WWF CN TOWER STAIR CLIMB

APRIL 26, 2015 | **\$1,640.00** RAISED



Watters Environmental held their first electronic waste drive this year where we asked all team members to bring in any unused, broken, or old electronics that they may have at home, as well as any we had in the office so we could bring them to the local Vaughan e-waste depot.

E-WASTE DRIVE

JUNE 8, 2015



CONTINUED

HEART & STROKE BIG BIKE

JUNE 25, 2015 | \$4,335.00 RAISED



On June 25th, 20 team members participated in the Heart & Stroke Big Bike Event. This event is held throughout the GTA to raise awareness and funds for the Heart & Stroke Foundation, which focuses heavily on scientific research and overall health awareness & promotion.

The company raised \$4,355, showing that you can make a difference regardless of your size. This event was rewarding for us as a company for a number of reasons: not only did we raise money for a great cause, but it also provided us with the added benefit of a fun team building day out of the office.

For more information regarding the Heart & Stroke Big Bike Event please visit their website.

New this year, we partnered with our local Vaughan Food Bank to help collect non-perishable food items during the holiday season. Given our small size, our goal was to fill one barrel (see image below) and we were amazed by our team members feedback. We filled the barrel in record time and helped many local families.

If you would like to know more about the Vaughan food bank and how to hold a food drive of your own please visit their website

VAUGHAN FOOD BANK THANKSGIVING FOOD DRIVE

OCTOBER 2015

SHOEBOX PROJECT (2015)

NOVEMBER 23, 2015 | \$1,000.00 RAISED



reporting YEAR-END

2016 GOALS



PLANNING AHEAD

This section provides a brief overview of Watters Environmental Group Inc. and our steps-taken from since we issued our previous edition of *Making Ripples*.



Revisiting our 2013/2014 goals ...

Upon reflection of our sustainability goals developed as part of our inaugural report, we have learned a few things. Firstly, although we dared to set deadlines to dreams, we acknowledge that our goals must be credible, which means finding a balance being practical and manageable within the confines of the business, but also aspirational. Next we acknowledge that our goals must be meaningful and motivational to sustainability team as well as the rest of Watters Environmental. Finally, we acknowledge that our sustainability strategy must have goals that have the biggest and most meaningful impact, which reflect the vision of Watters Environmental's Living Planet @ Work Program.

The following highlights our accomplishments in the reporting year of 2014/2015:

1. Developed and published our Environmental Policy;
2. Developed and carried out a reusable water bottle awareness campaign;
3. Diverted waste generated from the single-serve coffee system used in the office;
4. Shared Sustainability Report and Waste Audit findings with staff through lunch-and-learn sessions;
5. Helped to mitigate the effects of business air travel on the environment through a company-wide carbon offset initiative; and
6. Participated in more than 50% of WWF's yearly events and campaigns, and supported several local and national charities.

As stated above, our goals setting objectives were as much about learning about goal-setting as it was about achieving our desired goals. Some objectives set by the Living Planet @ Work team were unable to be fulfilled due to external factors or specificity of the goals.

For example, one goal was to participate in more TerraCycle Brigades programs, whereby recycling programs are funded by brands, manufacturers, and retailers to help collect and recycle your hard-to-recycle items. However, Watters Environmental continuously carries out an electronic waste collection program and diverts organic waste through its voluntary employee-run diversion program; thus, there was no additional need to employ a TerraCycle program. In addition, other objectives included sustainability-related services offered by external companies (i.e., organic waste diversion companies, green energy suppliers, etc.); however, following extensive research, the solutions available did not meet the needs of the Watters Environmental.

Moving forward, some of the previous sustainability goals have been carried forward or incorporated into new goals, or have been identified as long-term company objectives. We have adapted our lessons learned and are excited to share our vision for Sustainability at Watters Environmental in 2016!

2016 GOALS

1. Implement a carbon offsetting initiative to mitigate the impacts of unavoidable business travel by airplane;
2. Participate in the Great Canadian Shoreline Clean-up and a tree planting event;
3. Improve office waste diversion rates, with a focus on employee work stations (i.e., cubicles and offices);
4. Increase the length and/or the degree of difficulty of internal sustainability challenges including the Computer Monitor and Water Bottle challenges;
5. Increase both internal and external communication of sustainability initiatives via blogs, external media sources, and email updates;
6. Develop a Green Procurement Policy, which establishes environmental and social responsibility criteria for the purchasing of goods and services;
7. Develop and launch a Living Planet @ Home initiative in order to empower staff to pursue a sustainable lifestyle outside of the workplace by providing tips and best practices and celebrating achievements;
8. Continuously increase our team's fundraising goals for larger annual charitable initiatives (e.g, the WWF CN Tower Climb and Heart & Stroke Big Bike Ride); and
9. Continue to expand environmental reporting efforts in order to accurately capture emissions related with all aspects of our operations. Specifically, we will focus on developing an approach to measure business travel by car, in order to capture this value in our carbon footprint.



WATTERS
ENVIRONMENTAL
GROUP INC.®

