



Our Sustainability and Social Responsibility Story

2022

The scope of our 2022 Sustainability and Social Responsibility report includes a mix of internal and external initiatives and will increase as our program evolves. **We hope you enjoy the highlights.**



Rhonda Smith
Co-Founder, COO



Darrell Haight
Co-Founder, CEO



Our Sustainability and Social Responsibility Program is a meaningful example of how we fulfill our company purpose; which is to help **YOU** have a great life.

SUSTAINABLE



RESPONSIBLE



A close-up, profile shot of a woman smiling. She is wearing a dark grey baseball cap and a blue jacket. The background is blurred, showing what appears to be a vehicle interior. The word "You" is overlaid in large, bold, white letters.

You

includes our people, our clients,
our suppliers, and any person or group
that is affected by our business.

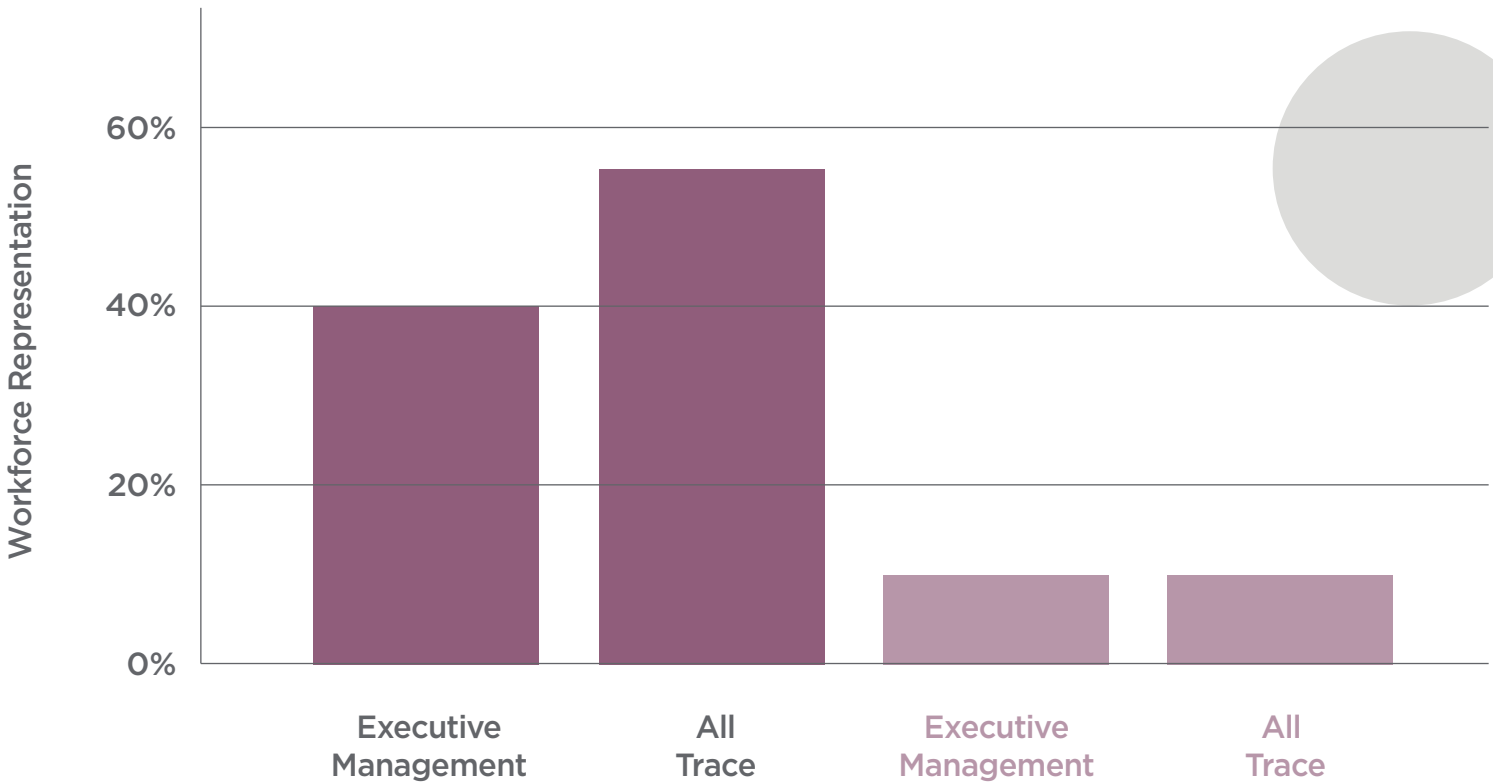


THE TRACE COMMITTMENT

We are committed to sustainability and social responsibility, first and foremost because it is the right thing to do.

WORKFORCE DIVERSITY AND ENGAGEMENT

Self-Disclosure ■ Women and Non-Binary ■ Visible Minorities



In 2023, Trace will be publishing an Indigenous Hiring Strategy, as well as initiating an Indigenous Employment Resource Group to mentor and support Trace's Indigenous employees.

WORKFORCE HEALTH & SAFETY



97%

Certificate of Recognition (COR)



0.78

Total Recordable Incident Rate

COMMUNITY SUPPORT



380

Number of Volunteer Hours



\$36,280

In Community Investment



DIVERSITY EQUITY INCLUSION

Conducted a Diversity, Equity, and Inclusion gap assessment at Trace to identify areas for improvement.



RESPECT IN THE WORKPLACE

Initiated and empowered a Respect in the Workplace team to advocate via increasing awareness and training.



LAND ACKNOWLEDGEMENTS

Published a Land Acknowledgments document to assist staff with understanding the purpose of acknowledgments and to provide examples.



LAUNCHED

 **AIREA**
CONSULTING LP

An Indigenous-owned partnership between
the Meadow Lake Tribal Council and Trace



GREENHOUSE GAS EMISSIONS INTENSITY

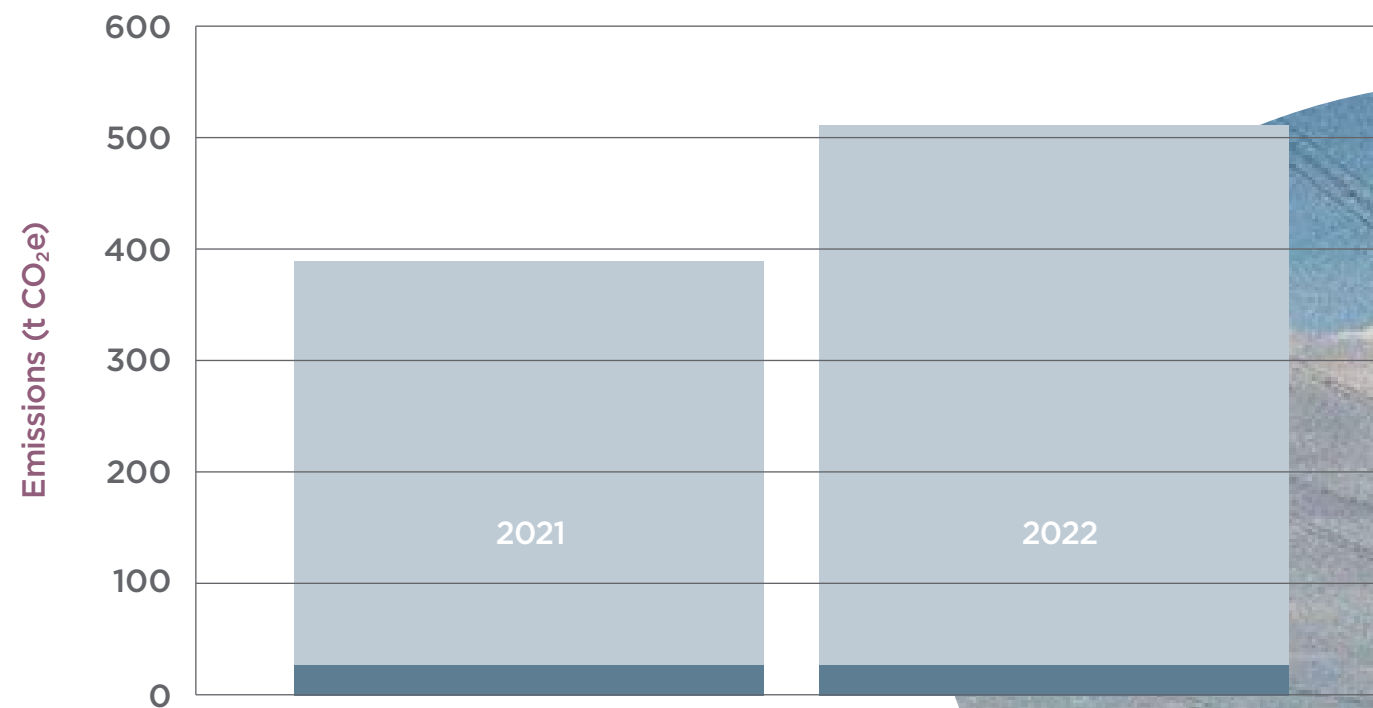
5 t CO₂e
/ Employee*

*Calculated as total annual emissions in metric tonnes of carbon dioxide equivalent per full time employee.
In 2023, Trace will evaluate our GHG emissions and identify areas for improvement.

EMISSIONS SOURCES

■ **Scope 1** (Direct GHG emissions from owned/controlled sources)

■ **Scope 2** (Indirect GHG emissions [e.g., purchased electricity])



Trace is exploring future inclusion of optional Scope 3 emissions such as emissions from leased assets and employee travel.

IMPACT OF CLIENTS' PROJECTS

2022 Remediation Projects Conducted by Trace



43,647 m³

Soil Avoiding Landfill



1,222,793 km

Avoided Travel



500,078 L

Reduced Fuel Consumption



1,402 t CO₂e

Avoided GHG Emissions



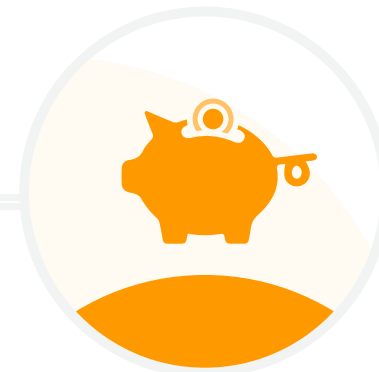
14,016 trees

Planting Equivalent



>\$500,000

Local Spend



>\$9.9 million

Client Cost Savings

TRACE
ASSOCIATES

March 22, 2023 traceassociates.ca/sustainability

Note: Data only includes those remediation projects conducted in which Trace's Project Sustainability Tool was applied.

IMPACT OF CLIENTS' PROJECTS

Land Reclamation



160

HECTARES

Land Submitted

(for Reclamation Certificate Application)

Approximately 107 City Blocks

135

HECTARES

Land Reclaimed

(defined as certification/closure received)

Approximately 90 City Blocks



Thanks for joining us in our sustainability journey.

For more information please visit traceassociates.ca