

# EESG

## ENVIRONMENT

Land Preservation

## ECONOMIC

## SOCIAL

Health & Safety  
Employee Engagement  
& Wellbeing  
Stakeholder & Indigenous  
Engagement

## GOVERNANCE

Client Satisfaction  
Ethical Business  
Practices  
Data Privacy

## OUR STRATEGY

LandSolutions believes that economic prudence, environmental stewardship, social responsibility, and diligent governance matter most to our clients and stakeholders.

We have committed to formalizing our sustainability efforts with our inaugural Economic, Environment, Social and Governance (EESG) strategy.



LANDSOLUTIONS

## OUR PATH TO SUSTAINABILITY

Our 2021 materiality assessment, using GRI Standards, incorporated internal and external stakeholder feedback to determine seven material topics.

## MATERIAL TOPICS & 2021 IMPACT

### EMPLOYEE ENGAGEMENT & WELL-BEING

Attracting, retaining and developing top talent across all organization levels

**7.6%** turnover rate

**eNPS SCORE 58**  
Score range from -100 to +100

- Hybrid working model
- \$475K devoted to training & improvement initiatives

**160 WORKERS**

LEADERSHIP TEAM: 51% FEMALE, 49% MALE  
TOTAL WORKERS: 41% FEMALE, 59% MALE  
NEW HIRES: 56% FEMALE, 44% MALE

### HEALTH & SAFETY

The health & safety of our people, clients and communities are at the core of our operations

**577,485** kms driven with no vehicle accidents

Incident reports **2** | NEAR MISSES **11**

**LOST TIME HOURS ZERO**

**97%** CERTIFICATE OF RECOGNITION (COR) AUDIT

6 hazards reported

### ETHICAL BUSINESS PRACTICE

Long-term value creation through governance best practices

**100%** commitment to code of conduct

**WHISTLEBLOWER INCIDENTS 0**

- Guidance provided by external board of advisors
- External financial auditor Ernst & Young

### STAKEHOLDER & INDIGENOUS ENGAGEMENT

Building beneficial relationships to deliver exceptional engagement

**THOUGHTFUL CHARITABLE DONATIONS**

- Reconciliation Day recognized as paid day
- Volunteering in communities we live & work in

Hours of Indigenous Peoples Cultural Training **670**

**15%** Donated from each Crown land sale

### LAND PRESERVATION

Minimizing our environmental footprint by integrating conservation best practices

- Local environmental stewardship participation in annual Pathway & River Cleanup

**41%** paper reduction

**printreleaf.** GLOBAL REFORESTATION PARTNERSHIP

### DATA PRIVACY

Maintaining client trust by protecting fundamental data privacy

**zero FIREWALL BREECHES**

External premier cloud platform service provider

- Data privacy security training for all workers
- Business continuity at 99%

### CLIENT SATISFACTION

Our client's success is our success - their interests are our top priority

**57** Net Promoter Score  
Score range from -100 to +100

**QA | QC** Industry leading quality control standards

Business Process  
REALIZING EFFICIENCIES  
Modern Workplace  
LandTraxx