

Report on Corporate Social Responsibility AT A GLANCE SUMMARY

 Fiscal Year 2020
(March 2019 - February 2020)



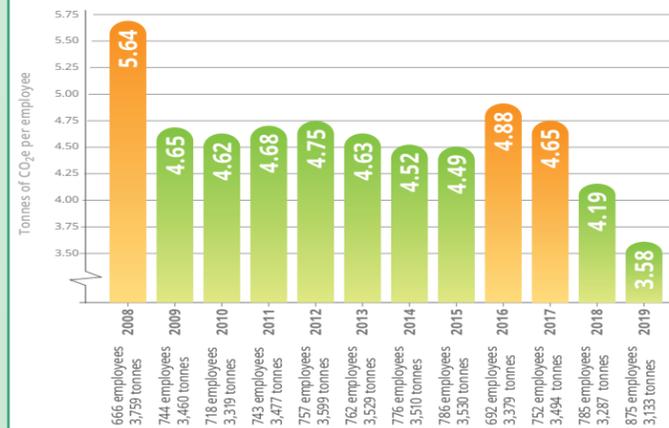
Our vision is to be recognized by Dillon's key stakeholders – our owners, employees, clients, and the public – for our pursuit of excellence in corporate social responsibility.



OUR RESPONSIBILITY TO THE ENVIRONMENT

We strive for a more sustainable operation by improving our environmental footprint through limiting our waste generation, greenhouse gas emissions, and energy use.

- In 2019, Dillon's greenhouse gas emissions were estimated to be 3.58 tonnes of carbon dioxide equivalent per capita (CO₂e). This represents a 14.6% decrease from 2018 and places us well below our goal. Overall emissions decreased by 154 tonnes (4.7%) in 2019 despite an 11.5% increase in the number of employees.



 **80%** of spending on green office products company-wide when available.

OUR RESPONSIBILITY TO SOCIETY

We strengthen our communities by donating a percentage of our earnings to environmental and charitable organizations.

-  **\$1.3 Million +** Environment and Community Investment Fund (ECIF) spending since 2009
-  **315+** ECIF initiatives in FY2020
-  **875+** Employees with access to the ECIF
-  **\$325,000 +** Scholarship funding since 2005

In FY2021, our focus is on the following two UN sustainable development goals:



OUR RESPONSIBILITY TO OUR WORKPLACES

We create workplaces that encourage and sustain the health, safety, and well-being of our employees.

We offer a variety of programs and policies to ensure staff are included, empowered and thriving both during and outside of work. Some of the significant programs include:

- Inclusiveness & Diversity:** Dillon is committed to the pursuit of employment equity within our organization. We strive to achieve a diverse and inclusive workplace that respects and values differences by promoting equitable representation.
- Women in Dillon:** Since 2009, WiD has made important contributions towards Dillon's overall diversity goals.
- Mentorship Program:** Increases employee breadth of experience and provides a "big picture" understanding of our business. Technical coaching opportunities are available.
- Work-Life Balance:** Dillon is a strong supporter of work-life balance through flex-time, telecommuting, caregiver time and parental leave. Online collaboration is encouraged through our Google platform.
- THRIVE:** Dillon's THRIVE campaign was created to consolidate our efforts as a company in the realm of health and wellness;



73% of employees used the Wellness Fund for reimbursement of fitness equipment, classes, memberships, and recreational sports

OUR RESPONSIBILITY TO THE MARKETPLACE

We provide services that align with this policy and apply our expertise to help our clients achieve their sustainability goals.

- Circular Economy Framework:** This aims to decouple economic growth and prosperity from resource consumption through the continual reuse, recycling and cascading of products and components through the economy.
- Envision:** This framework is used in our asset management services. We optimize and evaluate the sustainability of infrastructure from project initiation through to construction and operations as well as end-of-life usages for building components. The framework considers the environmental, economic and social sustainability of a project to provide an optimized solution across 60 sustainability criteria and the delivery of sustainable and resilient infrastructure.



“ As a broadly held, employee-owned firm, our employees have the ability to define and shape the type of company they want Dillon to be. We want Dillon to be recognized as a company that is environmentally conscious and socially inclusive. - Sean Hanlon, CEO ”