Sustainability Summary

Global Recognition
— Ranked #7 in the 2018 Corporate Knights Best 50 Corporate Citizens in Canada
— Achieved A for response to CDP Climate Change questionnaire
— Rated AA by MSCI ESG Research Inc.

Commitments
— Aligned our market activities with the UN Sustainable Development Goals
— Became a member of the 30% Club Canada (Goal: women to hold 30% of C-Suite/board seats by 2022)
— Joined Catalyst as a global member to benefit from its tools to accelerate and advance women in leadership

Environment
— Completed verification of WSP's GHG emissions by an independent third party
— Pledged to become carbon neutral by 2025 in our UK business
— Launched our Workplace Guidelines to enhance employee experience and reduce environmental impact

Social
— Initiated a Leadership Forum, leveraging a global network of approximately 1,000 employees
— Held strategic sessions for leaders to build the business case for gender balance and prepare them to lead the change
— Took part in an inspiring range of community activities on a voluntary basis across the globe

Governance
— Updated our Enterprise Risk Management (ERM) program within seven corporate risk categories
— Enhanced our discussion of climate change risks for WSP in our report disclosure
— Maintained a percentage of 37.5% female members on our Board of Directors

1 In 2018

FEATURED ON THE COVER
Pierre Mukendi
Canada
As one of the world’s leading professional services firms, we are uniquely positioned to help deliver a future that is more resilient and sustainable for generations to come. It is a responsibility I take very seriously, am passionate about, and something we can only do through the right corporate culture and environment for our employees.

I believe it is incumbent upon companies like ours, with the breadth and depth of capabilities our teams offer, to think ahead and challenge the status quo. Whether we are delivering world-class high-speed rail systems, designing transportation infrastructure to provide access to remote communities or supporting coastal cities as they adapt to climate change risks, we are committed to delivering innovative solutions to the challenges the future will bring.

2017 was a successful year for our firm, financially and operationally. I believe our new brand strengthens our accountability: we contributed to positive outcomes through our projects and our involvement in local communities; kept our environmental impact stable, and had a positive impact on the local economy in places where we work. In this context, it is my pleasure to present WSP’s 2017 Sustainability Report.
We are most proud of the following 2017 highlights.

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**Shaping our Sustainability Priorities**

We are pleased to align with certain frameworks, as these make our firm stronger, keep our reporting relevant, and positively influence our relationships with stakeholders. We write our report under the GRI Standards, and this year our reporting has likewise been influenced by the UN Sustainable Development Goals; by recommendations from the Task Force on Climate-Related Financial Disclosures; and the new EU Directive on Non-Financial Disclosures.

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**Making a Positive Impact through our Client Work**

Megatrends such as urbanization, demographic shifts, climate change and technology require us to anticipate our clients’ future needs, and offer them designs that bring value not only today, but also tomorrow. In addition, our Future Ready program progressed in leaps and bounds as we strengthened our offering in the UK and prepared the launch of the program in Australia, Canada¹, the Middle East, Sweden and the United States in 2018.

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**Managing the Environmental and Social Impacts of our Growth**

We are proud that our company is growing. Through this expansion, we know that our environmental impact has the potential to increase commensurately. Our new Workplace Guidelines manage this expansion, notably our office consolidation in cities where we have joined with other firms. For our employees, we know that change is not always easy. We pride ourselves on creating an environment where our employees can embrace these changes and are working hard to mitigate any negative impacts – in line with our objectives to retain our precious talent and make WSP the employer of choice.

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**Valuing our Employees and Communities**

Strong leadership is essential to making strides in sustainability. In 2017 the Leadership Forum was established, leveraging a global network of approximately 1,000 employees to improve collaboration and engagement. Regarding gender balance, I was recently invited to become a member of the 30% Club in Canada. This movement calls on large corporations, through the leadership of their Chairs and CEOs, to support the notion that it is good business practice to have women holding 30% of board seats and senior management positions by the end of 2022. As a key member of our business community, WSP deeply shares the aspiration to reach this goal. I am convinced that a balanced workforce represents a greater mix of skills and more inclusive workplace culture. In 2017, we also held strategic sessions for global and regional leaders to build, debate and own the business case for gender balance.

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We are currently in the process of moving forward boldly in our corporate strategic planning cycle. This includes the identification of key trends, such as the shift to digital technologies and artificial intelligence, destined to impact the way we serve our clients and operate as an industry. As we weave sustainability intricately into our 2019-2021 Strategic Plan, we anticipate making an impact through measurable commitments and objectives. We welcome our responsibility to lead by example and conduct our business with integrity, industry-leading environmental performance and social responsibility. I would like to thank our employees, clients and investors for sharing this journey with us.

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**ALEXANDRE L’HEUREUX**

President and Chief Executive Officer

¹ The program was launched in Canada during the second quarter of 2018 (Learn More @)
Our Value Chain

Employees*: 43,000
Countries: 40
Offices: 550

Active Projects: ±100,000
2017 Net Revenues**: 5.4B

Transformative Projects in our Sectors

Employees: 4.1B
Subconsultants: 1.6B
Shareholders: 70.4M
Taxes: 58.8M

2017 Value Distributed

*As of March 31, 2018
**Non IFRS measure. Net Revenues are defined as revenues less direct costs for subconsultants and other direct expenses that are recoverable directly from clients.
***Direct costs are defined as costs incurred to deliver consulting services and that are recoverable directly from clients.
Global Sustainability Policy

Our global Sustainability Policy defines our objectives and approach to embedding sustainability in our services and advice to clients, in our operations, and in the communities in which we operate. The policy covers all of our operating entities, and employees at all levels are responsible for complying with the Sustainability Policy.

Sustainability is a lens through which we see the future more clearly, guiding our advice to clients and communities. Our approach aims to capture opportunities and mitigate risks arising from changes in climate, demography, resources, technology, and social values. Our Sustainability Policy will be consulted to develop WSP’s 2019 – 2021 Global Strategic Plan, ensuring these values are embedded at the core of our business strategy over this period.

Read Full Policy

Our Objectives

1. **CLIENTS & PROJECTS**
   We will use the growth of the sustainable economy as an opportunity to grow new markets and commercial opportunities.

   WSP’s client magazine *The Possible* explores the changing nature of buildings and cities, and innovations that can help them function more sustainably. With contributors ranging from philosophers to architects to designers – as well as our own experts – *The Possible* aims to encourage discussion about what the future holds.

2. **CLIENTS & PROJECTS**
   Our advice and designs will be future ready and will enable our clients to reduce environmental impacts over the life-cycle of their assets.

   “Saying that ‘we see the future more clearly and design for it today’ is a bold claim, but one that many of our staff already live and breathe every day through delivering project solutions that offer resilience to future changes.” Claire Hicks, Future Ready Program Manager, Canada

3. **OPERATIONAL EXCELLENCE**
   We will actively manage our own environmental and social impacts, improving the positive while reducing the negative.

   WSP’s new Workplace Guidelines help guide decision-making related to sustainability in our own offices, including third-party standards and certifications such as LEED and BREEAM, as well as other recommended criteria for office interiors related to lighting quality, furniture selection and health and well-being.

4. **EMPLOYEES & COMMUNITIES**
   We will participate meaningfully in the communities in which we operate.

   In 2017, the US was hit with hurricanes Harvey, Irma and Maria. More than 60 employees and family members from our Houston, Austin and Dallas offices volunteered for the clean-up efforts, which included the removal of flood-damaged drywall and insulation from the homes of senior citizens in the affected areas.
The United Nations adopted its set of 17 Sustainable Development Goals (SDGs) in 2015 as part of a new sustainable development agenda. Companies have an important role to play in contributing to achieving these goals.

As a first step, WSP has started evaluating how we can contribute to positive impacts across these goals. In 2016, we used our Sustainability Policy as a framework and conducted an initial review which highlighted that WSP has most influence over seven of the SDGs, shown in the adjacent table. In 2017, we validated this work with our experts around the world and aligned the SDGs with our market segments in order to focus and prioritize our efforts to advance the goals. Going forward, we will consider integrating the SDGs formally into WSP’s approach to sustainability.

The full list of SDGs is available [here](#).
Menlyn Maine Central Square  
PRETORIA, SOUTH AFRICA

Menlyn Maine Central Square has been awarded a “Green Star SA Custom Mixed Use rating” from the Green Building Council of South Africa – an industry first. This is a new development including both retail space and office space, and no Green Star rating tool existed to rate the two types of building together. In supporting the achievement of the rating, WSP took bold steps on behalf of its client Menlyn Maine Investment Holdings to challenge the status quo. Opened in 2017, Menlyn Maine is now Africa’s first green precinct, with the Central Square being a key part of the development. The design of the entire precinct is based on urbanism principles, taking the surrounding environments into consideration and dedicating a relative proportion of the development to scenic parklands.

Read More

London Bridge Station  
LONDON, UK

London Bridge Station has now been fully reopened to the public after an extensive development program lasting more than five years, with the station in operation throughout. The resulting facility provides additional capacity and a seamless connection between Thameslink, other over-ground train services, the Underground and London’s bus services. The design was led by HyderWSP JV, including the architect Grimshaw, working for the main contractor Costain. All program handover dates for the phased redevelopment were achieved, with minimum disruption caused to passengers. The JV puts this success down to the highly collaborative BS 11000 approach, which included a co-located team and a ‘no blame’ culture which emanated from Network Rail and was fully supported by Costain and the JV design team.

Read More
Technological and Higher Education Institute (THEi) Campus in Chai Wan

HONG KONG

The Vocational Training Council’s third campus for the THEi is a twin tower covering an area of 39,700 square metres in Chai Wan. Envisioned in 2013 and fully opened in January 2018, the project garnered several awards during its construction. In 2014, the campus design won the Green Building Award from the Hong Kong Green Building Council and the Community & Culture Project Award (Future) from the internationally recognized Cityscape Awards for Emerging Markets. In addition, the development attained the BEAM Plus Provisional Platinum Rating.

WSP led the environmental angle as the BEAM Plus Consultant, Building Services Consultant and Microclimate Consultant. The twin tower design maximizes natural ventilation, and the bioclimatic façade and north-south solar orientation optimize solar shading and daylight. A low-carbon design and energy-efficient building services system enable energy savings of 30%. Water conservation features include rainwater harvesting and efficient irrigation of the campus greenery.

“`We bring together a vast array of specialisms to future proof every aspect of our projects, creating future ready buildings and infrastructure for today and tomorrow.”

COLIN CHUNG
MANAGING DIRECTOR, SUSTAINABLE DEVELOPMENT AND ENVIRONMENT, CHINA REGION

CASE STUDY

“`In such an exciting time for the industry, I am passionate about working to advance the contribution of offshore wind power as a clean, renewable energy source in the US.”

MATT PALMER

Matt Palmer
VICE PRESIDENT, OFFSHORE WIND MANAGER

An expert in offshore wind energy, Matt was a founding member of an organization dedicated to researching and disseminating information on the benefits of renewables at the time the first offshore wind farm in the US was proposed. He currently serves on an advisory panel which is helping to set standards for offshore wind installations in the country.

Offshore wind energy has huge potential to provide power when it is needed, including times of peak demand and when other renewable sources have a shortfall in supply. The US offshore wind industry is very young, with only one commercial wind farm currently in operation. However, with Vineyard Wind, an 800-megawatt wind farm being developed off the coast of Massachusetts, US offshore wind energy is poised to expand dramatically. WSP will be designing the wind turbine foundations for this pioneering project.
ABOUT US
As one of the world’s leading professional services firms, WSP provides technical expertise and strategic advice to clients in the Transportation & Infrastructure, Property & Buildings, Environment, Industry, Resources (including Mining and Oil & Gas) and Power & Energy sectors. We also offer highly specialized services in project and program delivery and advisory services. Our experts include engineers, advisors, technicians, scientists, architects, planners, surveyors and environmental specialists, as well as other design, program and construction management professionals. With approximately 43,000 talented people in 550 offices across 40 countries, we are uniquely positioned to deliver successful and sustainable projects, wherever our clients need us.

OUR BELIEF
For societies to thrive, we believe that we must all hold ourselves accountable for tomorrow.

OUR PURPOSE
We exist to future proof our cities and environments.

DOWNLOAD THE FULL REPORT
WSP.COM/SUSTAINABILITY