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**HOW TO USE THIS REPORT**

This sustainability report is an interactive PDF and is designed to be viewed with Adobe Reader and an Internet connection. The report can also be viewed offline, but any external links will not be accessible.
Overview
This report covers WSP’s activities from January 1, 2016 to December 31, 2016 and has been prepared in accordance with the “GRI Standards: Core option”.

Our intended audience for this report includes our employees, clients and investors.

Unless otherwise specified, the information in this report covers all of WSP’s operating companies across the world, including acquisitions that were completed before January 1, 2016. A list of these acquisitions can be found on page 10 of our Annual Information Form for the year ended December 31, 2016.

WSP has adopted 2015 as its baseline year for sustainability performance metrics. As a result of data coverage and quality improvements, a small number of 2015 performance figures published in our 2015 report have been restated, and these are clarified in our footnotes.

As a corporation, we intend to continue to report annually on our global sustainability activities. WSP seeks external assurance of certain information. For 2016, WSP received limited verification of the GHG emissions performance disclosed in this report. Verification was performed by an independent third party, Lloyd’s Register Quality Assurance Limited, with the approval of WSP’s Chief Operating Officer. A copy of the Assurance Statement is available in Appendix B.
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.

OUR GUIDING PRINCIPLES
We value our people and our reputation.
We are locally dedicated with international scale.
We are future-focused and challenge the status quo.
We foster collaboration in everything we do.
We have an empowering culture and hold ourselves accountable.
I am pleased to introduce WSP’s 2016 Annual Sustainability Report, after having taken over the role of President and CEO in 2016. WSP recently launched its new brand, which gave us an excellent forum to renew our commitment to sustainability in our organization and the work we do with clients.
Factors such as urbanization, demographic shift, climate change and automatization/technology will impact the way we operate. WSP’s new brand is about our work standing the test of time, as we deliver innovative solutions to the challenges the future will bring.

Our 2016 report is structured around our “Employees and Communities”, “Clients and Projects” and “Operational Excellence”. In these sections, we are proud to be able to present progress on a number of our objectives from last year’s report. I would like to thank our 36,000 employees for their considerable efforts integrating sustainability in client work, and reducing our operational impacts. In this report, Paul Dollin, our Chief Operating Officer and executive sponsor for sustainability will present our global sustainability policy, provide an update on our flagship “Future Ready” program and review our operational achievements in sustainability.

Annual Review

WSP’s corporate objectives are aligned with our 2015-2018 Strategic Plan targets, presented under four cornerstones: People, Clients, Operational Excellence and Expertise. 2016 was a success for WSP, as we met or exceeded all of our key 2016 financial and operational targets within the Plan.
1. Engaging our Stakeholders
To best position ourselves for sustainable success and prepare to launch our brand, we carried out a quantitative and qualitative brand survey involving 1,500 of our people and leaders, as well as clients and prospective clients across all of our regions. The quantitative survey of current and potential clients formed the definition of our brand and it also provided a baseline for our progress. Going forward, we intend to implement global strategies to help shape our regional approach to obtaining feedback.

No less important were the 350 employees who took part in focus groups worldwide. They were chosen to represent every existing brand, sector, speciality, length of service and demographic group; their input was a real inspiration and our brand was directly influenced by their feedback.

2. Workplace Strategies
We must continue to work hard to provide the right environment for our employees to achieve their goals and have a fulfilling professional experience with us, while supporting the Corporation’s aims. In 2016, Robert Ouellette joined us as Chief Corporate Services Officer. Robert’s priorities include IT infrastructure and workplace strategy improvement, as we increase our ability to leverage technical expertise by connecting our experts from across the globe.

In tandem with our workplace optimization initiatives, we are taking the opportunity to review how we manage the economic, environmental and social impacts of our own operations. For example, during 2017 we intend to further discuss our plan to set a global corporate target to manage and reduce our greenhouse gas emissions.

3. Diversity on the Agenda
A highlight of our 2016 annual leadership conference was the workshop on gender balance. The 160 leaders present in Stockholm committed to making more conscious choices when hiring and promoting team members, and when forming project teams. Participants also said they would bring up the topic in team meetings.

4. Brand for the Future
I believe there has never been a more rewarding time to be a WSP employee. Our new brand is a direct reflection of what we have accomplished, where we are today and our vision for the future. It reflects our uncompromising determination for excellence and focus on connecting our employees, clients and other stakeholders to deliver complex and sustainable projects.

In 2017, as we rebrand all our operations to WSP, we remain committed to further engaging with all stakeholders and acting on the feedback we received in 2016. We intend to advance our workplace strategy and diversity initiatives.

At WSP, we believe that for societies to thrive, we must all hold ourselves accountable for tomorrow. I remain passionate about our noble industry and the unique opportunities WSP has to deliver sustainable engineering services that improve the lives of communities all over the globe.

ALEXANDRE L’HEUREUX
President and Chief Executive Officer
Sustainability Highlights and Rankings

Highlights

BusinessGreen Leaders Awards, Winner, 2016 Consultancy of the Year, UK
Business in the Community Awards, Finalist, 2016 Asda Environmental Leadership Award, “Future Ready”, UK
Edie.net, Finalist, 2016 Sustainability Leaders Awards, UK
Chartered Professional Accountants Awards, Winner, 2016 CPA Canada Award of Excellence in Corporate Reporting – Industrial Products and Services, Canada
Finance Sustainability Initiative, Finalist, Best Sustainability Report, Canada
MSCI ESG Research Inc. score: AA
Carbon Disclosure Project, Climate Change and Supply Chain Score: B

Triple ISO Certification, WSP Africa
— ISO9001:2015 - Quality Management Systems
— ISO14001:2004 - Environmental Management System
— OSHAS18001:2007 - Occupational Health and Safety

Rankings

#1, Unit4 Connect, 2016 Best for People Award, Sweden
#16, 2016 Swedish Association of Graduate Engineers, Sweden
#17, Universum, 2016 Top 50 Employers, Sweden
#47, Corporate Knights, 2016 Best 50 Corporate Citizens, Canada
#89, Forbes, 2016 Top 250 Employers, Canada

“This is a terrific award to win – I’m really proud of our world class environmental team.”

DAVID SYMONS
UK DIRECTOR OF SUSTAINABILITY

BusinessGreen Leaders Consultancy of the Year (2016)

The aim of the BusinessGreen Leaders Awards is to celebrate innovation and champion change for the better. Since the awards started six years ago, they have been striving to be about more than just recognizing the best and brightest in the UK economy. They now act as a platform for leading green businesses and projects to demonstrate to others that environmental responsibility and commercial success can go hand-in-hand.

The judges said that we stood out from the rest as a result of our pioneering sustainability projects across the retail, energy and transport sectors, as well as our successful internal emission reduction efforts, and our thought-provoking research on “Future Ready” and the future of green cities and buildings.

Read Full Story
At a Glance

**2016 Net Revenues**

- **Transportation & Infrastructure**: 49%
- **Industry & Energy**: 11%
- **Property & Buildings**: 31%
- **Environment**: 9%

**Market Segments**

- **Europe, Middle East, India & Africa**: 37%
- **Canada**: 19%
- **Americas**: 30%
- **Asia Pacific**: 14%

**Geographic Segments**

- **40 Countries**
- **500 Offices**
- **36,000 Employees**

**2016 Net Revenues**

**4.9B**

*Includes Industry, Resources and Power & Energy
**Non-IFRS measures
Our Business

As one of the world’s leading professional services firms, WSP provides technical expertise and strategic advice to clients in the Property & Buildings, Transportation & Infrastructure, Environment, Industry, Resources (including Mining and Oil & Gas) and Power & Energy sectors. We also offer highly specialized services in project delivery and strategic consulting. 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 36,000 talented people in 500 offices across 40 countries, we are uniquely positioned to deliver successful and sustainable projects, wherever our clients need us.

WSP Global Inc. is a corporation formed pursuant to a plan of arrangement under the Canada Business Corporations Act. We are publicly listed on the Toronto Stock Exchange under the ticker symbol “WSP”.

WSP does not provide any products or services that are banned in certain markets.

PROPERTY AND BUILDINGS
The Corporation is a world-leading provider of technical and management consultancy services with an unrivalled track record in delivering buildings of the highest quality. We are involved in every stage of a project’s life-cycle, from the earliest planning stages through design and construction, to asset management and refurbishment. Our technical experts offer truly multidisciplinary services including structural and mechanical, electrical, and plumbing (MEP) engineering, supplemented by a wide range of specialist services such as fire engineering, lighting design, vertical transportation, acoustics, intelligent building systems, audiovisual systems, information technology, façade engineering and green building design.

TRANSPORTATION AND INFRASTRUCTURE
The Corporation’s experts plan, analyze, design and manage projects for rail, transit, aviation, bridges, tunnels, highways, ports, roads and urban infrastructure. Public and private clients, and partners from around the world seek our expertise to create mid and long-term transport and infrastructure strategies, and to provide guidance and support throughout the life-cycle of a wide range of projects. We are one of the world’s largest providers of infrastructure services, with a proven track record of delivery within budget and on time. We offer a full range of services locally with extensive global experience to successfully deliver projects.
ENVIRONMENT
The Corporation has specialists working with and advising businesses and governments in all key areas of the environment sector. These experts deliver a broad range of services covering air, land, water and health. They advise and work with clients on a range of environmental matters from risk management, permitting authorizations and regulatory compliance to handling and disposal of hazardous materials, land remediation, environmental and social impact assessment, and employee health and safety. Our reputation has been built on helping clients worldwide mitigate risk, manage and reduce impacts, and maximize opportunities related to health and safety, sustainability, climate change, energy and the environment.

INDUSTRY
The Corporation works in almost every industrial sector including food and beverages, pharmaceutical and biotechnology and chemicals. Our specialists offer a unique blend of skills with a deep understanding of industrial and energy processes, and the engineering expertise required to plan, design, build and operate a new plant, or to automate equipment in an existing industrial facility. Experts offer a full range of consulting and engineering services within multiple disciplines that span all stages of a project - from strategic studies, concept design and productivity analysis to serving as an owner’s engineer at each stage of an engineering, procurement, and construction management (EPCM) contract.

RESOURCES (INCLUDING MINING, OIL AND GAS)
The Corporation has the scale and expertise to support all our worldwide resource clients. In mining, experts work with clients throughout the project life-cycle - from conceptual and feasibility studies to addressing social acceptance issues; and from detailed engineering and complete EPCM to site closure and rehabilitation. Our expertise includes resource and reserve modelling, metallurgical testing, geotechnical and mine design and detailed engineering for mining infrastructure. In oil and gas, we help clients with some of their most demanding technical and logistical challenges. Our experts advise on how to plan, design and support the development of pipelines and gas networks, as well as how to ensure the integrity of critical assets and obtain permits and consent.

POWER AND ENERGY
The Corporation offers its energy sector clients complete solutions for all aspects of their projects, whether they are large-scale energy plants, smaller on-site facilities or retrofitting and efficiency programs - helping to reduce energy demand and deliver schemes to create a sustainable future. Our experts can advise and work on every stage of a project, from pre-feasibility to design, operation and maintenance and decommissioning. They offer long-term operational management support services from the first feasibility studies, providing advice on aspects ranging from technical, financial and environmental issues to engineering design and energy simulations during the construction phase.
Our Presence
as at March 31, 2017

<table>
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<tr>
<th>Region</th>
<th>Employees</th>
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<tbody>
<tr>
<td>EMPLOYEES IN CANADA</td>
<td>7,600</td>
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<tr>
<td>EMPLOYEES IN AMERICAS</td>
<td>7,600</td>
</tr>
<tr>
<td>EMPLOYEES IN EUROPE, MIDDLE EAST, INDIA AND AFRICA (EMEIA)</td>
<td>15,250</td>
</tr>
<tr>
<td>EMPLOYEES IN ASIA PACIFIC (APAC)</td>
<td>5,750</td>
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* Including Hong Kong, Macau and Taiwan
Financial Data

For full disclosure of the Corporation’s economic position, including our revenues, operating costs and employee compensation, please refer to our Results of Operations table on page 15 of our Management’s Discussion and Analysis for the year ended December 31, 2016. A list of our principal operating subsidiaries can be found on page 52 of the Corporation’s Consolidated Financial Statements for the year ended December 31, 2016. For more information on our Named Executive Officer compensation, please refer to our 2017 Management Information Circular.

Our Supply Chain

As an organization offering professional services principally in the field of engineering, we focus our purchasing on office supplies and IT equipment. We do not carry out construction activities and do not procure primary materials such as concrete, steel and wood. We have relationships with a global network of suppliers who support our teams and constitute a significant portion of our supply chain.

In 2016, we spent approximately CAD 694 million in occupancy costs (rental and other related costs for the Corporation’s office space occupied worldwide) and other operational costs (including, but not limited to, technology costs). Our largest IT suppliers are Microsoft and Autodesk; combined, they represent a significant percentage of our global yearly IT spend.

Organizational Changes

Acquisitions

During the year ended December 31, 2016, we completed eight acquisitions: Høyer Finseth AS; AWT Consulting Engineers PTY Ltd.; Mouchel Limited; the business of CRC Engineering P.C. and CRC Commissioning Engineers, PLLC; the industrial water consultancy business of Schlumberger; Diseño Integral Y Tecnología Aplicada, S.A. de C.V.; PRD Konsult AB; and PTS Kiinteistötukiikka Oy.

Please consult the table of acquisitions on page 10 of the Corporation’s Annual Information Form for the year ending December 31, 2016 for further details on these acquisitions.

As a result of acquisitions, some facilities have been acquired, vacated or consolidated relative to 2015. WSP did not undergo any other significant changes to our operations or supply chain.

Senior Management Succession

WSP implemented its senior management succession plan, which had been announced on March 15, 2016: Pierre Shoiry transitioned from the role of President and Chief Executive Officer of WSP to the role of Vice Chairman of the Board, and Alexandre L’Heureux transitioned from the role of Chief Financial Officer of WSP to President and Chief Executive Officer. Bruno Roy was appointed as Chief Financial Officer of WSP and formally joined the Corporation on October 31, 2016. On October 3, 2016, the Corporation also announced the appointment of Robert Ouellette to the newly created position of Chief Corporate Services Officer, and promoted David Langlois, formerly Vice-President Finance and Treasury, to the position of Chief Accounting and Treasury Officer.
I am proud to have the opportunity to highlight some of our important progress in sustainability. I would like to thank our employees for their contributions in providing sustainable services and solutions for our clients, as well as for the efforts made to reduce our own environmental footprint in 2016.

Anticipating the Future

We continue to believe that the most significant influence we can have in working towards a sustainable economy is through the advice our experts give to our clients. One of the guiding principles under our brand is that we are “future-focused and challenge the status quo”. “Future Ready”, our global client-facing program to help our clients prepare for the future, sits perfectly alongside the new brand.

Through our “Future Ready” advice, we consider the future as well as today, producing better outcomes and positioning WSP at the heart of the vital transition to a resilient and thriving society.

We are proud that our “Future Ready” leadership was recognized, as WSP was one of the six finalists for Business in the Community’s Asda Environmental Leadership Award – one of the most prestigious awards for environmental leadership in the UK.
Sustainability Progress

In 2016, we made progress on a number of our focus areas described in our previous sustainability report.

1 Strategy, Stakeholders and Governance
   - We introduced our updated global sustainability policy to outline our objectives and approach to sustainability as a corporation and on behalf of our clients.
   - We linked the objectives and approach outlined in our sustainability policy to our current sustainability reporting priorities (see table on page 18). This in turn highlights where to find information on our progress in this report.

2 Employees and Communities
   - We reported on the majority of material employee metrics for a second year, allowing us to establish our first year-over-year comparison and spark valuable discussion on making progress as an employer.
   - We continued to support our strong Health and Safety standards, and met our target to maintain an overall target Lost Time Injury Rate (LTIR) below 0.1.

3 Clients and Projects
   - “Future Ready” was launched in our Middle East operations, is currently being launched in Australia and progress was made on launching the program in Canada.
   - We earned a number of prestigious awards for sustainability in our client projects around the globe.

4 Operational Excellence
   - We improved environmental data collection methods and coverage in key regions, with a view to better understanding our performance.
   - We received verification of WSP’s 2016 Greenhouse Gas Emissions Inventory from an independent third party.

“Through our “Future Ready” advice, we consider the future as well as today, producing better outcomes and positioning WSP at the heart of the vital transition to a resilient and thriving society.”

Moving Forward with Sustainability

In 2016, we were favourably rated by several agencies for our reporting; we also take their feedback seriously and act on it to further improve our future disclosure. In 2017, we will continue to implement recommended improvements to our data collection processes, to enhance our environmental and employee information reporting.

We intend to report further on our emissions measurement, management and reduction efforts in next year’s disclosure. The verification of our 2016 Greenhouse Gas Emissions Inventory by a third party constitutes an important step as we begin planning to set and achieve an organization-wide emissions reduction target.

We also look forward to advancing the integration of “Future Ready” in our global operations; continuing to position ourselves through our thought leadership, and reporting on our progress in all areas. As the Global Leadership Team member responsible for leading sustainability improvements at WSP, I look forward to supporting and leading employees in their efforts to achieve these goals.

PAUL DOLLIN
Chief Operating Officer
Strategy, Stakeholders and Governance
Global Sustainability Policy

In 2016 we updated our global sustainability policy, which covers all of our operating entities. Employees at all levels are responsible for complying with the sustainability policy, and reports on progress will be made annually to the WSP Global Leadership Team and to the Board of Directors.

The objectives and approach defined in our policy are also reflected in how we report on sustainability progress. Each section of our report (see table on next page) contains information on key reporting priorities informed by our approach. In the Employees and Communities section, we highlight initiatives to create sustainable workplaces, great careers and positive community contributions. In the Clients and Projects section, we describe how we use the projects we deliver to help our clients be “Future Ready”, to foster international collaboration across our organization and to demonstrate industry leadership. In the Operational Excellence section, we disclose sustainability performance in our own operations, with a focus on energy and emissions management.

### Sino-Singapore Tianjin Eco-City

**TIANJIN, CHINA**

In the China National Urbanization Strategy, one of the key elements is urban “water resilience”. The Sino-Singapore Tianjin Eco-City (SSTEC) zone is located in an important strategic coastal region for China’s national development, 45 kilometres from Tianjin’s urban areas and 150 kilometres from Beijing. The Water System Plan in the SSTEC expansion project delivered resource and energy savings and enhanced long-term sustainability programs. A key element of the SSTEC Water System Plan was to implement state-of-the-art water infrastructure.

Read Full Story 🌟
MATCHING OUR SUSTAINABILITY POLICY WITH OUR REPORTING PRIORITIES

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<th>OUR APPROACH</th>
<th>2016 Sustainability Report</th>
<th>REPORTING PRIORITIES</th>
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<tr>
<td><strong>OUR OBJECTIVES</strong></td>
<td><strong>OUR APPROACH</strong></td>
<td><strong>REPORT SECTION</strong></td>
<td><strong>REPORTING PRIORITIES</strong></td>
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<td>We will use the growth of the sustainable economy as an opportunity to grow new markets and commercial opportunities.</td>
<td>As leaders in sustainability consulting, we will:</td>
<td>Clients and Projects</td>
<td>“Future Ready”</td>
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<td>— Harness the latest thinking and research developed by our industry experts to address the world’s most significant challenges.</td>
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<td>International Collaboration</td>
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<td>Our advice and designs will be future ready and will enable our clients to reduce environmental impacts over the life cycle of their assets.</td>
<td>Through our project delivery, we will:</td>
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<td>Industry Leadership</td>
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<td>— Actively seek out the most transformative, innovative projects to pioneer a more sustainable future.</td>
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<td>— Provide forward thinking advice and unparalleled expertise to help our clients thrive in a changing world.</td>
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<td>We will actively manage our own environmental and social impacts, improving the positive while reducing the negative.</td>
<td>In our operations, we will:</td>
<td>Operational Excellence</td>
<td>Sustainability Information Improvement</td>
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<td>— Measure and manage our own environmental, social and governance practices and improve them over time.</td>
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<td>Energy and Emissions Management</td>
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<td>— Share our progress with stakeholders by disclosing our sustainability performance annually.</td>
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<td>Resource Use Monitoring</td>
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<td>— Foster healthy, safe and sustainable workplaces that support continuous learning and great careers.</td>
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<td>Disclosure</td>
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<td>— Act as positive members of the communities in which we work.</td>
<td>Employees and Communities</td>
<td>Diversity</td>
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<td>We will participate meaningfully in the communities in which we operate.</td>
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<td>Employee Engagement</td>
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<td>Brand Engagement</td>
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<td>Data Collection</td>
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What is your background? How did it lead to the creation of WSP’s Sweden-Canada Cleantech Matchmaking Platform?

I have worked for WSP since 2007, designing and developing innovative solutions for our clients. Many of these clients, including cities and developers, are seeking new technologies and processes supporting, for example, energy efficiency and integrated community benefits. Our clients’ interest in leading-edge solutions led to the development of the Cleantech Matchmaking Platform. Because clients recognize WSP as a global company, they had been asking us about technologies in other markets.

Can you tell us more about the Cleantech Matchmaking Platform?

We started the program in late 2014. In the first year, we held six “Pitch and Match” sessions online. In these calls, we bring together clients or potential clients with providers of innovative clean technologies. The companies have an opportunity to pitch some of their challenges and the kinds of solutions they are seeking. The technology providers can then match with these companies, by sharing information about how their products or services fit with the identified needs.

Each session focuses on a different theme, such as green buildings, district heating, renewable energy, building façades, or climate adaptation.

In 2016, we held six more sessions. We also accompanied a delegation from Sweden, consisting of WSP employees and clients, to Canada for in-person matchmaking. A delegation from the Canadian province of Nova Scotia, also visited Sweden.
“Advancing sustainability requires patience and an enduring commitment. Our hope is that this Platform will allow us to form deeper relationships with clients, and help them to continue advancing sustainability 10 and 20 years from now.”

What feedback do you get from clients and participants about the Platform?

Clients see value in understanding solutions and technologies that are available outside their immediate regions. WSP can provide added value through our international presence, and also our local knowledge and on-going work. We are rewarded by helping clients and others find new technologies and approaches they may not be aware of. Technology providers are also attracted by the Platform. Often cleantech providers are smaller, newer companies, and the Platform has supported new, mutually-beneficial relationships. Up to now about 50 companies have been part of our webinars or delegation trips, and we have had positive feedback on the initiative from current and potential clients.

As one of the positive outcomes of the Platform, one Swedish company has succeeded in integrating its Building Management System into several buildings and properties in Nova Scotia.

Which of WSP’s Guiding Principles aligns most with your work and why?

Three guiding principles are strongly related to the ethos of the Program:

- We are locally dedicated with international scale; we are future-focused and challenge the status quo; we foster collaboration in everything we do.

Bringing together participants from Malmo (Sweden) and Halifax, Montreal, Toronto and Ottawa (Canada) demonstrates the benefits of being locally dedicated with international scale. The Cleantech Matchmaking Platform is one way WSP differentiates itself from smaller firms that do not have our international reach. We challenge the status quo by working across borders to bring together forward-looking organizations and the best technology solutions.

Our work fosters collaboration – between WSP employees in Sweden and Canada, between clients and technology providers, and between existing clients and potential clients – to advance sustainable solutions.

“Advancing sustainability requires patience and an enduring commitment. Our hope is that this Platform will allow us to form deeper relationships with clients, and help them to continue advancing sustainability 10 and 20 years from now.”

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Our work fosters collaboration – between WSP employees in Sweden and Canada, between clients and technology providers, and between existing clients and potential clients – to advance sustainable solutions.
In advance of our 2015 report, WSP carried out a materiality assessment to ensure that we report on what matters to our stakeholders, address relevant issues and prioritize our reporting accordingly. To do so, we:

- Benchmarked the materiality assessments of our peers and other sustainability leaders; reviewed company governance, policy, and strategy documents; and conducted work sessions with company leadership and those involved with our reporting process to identify material topics to review with stakeholders;
- Reviewed these topics with external and internal stakeholders via questionnaires and individual conversations to validate our internal perspectives. External stakeholders were comprised of investors, clients and in some regions regulatory authorities; internal stakeholders included our employees;
- Analyzed all stakeholder feedback to determine which topics should be reported;
- Organized the content of this report accordingly in alignment with the GRI G4 Reporting Guidelines and the GRI Standards; and
- Validated the report content to ensure that it included the outcomes of stakeholder engagement processes and covered significant organizational impacts in a balanced and transparent manner.

Our material aspects are covered in the following sections of this report:

- Employees and Communities
- Clients and Projects
- Operational Excellence
### MATERIAL TOPIC BOUNDARIES

<table>
<thead>
<tr>
<th>Material Topic</th>
<th>Description</th>
<th>Boundary</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GOVERNANCE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Anti-Corruption</td>
<td>Business practices that serve to avoid corruption, such as our Code of Conduct.</td>
<td>Our business practices impact the reputation of our firm in the business community.</td>
</tr>
<tr>
<td><strong>EMPLOYEES AND COMMUNITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Occupational Health and Safety</td>
<td>Initiatives to measure, manage and reduce safety incidents, and protect employee health.</td>
<td>Through our business, we have the potential to directly and indirectly impact the communities in which we work.</td>
</tr>
<tr>
<td>3 Employment</td>
<td>Professional opportunities and employee benefits delivered by our firm.</td>
<td></td>
</tr>
<tr>
<td>4 Training and Education</td>
<td>Investments in our employees’ development.</td>
<td></td>
</tr>
<tr>
<td>5 Local Communities</td>
<td>Benefits delivered to local communities.</td>
<td></td>
</tr>
<tr>
<td>6 Diversity and Equal Opportunity¹</td>
<td>Opportunities for employees of diverse backgrounds at all levels of our business, including women.</td>
<td></td>
</tr>
<tr>
<td>8 Non-Discrimination</td>
<td>Providing a workplace and organization free from discrimination.</td>
<td></td>
</tr>
<tr>
<td><strong>CLIENTS AND PROJECTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Economic Performance</td>
<td>Economic value generated and distributed through our business activities.</td>
<td>Our economic performance impacts our shareholders, employees and partners.</td>
</tr>
<tr>
<td>10 Indirect Economic Impacts</td>
<td>Our investment in infrastructure projects.</td>
<td>Our projects impact the communities in which they take place.</td>
</tr>
<tr>
<td><strong>OPERATIONAL EXCELLENCE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Emissions</td>
<td>Greenhouse gas emissions resulting from our operations.</td>
<td>The efficiency with which we use resources in our operations impacts the environment.</td>
</tr>
<tr>
<td>12 Energy</td>
<td>Energy used in our operations.</td>
<td></td>
</tr>
<tr>
<td>13 Water</td>
<td>Water used in our operations.</td>
<td></td>
</tr>
<tr>
<td>14 Effluents and Waste</td>
<td>Waste resulting from our operations.</td>
<td></td>
</tr>
</tbody>
</table>

¹ In the GRI Standards, Equal Remuneration has been combined with Diversity and Equal Opportunity

Since the materiality assessment was conducted, WSP joined with Parsons Brinckerhoff, which was a pivotal moment in the history of the two companies and created an industry-leading firm. WSP and Parsons Brinckerhoff shared similar values, service lines and operations, and therefore material topics identified during the 2015 reporting process were considered relevant for both organizations. To validate this decision, our internal team carefully blended the reporting practices of both companies to ensure we still present relevant and material information to stakeholders for the combined company. Feedback from external and internal stakeholders received on our previous reports was also taken into account. In coming years, we intend to update the materiality assessment to continuously improve the quality of our disclosure and best reflect our evolution as a company.

As a result of this process, we identified fourteen material topics, reflecting our most significant social, environmental and economic impacts and opportunities. In this report, we disclose information on how we manage and perform on these topics, along with other information that is relevant to our stakeholders.
UN Sustainable Development Goals

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.

Our initial review highlights WSP has most influence over seven of the SDGs, shown in the adjacent table.

We are considering further defining and prioritizing our impact areas. As a large company with complex operations, we also intend to work with our experts around the world to target the greatest impact opportunities in our regional operations.

Our UK team has carried out a further analysis of where we contribute already to these seven goals, which is presented in the 2016 UK sustainability report.

The full list of SDGs is available here.
Engaging our Stakeholders

“In creating value for our stakeholders, we don’t just strive to provide the best technical expertise in our industry to our clients - we listen to their feedback and aim to be their trusted partners.”

ISABELLE ADJAHI, SENIOR VICE PRESIDENT, INVESTOR RELATIONS AND COMMUNICATIONS

We take our responsibility to our stakeholders seriously. Reaching out to stakeholders and listening to their opinions is an important corporate value and is crucial in understanding their concerns and seizing upon emerging trends and opportunities for improvement. The table below summarizes the Corporation’s general engagement with its key stakeholders, representing the main groups that are interested in, interact with and benefit from our business activities. Feedback received from these stakeholders informs our corporate initiatives.

In addition, a range of stakeholders were engaged as part of the materiality analysis. These stakeholders were identified as important to our business success, interested in our sustainability activities, and as potential readers of our sustainability reports.
<table>
<thead>
<tr>
<th>STAKEHOLDER</th>
<th>TYPE OF ENGAGEMENT</th>
<th>FREQUENCY OF ENGAGEMENT</th>
<th>ENGAGED AS PART OF REPORTING PROCESS?</th>
<th>COMMENTS/QUESTIONS/EXAMPLES OF FEEDBACK</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMPLOYEES</td>
<td>Employee surveys</td>
<td>From daily to annually</td>
<td>Yes</td>
<td>We should:</td>
</tr>
<tr>
<td></td>
<td>Townhall meetings</td>
<td></td>
<td></td>
<td>— Continue to value our employees and maintain our “human touch”</td>
</tr>
<tr>
<td></td>
<td>Information cascaded from leadership, via team meetings</td>
<td></td>
<td></td>
<td>— Seek to offer the best work environment and promote collaboration opportunities</td>
</tr>
<tr>
<td></td>
<td>Global internal communications (intranet, emails) and local intranets</td>
<td></td>
<td></td>
<td>— Win and invest in small projects</td>
</tr>
<tr>
<td></td>
<td>Annual and Sustainability Reports</td>
<td></td>
<td></td>
<td>— Win more iconic projects</td>
</tr>
<tr>
<td></td>
<td>Leadership interviews</td>
<td></td>
<td></td>
<td>Feedback was used in the creation of our new brand.</td>
</tr>
<tr>
<td></td>
<td>Ad hoc engagement: in 2016, 350 employees took part in a brand survey</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INVESTORS AND ANALYSTS</td>
<td>Investor relations activities including: investor days, meetings, roadshows, conferences, discussion with senior executives, conference calls</td>
<td>Ongoing, quarterly to annually</td>
<td>Yes</td>
<td>“WSP’s contacts are very accessible”</td>
</tr>
<tr>
<td></td>
<td>Website postings</td>
<td></td>
<td></td>
<td>“Clear information provided”</td>
</tr>
<tr>
<td></td>
<td>Financial reports</td>
<td></td>
<td></td>
<td>“Adequate and frequent engagement”</td>
</tr>
<tr>
<td></td>
<td>Press releases and media relations</td>
<td></td>
<td></td>
<td>“WSP is adaptable and receptive to feedback”</td>
</tr>
<tr>
<td></td>
<td>Annual Information Form and Annual Report</td>
<td></td>
<td></td>
<td>“Transparent”</td>
</tr>
<tr>
<td></td>
<td>Annual Meeting of Shareholders</td>
<td></td>
<td></td>
<td>Received specific questions on our activities such as mergers and acquisitions, regional outlook and senior executive transitions.</td>
</tr>
<tr>
<td>CLIENTS</td>
<td>Project communications</td>
<td>On an ongoing basis for client projects</td>
<td>Yes</td>
<td>“Excellent staff”</td>
</tr>
<tr>
<td></td>
<td>Thought leadership/conferences</td>
<td></td>
<td></td>
<td>“Local depth”</td>
</tr>
<tr>
<td></td>
<td>Feedback received from clients</td>
<td></td>
<td></td>
<td>“International presence and brainpower”</td>
</tr>
<tr>
<td></td>
<td>Ad hoc engagement: client brand survey in 2016</td>
<td></td>
<td></td>
<td>“Looking for more than just engineering services”</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Feedback was used in the creation of our new brand.</td>
</tr>
<tr>
<td>BUSINESS PARTNERS, INCLUDING SUBCONTRACTORS, JOINT VENTURE AND CONSORTIUM PARTNERS</td>
<td>Project communications</td>
<td>Ad hoc</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>SUPPLIERS</td>
<td>Procurement</td>
<td>Ad hoc</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>GOVERNMENTS, INCLUDING REGULATORY AUTHORITIES</td>
<td>Project work communications involving government agencies</td>
<td>Ad hoc</td>
<td>In some cases</td>
<td></td>
</tr>
<tr>
<td>INDUSTRY BODIES</td>
<td>Participation on key industry association committees</td>
<td>Ad hoc</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Attendance at industry functions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sponsorship of industry events and research</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Trade displays</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Thought leadership</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LOCAL COMMUNITIES</td>
<td>Consultation on behalf of clients within projects</td>
<td>Ad hoc</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Local community involvement/charity work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sponsorship and donations</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Organizational Memberships

We are affiliated with a number of external organizations and initiatives, including those presented in this section.

Asia
- Hong Kong Green Building Council
- Hong Kong Waste Management Association
- Singapore Green Building Council

Canada
- Association des firmes de génie-conseil du Québec
- Association of Consulting Engineering Companies of Canada
- Association of Professional Engineers and Geoscientists of Alberta
- Association of Professional Engineers and Geoscientists of Saskatchewan
- Canada Green Building Council
- Ontario Society of Professional Engineers
- Association of Professional Engineers of the Province of Prince Edward Island
- Canadian Urban Transit Association
- Canadian Institute of Steel Construction
- Association of British Columbia Land Surveyors
- Association of Alberta Land Surveyors
- Association of Canada Land Surveyors
- Association of Ontario Land Surveyors
- Ontario Professional Planners Institute
- Colombia
  - Cámara Colombiana de la Infraestructura
  - Cámara Colombo Británica
  - Asociación Colombiana de Ingeniería Sanitaria y Ambiental
- Finland
  - Finnish Wind Power Association
  - Green Building Council of Finland
- Germany
  - German Railway Industry Association
  - German Association of Consulting Engineers
  - Professional Association for Railway Engineers
  - Rail Construction Monitoring Association
  - Deutschen Gesellschaft für Nachhaltiges Bauen – DGNB e.V.
- Sweden
  - Swedish Federation of Consulting Engineers and Architects
  - Sweden Green Building Council
- United Kingdom
  - Association for Consultancy & Engineering
  - Association for Project Safety
  - Achilles
  - Environmental Industries Commission
  - Institute of Lighting Professionals
  - Royal Society for the Prevention of Accidents
  - UK Green Building Council
  - Safety Management Advisory Services Ltd
- United States
  - American Institute of Architects
  - American Planning Association
  - American Society of Civil Engineers
  - Business Renewables Center
CDP Consultancy Partner

As a consultancy partner to CDP, we support all aspects of the CDP response process, including compiling inventory data; developing strategy, policy and governance programs setting goals and targets; assessing risk and opportunity and responding to CDP’s annual questionnaires. In 2016, we provided sustainability support to 10 companies named on CDP’s “Climate A-List”.

GRESB Partner: global real estate and infrastructure

As a global leader in designing and delivering buildings and infrastructure projects, WSP is uniquely positioned to support companies and funds to respond to GRESB’s annual Real Estate and Infrastructure assessments. We have the expertise to embed solutions for improving the environmental, social, and governance aspects of the design, procurement, construction and operation of real assets. WSP is a GRESB Global Partner and participant in the GRESB Infrastructure Technical Working Group.

Climate adaptation plan simulator

HUDDINGE, SWEDEN

The City of Huddinge is expected to grow significantly in coming years. WSP evaluated potential future risks associated with rapid urbanization by simulating environmental and societal changes, such as weather and water flow fluctuations, population growth, economic instability and an ageing population.

It was important not to see the limitations but rather to show how municipalities can develop and grow intelligently. By providing a clear understanding of which aspects might prove critical, measures were prioritized, and costs were incorporated in a comprehensive growth plan allowing municipalities to prepare for the future.

Read Full Story (Swedish only)
Governance

Corporate Governance

WSP Global Inc.’s Board of Directors is responsible for the stewardship of the Corporation and has adopted a formal mandate setting out the Board’s role and responsibilities, including overseeing integrity and ethics, the appointment of the CEO, management of the Board, strategic and succession planning, monitoring corporate and financial performance, financial reporting, risk management and oversight of the Corporation’s policies and procedures, communications, reporting and compliance with laws.

The Board discharges its responsibilities directly and through its Committees, currently the Audit Committee and the Governance, Ethics and Compensation Committee.

New directors are provided with an extensive information package on the Corporation and the industry, which includes the Corporation’s current policies and procedures, including the Code of Conduct. Moreover, members of the Board receive various presentations from Management at each regular meeting on a variety of subjects relevant to the Corporation’s business, industry, and legal or other environment, in addition to being provided with updates and short summaries of relevant information.

Sustainability Governance

In 2016, we replaced our former “executive committee” with a new expanded Global Leadership Team (GLT), whose members will drive global initiatives and growth in our various sectors and geographies. Our sustainability governance parallels this. Our strategy is therefore strongly supported by a regional approach in our markets, drawing on the local expertise of our employees.

Sustainability champions support our client-facing activities and offerings, our sustainability agenda in our own operations and our thought leadership in this field. As our executive sponsor for sustainability, Paul Dollin, Chief Operating Officer (COO) has the role of empowering our regions’ sustainability efforts and overseeing their approaches under our global strategy. A summary of his role is presented in the COO position mandate, which is available on our website.

WSP’s 2017 Management Information Circular also presents on pages 34 and 35 a description of the Board of Directors’ Nomination Process and a Skills Matrix, stating that eight out of eight (100%) of the Nominee Directors (now directors in office) at March 31, 2017 have business experience in human resources. Four of the...
eight (50%) Nominee Directors (now directors in office) have business experience in Health and Safety and Sustainability.¹

In 2016, a presentation was made to update our Directors on sustainability reporting and initiatives, as well as recognition WSP has received in this area.

Board of Directors and Management Diversity

The Board is committed to maintaining high standards of corporate governance in all aspects of the Corporation’s business and affairs. It recognizes the importance and benefit of having a Board and senior management comprised of highly talented and experienced individuals to foster and promote diversity. The Corporation has policies in place with respect to the identification and nomination of women Directors. The Corporate Governance Guidelines provide that, when identifying candidates to nominate for election to the Board or in its review of executive officer succession planning and talent management, the Governance, Ethics and Compensation Committee consider objective criteria such as talent, experience and functional expertise, as well as criteria that promote diversity such as gender, ethnicity, age and other factors.

The Committee also considers gender diversity on the Board and in executive officer positions in the search for and selection of candidates and, where necessary, seeks advice from qualified external advisors to assist in this search. The Governance, Ethics and Compensation Committee conducts periodic evaluations and assessments of individual board members as well as Committees and the Board as a whole to identify strengths and areas for improvement. Specific targets or quotas for gender or other diversity appointments to the Board or in executive officer positions have not been included in the Corporate Governance Guidelines or adopted by the Board due to the need to consider a balance of criteria in each individual appointment.

The Board will promote its diversity objectives through the initiatives set out in the Corporate Governance Guidelines with a view to identifying and fostering the development of a suitable pool of candidates for nomination or appointment over time. The Governance, Ethics and Compensation Committee, in its periodic review of the composition of the Board and executive officer appointments, assesses the effectiveness of the Board nomination process and senior management appointment process in achieving the Corporation’s diversity objectives, and monitors the implementation of these guidelines.

As at March 31, 2017, three out of our eight Directors and Director Nominees were women, representing 37.5% of our Directors. The Board believes the current nomination process in achieving the Corporation’s gender diversity is effective, as all three women on the Board have been nominated since 2013. As at March 31, 2017, there were five women out of sixteen members of the WSP Global senior corporate team, which represents 31%.

Ethical Business Practices

WSP's reputation notably depends on our ability to be world-class professionals, which means acting with honesty, integrity, and transparency in our daily dealings with colleagues, clients, and other business partners. As such, the success of WSP's Compliance and Ethics program, which includes our anti-corruption policies, is one of our top priorities. Under the direction of our Chief Ethics and Insurance Officer, WSP strives to implement industry-leading standards in the way it conducts all of its activities. Accordingly, our training, communications, tools, and audit processes reflect our commitment to ensure that our culture is anchored on ethical principles. In addition, our Compliance and Ethics program effectively allows us to address key risks that may arise in the context of our global operations.

Responsibility for the success of our Compliance and Ethics program is linked to performance assessments and incentive mechanisms for the Chief Ethics and Insurance Officer.

Code of Conduct

On a global level, WSP has adopted a Code of Conduct, a Gifts, Entertainment and Hospitality Policy, a Working with Third Parties Policy and an Anti-corruption Policy (collectively, the "Code"), which apply to all our operating entities and the Corporation's directors, officers, employees, and contract workers. The Board of Directors is responsible for approving the Code, and the policies were last reviewed and amended in February 2017.

The Code requires strict compliance with legal requirements and sets the Corporation's standards for the ethical conduct of our business. Topics addressed in the Code include business integrity, anti-corruption, conflicts of interest, insider trading, use of corporate assets, fraudulent or dishonest activities, confidential information, fair dealing with other people and organizations, political contributions, employment policies, and reporting alleged Code violations. With respect to charitable donations or sponsorships, the Corporation has regional policies in place requiring their approval by senior management.

The Code is accessible to all employees through our corporate and local intranet sites and websites.

Communication and Training on the Code

The Code is available in several different languages to facilitate its use in regions where WSP primarily operates. Each large geographic region in which the Corporation operates has a dedicated Compliance and/or Ethics representative to assist with the implementation of the Code.

An ongoing structured Compliance and Ethics training program ensures that, on a yearly basis, every Director, officer, and employee of the Corporation reviews the Code and underlying guidelines in place.

Training is aimed at recognizing issues and escalating them in the organization for effective measures to be implemented in a timely fashion. The Corporation provides additional specialized training to employees for matters governed by the Code, where it is determined such training would be beneficial; for example where it is considered that employees are at higher risk of encountering situations associated with corruption. This supplementary training is provided on an as-required basis.

For newly hired employees, the training program has been incorporated into the induction process, in order to inform new employees of corporate practices, as well as keep coverage of the training program at maximum target levels.

Under corporate procedures, the Code is also to be communicated to our business partners, and tools such as the Code of Conduct for Third Parties are available to facilitate this.

Gifts, Entertainment and Hospitality and Conflicts of Interest Registry

The Corporation has a policy for Gifts, Entertainment and Hospitality (GEH) as well as a policy on Conflicts of Interest.

One of the tools the Corporation uses to identify and manage GEH and Conflicts of Interest is the Gifts, Entertainment and Hospitality and Conflicts of Interest Registry. The link to the online Registry is available on the Corporation's intranet sites, and user guides, video tutorials, and regional guidelines on using the Registry are also available.
The purpose of the Gifts, Entertainment and Hospitality and Conflicts of Interest Registry is:

— To ensure that business courtesies, including all gifts, entertainment and hospitality, exchanged with external third parties and above regional monetary thresholds, are properly approved and recorded.

— To allow employees to register a real, apparent or potential conflict of interest.

Management Approach to Anti-Corruption

Legal Framework

The Corporation has a zero-tolerance approach to all forms of corruption, whether direct or indirect. It is subject to strict anti-corruption laws, including the Canadian Corruption of Foreign Public Officials Act (CFPOA), the United States Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act. They apply to all employees and subsidiaries everywhere in the world, regardless of nationality or location.

As the future of the Corporation’s success depends upon the trust of clients and other stakeholders, as well as on the Corporation’s reputation for technical expertise and reliable, ethical conduct, our commitment extends beyond regulatory compliance in our efforts to keep the topic front-of-mind for employees. Examples of the ways in which we believe we exceed regulatory compliance requirements is through our extensive live training program, our extensive communications with employees, as well as our tailored compliance tools.

Risk Assessment

The Corporation’s annual management’s discussion and financial statements for the year ended December 31, 2016 describe in detail the organization’s risk factors in section 21. In particular, Reputational Risk, Non-Compliance with Laws and Regulations and Risk of Future Legal Proceedings are described on pages 45 and 46.

The Corporation assesses risks for corruption in a number of ways, including the following:

— Enterprise risk management (for further information, refer to page 40 of the 2017 Management Information Circular);

— Due diligence procedures for our client projects, further described in the Working with Third Parties Policy. These are based on Country Risk, Transaction Risk and Relationship Risk, among other factors;

— Global and regional project risk committees;

— Global and regional Delegation of Authority policies;

— Oversight from Internal Audit.

Participation in Collective Action to Combat Corruption

Louis-Martin Richer, WSP’s Chief Ethics and Insurance Officer, is co-chair of the expert panel of the Canadian Centre of Excellence for Anti-Corruption (CCEAC).

The CCEAC brings together a Board of national and international subject matter experts in the field of anti-corruption from the private sector, the public sector, various academic units as well as civil society organizations and NGOs such as Transparency International. The CCEAC Board is a hub of knowledge and experience. It plays a central role in the collection and promotion of ideas, strategies, tools and best practices that can inform and assist stakeholders in addressing corruption and bribery issues. It also serves as a platform to educate the general public on the costs and consequences of bribery and corruption, and the role of civil society in controlling it and reducing its impact.

Louis-Martin Richer is featured in a Canadian Centre of Excellence for Anti-Corruption video on Third Party Due Diligence.

Confidential Business Conduct Hotline

The Code provides that each employee has an obligation to report violations or suspected violations of the Code and the Corporation will ensure that there is no retaliation against anyone for making a report in good faith.

The Corporation’s “Confidential Business Conduct Hotline” provides a means for employees as well as the general public to raise issues of concern.

“We are very proud of the fact that we are making ethics and integrity a priority, which allows us to provide our clients with services of the highest quality.”

LOUIS-MARTIN RICHER,
CHIEF ETHICS AND INSURANCE OFFICER
anonymously with a third-party service provider (Expolink). The service is accessible 24 hours a day, 7 days a week through the Web, by telephone or by email and is available in local languages.

Access to information about the hotline is highly visible through a direct click from the front page of our global and regional employee intranets, regular internal communications, videos, presentations and poster campaigns in certain regions. Training and information is given on use of the hotline in the Code, as well as through the training program.

Any information received is processed by an independent party and the Chief Ethics and Insurance Officer, who is required to advise the Chairman of the Governance, Ethics and Compensation Committee or the Audit Committee, as applicable. Pursuant to the Code, the Chief Ethics and Insurance Officer is charged with the responsibility for maintaining the Confidential Business Conduct Hotline and ensuring that all alleged Code violations are investigated.

**Evaluating our Approach to Compliance and Ethics**

WSP’s Board of Directors has oversight of Compliance and Ethics activities, and a quarterly progress report is made to the Board. We are able to evaluate our approach also through internal monitoring and audit, including evaluation made possible through our reporting tools such as the Gifts, Entertainment and Hospitality and Conflicts of Interest Registry and Confidential Business Conduct Hotline.

**2016 Progress**

— In 2016 we launched a new interactive e-training program on our Code, which is currently being rolled out to all employees and is incorporated into our onboarding procedures. This training program notably focuses on our policies with respect to anti-corruption, conflicts of interest, dealing with third parties and competition law. In 2016, we also implemented a new digital strategy for the Compliance and Ethics program, strengthened our global and regional communications to employees, as well as launched key tools, such as the Gifts, Entertainment and Hospitality and the Conflicts of Interest Registry.

— As at December 31, 2016, the Code had been communicated to all members of our Board of Directors, and all Board members had received training.

— As at December 31, 2016, the Code was available to 100% of employees of all categories, in all regions, through the Corporation’s intranet or internet sites, and was the foundation for our digital communications strategy and training program.

— Towards the end of the reporting period, we began to roll-out our new Code training program and full statistics will be available next year for the 2017 reporting period. During the roll-out period, employees who have not yet received the new training are largely covered by the previous training program. However, at this time, we do not have consolidated data available on the percentage of our employees who had completed the previous training session by December 31, 2016, due to the multiplicity of learning management systems in place regionally, as well as the ongoing transition period for the new training program.

— At this time, we do not have data available on the percentage of our business partners who had received the Code by December 31, 2016.

— WSP’s Code is available for other organizations and persons, including the general public, to review via our website.

**2017 Program**

In 2017, we will continue with our efforts to ensure that acting with honesty, integrity and transparency remain top of mind for all employees. Our priorities include:

— Completion of the new e-training program by all employees across the organization;

— Development of refresher training sessions on key topics;

— Ongoing face-to-face training sessions for senior managers and key employees;

— Communications campaign, including videos, contests and posters, to bolster viewership of Compliance and Ethics related materials; and

— Strengthening of our procedures for working with third parties.
Precautionary Principle

The Rio declaration (1992) defines the precautionary principle as follows: “where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.”

As a professional services firm, the work that we undertake for clients has a focus on understanding risk and reducing it as much as possible. We implement the Precautionary Principle in the following ways:

— Our experts assess project risks and present clients with recommendations that protect the environment and prioritize health and safety.
— We provide clients with a full array of solutions that seek to prevent environmental degradation and restore the natural environment.
— As climate change represents the most serious challenge of our time, we rely on the latest science to inform our clients’ greenhouse gas emissions management as well as do our part by striving to reduce our own greenhouse gas emissions.

CASE STUDY

Shongoane Community Care Centre
LEPHALA LE COMMUNITY

WSP was involved in the erection and refurbishment of the Shongoane Community Care Centre, a Non-Profit Organisation (NPO) that provides Community Home-Based Care and a drop-in centre for orphaned and vulnerable children.

We built the drop-in centre, which caters for orphaned and vulnerable children. The children do not sleep over, but are provided with a meal, assistance with school work and other activities. These children have lost both parents but live with extended family.
Employees and Communities
Introduction

WSP launched its new brand in May 2017. During 2016, we prepared for the brand launch by engaging representative employees worldwide in workshops to enable us to define our brand. Our new brand is being launched at an exciting time, as we consolidate our backgrounds, celebrating our diversity and defining the direction we wish to take as a global, united company.

WSP is an organization which has undergone much exciting change in recent years. Change involves asking our employees to be agile. Being a good employer means providing our employees with the means to adapt and thrive in change. We are continuously seeking to enhance our workplace strategies.

In 2016, we looked ahead to the progress we want to make in providing an efficient and attractive work experience across all our global operations. The newly appointed Chief Corporate Services Officer and his global leaders will oversee information technology, real estate, procurement and human resources. The wider team will work jointly at optimizing “the employee experience.”

Our employee workplace strategy is supported by appropriate governance and structure for corporate leasing and workplace design. We aim to present consistency in brand, image and technical abilities throughout our offices worldwide. Workplaces should provide a fully functional environment for our employees, enabling a reliable and consistent connection to each other through the use of various tools and technology.

“One of my objectives is to ensure we provide our employees with an intuitive, efficient and collaborative environment that will benefit our organization, employees and clients alike.”

ROBERT OUELLETTE
CHIEF CORPORATE SERVICES OFFICER
We value our people and our reputation

We make extraordinary efforts to attract, develop, engage and retain the best professionals in our fields of expertise because this is what makes us great. We put the highest ethical standards at the centre of all we do. Professionalism is inherent in our offering. We are humble and act with moral and intellectual integrity, keep our word, treat everyone with respect, support our colleagues, and embrace diversity. We care about individuals and their progress and offer the most fulfilling career development for our professionals. We promote our young recruits because we believe fresh perspectives bring great ideas and new energy.

We are locally dedicated with international scale

Our strength is our ability to adapt to our client culture and local markets. We provide our clients with the same personalized services as a specialist firm while at the same time leveraging our worldwide expertise to undertake the most complex projects and assist our clients to realize their ambitions. We achieve this by remaining agile, with a common-sense approach, and by keeping our structure and business model simple and lean. Our focus on growth also allows us to better serve our clients by expanding our offering, expertise and geographical reach.

We are future-focused and challenge the status quo

We anticipate trends in order to propose innovative ideas for our clients to meet their business objectives. We ask questions, look at complex problems from different angles and find solutions that break paradigms. We are problem-solvers who evolve, improve, modernize and excel. We know our solutions will shape the communities of tomorrow and help societies thrive sustainably. We embrace change and have an uncompromising determination to achieve excellence.

We foster collaboration in everything we do

Our international agility is founded on our collaborative working environment. Our devotion to teamwork creates unique international networks of outstanding professionals who understand that great achievements come from collaboration. We embrace and support a high-performing culture, always strive to learn from others, and foster a stimulating work environment. We put the interest of our team ahead of our own and joining us is the best way to fully understand the collegiality that defines our firm.

We have an empowering culture and hold ourselves accountable

We are empowered to turn challenges into opportunities while being held accountable to standards beyond the norm. Our proactive leadership empowers us to be client-focused, agile and responsive, while at the same time being accountable to our clients, our peers and our shareholders. The profitability of our firm is essential to our future and this is why we manage our business responsibly as if it were our own.
## Scorecard

<table>
<thead>
<tr>
<th>PRIORITY</th>
<th>OBJECTIVE</th>
<th>2016 ACHIEVEMENT</th>
<th>2017 FOCUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIVERSITY</td>
<td>Weave diversity into the fabric of the organization</td>
<td>In-depth workshop on gender balance for all participants of the global leadership annual conference</td>
<td>Global Leadership Team expert training on gender balance; cascade the expert training session over the year to regional leadership teams</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Progress on regional diversity initiatives/ programs</td>
<td></td>
</tr>
<tr>
<td>EMPLOYEE ENGAGEMENT</td>
<td>Measure the engagement of our employees across the business and act on findings</td>
<td>Furthered a number of regional initiatives in our 2016 improvement areas, including programs for attracting, retaining, developing and recognizing our employees</td>
<td>Our Chief Corporate Services Officer and his global leaders will oversee information technology, real estate, procurement and human resources and work jointly at optimizing “the employee experience”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Reviewed the progress we would like to make in global workplace strategy</td>
<td></td>
</tr>
<tr>
<td>BRAND ENGAGEMENT</td>
<td>Unite our people across the world under one banner</td>
<td>Stakeholder engagement and preparation for internal and external brand launch</td>
<td>Internal and external brand launch activities</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Being united by our new brand and associated Guiding Principles</td>
</tr>
<tr>
<td>HEALTH AND SAFETY (H&amp;S)</td>
<td>Foster healthy, safe and sustainable workplaces</td>
<td>Reviewed procedures for managing the risks associated with driving, overseas working, geotechnical work and people-plant-vehicle interfaces</td>
<td>Reduce the risks associated with driving, overseas working and people-plant-vehicle interfaces</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Updated Global Health and Safety Policy to continue to prioritize safe work environments</td>
<td>Full launch of ISOS resources for all employees, including communications campaign</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Introduced combined overseas H&amp;S and security support arrangements via International SOS</td>
<td>Achieve overall target maximum LTIR of 0.1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Overall target maximum Lost Time Injury Rate (LTIR) of 0.1:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>— Achieved global year-end LTIR of 0.07</td>
<td></td>
</tr>
<tr>
<td>DATA COLLECTION</td>
<td>Report globally on sustainability and continuously improve our disclosure practices</td>
<td>Global data on employees has been reported for most required indicators</td>
<td>Work to refine our tracking and analytics for certain reporting criteria</td>
</tr>
</tbody>
</table>

### Savannah East

**TRINIDAD AND TOBAGO**

Savannah East, a seven-storey office building completed in 2016, is the first structure in Trinidad and Tobago certified for its eco-friendly features by the U.S. Green Building Council.

The goal was to develop a building that would set new standards in green design and construction for the Caribbean island nation. Elements to highlight in the building’s design included the incorporation of a green roof and the creation of interior and exterior “living walls,” which formed part of the heating/ventilation/air conditioning (HVAC) air filtration system.

[Read Full Story](#)
Our Employees

Employment Practices

The following information provides an overview of our people by gender, contract type and region, as well as other data including our hiring and employee turnover rates, the benefits provided to employees, learning and development opportunities and performance reviews.

TOTAL WORKFORCE BY REGION AND GENDER
As at December 31, 2016

<table>
<thead>
<tr>
<th>Region</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MALE</td>
<td>5,821</td>
<td>5,265</td>
</tr>
<tr>
<td>FEMALE</td>
<td>2,495</td>
<td>2,322</td>
</tr>
<tr>
<td>TOTAL</td>
<td>8,316</td>
<td>7,587</td>
</tr>
<tr>
<td>EMEIA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MALE</td>
<td>9,025</td>
<td>10,807</td>
</tr>
<tr>
<td>FEMALE</td>
<td>3,510</td>
<td>4,280</td>
</tr>
<tr>
<td>TOTAL</td>
<td>12,535</td>
<td>15,087</td>
</tr>
<tr>
<td>APAC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MALE</td>
<td>3,798</td>
<td>3,869</td>
</tr>
<tr>
<td>FEMALE</td>
<td>1,706</td>
<td>1,791</td>
</tr>
<tr>
<td>TOTAL</td>
<td>5,504</td>
<td>5,660</td>
</tr>
</tbody>
</table>

1 Data reported cover global employees as of December 31, 2016 including acquisitions completed during 2016.
2 In most regions, WSP’s workforce does not include a significant number of workers who are not employees (i.e. self-employed people), and does not undergo seasonal variations in employment numbers – with the exception of staffing changes related to workflow volumes.
3 Data have been provided by Regional HR with no specific assumptions made.
### TOTAL NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER

<table>
<thead>
<tr>
<th></th>
<th>FULL-TIME</th>
<th>PART-TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>21,966</td>
<td>22,334</td>
</tr>
<tr>
<td>FEMALE</td>
<td>8,542</td>
<td>9,055</td>
</tr>
<tr>
<td>TOTAL</td>
<td>30,508</td>
<td>31,389</td>
</tr>
</tbody>
</table>

### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER

<table>
<thead>
<tr>
<th></th>
<th>PERMANENT</th>
<th>TEMPORARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>22,480</td>
<td>23,576</td>
</tr>
<tr>
<td>FEMALE</td>
<td>9,634</td>
<td>10,228</td>
</tr>
<tr>
<td>TOTAL</td>
<td>32,114</td>
<td>33,804</td>
</tr>
</tbody>
</table>

### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION

<table>
<thead>
<tr>
<th></th>
<th>PERMANENT</th>
<th>TEMPORARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>CANADA</td>
<td>N/A</td>
<td>7,353</td>
</tr>
<tr>
<td>AMERICAS</td>
<td>N/A</td>
<td>6,925</td>
</tr>
<tr>
<td>EMEIA</td>
<td>N/A</td>
<td>14,312</td>
</tr>
<tr>
<td>APAC</td>
<td>N/A</td>
<td>5,214</td>
</tr>
</tbody>
</table>

---

1. Number of employees by employment contract was not collected by region for 2015.
New Hires and Employee Turnover

In professional services, we rely 100 percent on our people for our collective success, and working in an ever-changing industry requires a unique approach to engage and retain our talent.

In 2016, we had a total voluntary turnover rate of 12%, which we believe is acceptable compared to our counterparts and favourable compared to one recognized benchmark figure for professional services of 16%. WSP’s total voluntary turnover rate was 13% in 2015. We also had healthy activity in recruitment, with an 18% new hire rate showing our business again grew organically in terms of numbers of employees overall. We reported the same figure for 2015 (18%).

Collective Bargaining Agreements

According to corporate policy, WSP’s operations shall “meet international labour standards, consistent with International Labour Organizations standards and principles, including as it pertains to the fundamental rights of our employees and suppliers to the freedom of association and collective bargaining.”

As at December 31, 2016, employees in Sweden, Finland and France, representing approximately 11% of the Corporation’s total employees, were covered by collective bargaining agreements which are renewable on an annual basis.

1 CEB Corporate Leadership Council – 16% is the 2016 voluntary turnover benchmark figure for professional services
### Employment Benefits

The above table summarizes benefits available to full and part-time employees in our principal operating regions.

### Learning and Development

In 2016, employees spent a total of approximately 644,000 hours on learning and development activities, compared to approximately 530,000 hours in 2015. This equates to approximately 19 hours for each full-time equivalent employee, compared to 22 hours in 2015.

Employees around the world have access to a wealth of information and training designed locally to develop the knowledge and skills necessary for them to excel in their careers. Accessible from online employee communications portals, we offer a variety of flexible learning options, from workshops and webinars to self-paced e-learning modules, within a range of topics and career disciplines.

In 2016, particular efforts have been put into creating short training sessions on different topics, available for all employees through our global communications portals. Some of the sessions are on corporate topics such as Ethics, Cybersecurity and ways of working; others pertain to our technical sectors and services and are specifically designed to facilitate information sharing and team-working.
Performance Reviews

At WSP, performance is managed on a local or regional level. Regional HR leadership has the responsibility and autonomy to review and evolve the local approach to performance reviews with employees.

Specific data are not available on a global or aggregated level for employees receiving regular performance and career development reviews in 2016. We are assessing the availability of data to ascertain whether it will be possible to report on a global level in the future.

Some of our regions are evolving towards new initiatives to engage their employees through regular “development conversations” taking place several times per year, which also include identification of development goals. Certain objectives of these new programs are in place to enable our people to feel heard and valued.

Diversity

WSP is committed to building an inclusive culture that respects and maximizes the contribution of our employees for the benefit of our clients, shareholders and wider communities. Diversity is not only defined by gender or ethnic origin, but incorporates personality, education, lifestyle, sexual orientation, work experience, tenure and status as well as geographic origin.

WSP has a Global Diversity and Inclusion Policy, which is available for all employees and applicable to all our operating entities. The policy was implemented in 2015 and is the responsibility of WSP’s Vice President, Global Human Resources.

This policy, in combination with the regional handbook and any regional WSP employment policies, is designed to create a framework within which local policies and practices will comply with regional legislative requirements.

Our intent is to:

— Ensure fair and equal treatment of employees;
— Embed a culture of diversity and inclusion globally;
— Provide employees with the best opportunities to fulfill their potential;
— Respect and protect human rights of employees and contractors.

This supports our aim to provide a professional and fair working environment in which all individuals are treated with dignity and respect, free from harassment, bullying and discrimination.

In 2016, diversity was discussed at the highest levels of our organization, including participation in a workshop on gender balance for approximately 160 delegates at our annual global leadership conference.

Regional Diversity Committees have been established in the majority of the Corporation’s principal operating regions, and each regional head of HR is responsible for the local application of the Diversity and Inclusion Policy.
Examples of Regional Diversity Actions

**Canada**

**100 Days Challenge**

The 100 Days Challenge is a program that develops professionals unique in their field, reveals their talent, promotes a more ambitious attitude and propels careers in innovative ways. The 2016 program included 50 hours of training over 100 days for eleven women in the first cohort, with weekly online exercises; expert videos and online articles; multiple networking events; group workshops and conference calls; access to a unique business network; a final report to measure the impact of learning and support at all times. A second cohort is taking part in the program in 2017.

**Australia/New Zealand**

**#engineeredHERway**

#engineeredHERway is a recruitment campaign for our Australia and New Zealand business committed to improving diversity at WSP. The campaign provides regular updates about programs that are available in relation to gender equality, showcases extraordinary women in our business, and seeks to attract additional senior women to join WSP.

**UK**

**Women in Leadership (WiL) Network**

The Women in Leadership network is closely aligned with our UK equality, diversity and inclusion strategy. WiL works with the business to help develop the right environment to enable women at WSP to reach their full potential, and to support our aim to increase the number of women at senior levels. The network is open to all employees - women and men - at all levels of the business and across all UK offices. WiL provides a platform for its members to influence our business culture, and gives them exposure to senior colleagues from different teams and offices.

**US**

**US Diversity Committee**

The diversity committee is responsible for providing leadership, structure and accountability to diversity efforts in the US. It is sponsored by and has the full support of the US executive leadership team. Its role is to ensure that the firm continues to recognize, utilize and celebrate our diverse individuals; cultivate a balanced pipeline of qualified candidates; promote an inclusive community grounded in respect and appreciation of women, minorities, individuals with disabilities, veterans and other protected groups; and monitor and enforce compliance with all federal, state and local diversity laws as well as company diversity policies and procedures.
Equal Opportunities

We are committed to providing equal opportunities in employment. We do not tolerate any harassment or unlawful or unfair discrimination against employees or contract staff in our recruitment and employment policies, terms and conditions, procedures, processes and decisions on the grounds of race, colour, nationality, national or ethnic origin, gender, marital status, sexual orientation, part-time or fixed-term status, disability, age, religion or belief.

WSP internally monitors and addresses discrimination incidents, in accordance with corporate policy. Specific information on discrimination incidents cannot be reported due to confidentiality and legal prohibitions.

Gender Diversity

Globally, fewer women than men are attracted, retained and advance in technical careers. Specific targets or quotas for gender or other diversity categories throughout the organization have not been adopted due to the need to consider a balance of criteria for each individual employee appointment. However, we assess the effectiveness of this statement at achieving the organization’s diversity objectives, monitor the implementation of the Diversity and Inclusion Policy and report annually to the Board of Directors on the progress made.

In 2016, WSP recruited Fannie Jacques as Vice President, Global Human Resources. Fannie Jacques has a track record of developing women in leadership roles and advancing gender balance within the workplace. She has also supported organizations in creating strategies to attract, develop and raise the profile of women in professional settings.

Equal Remuneration

WSP’s Global Diversity and Inclusion Policy calls for fair and equal treatment of employees free from discrimination, including specifically pay discrimination as an area of focus. WSP monitors pay equity data internally. We are committed to equal pay for our employees, and continue to seek opportunities to strengthen our balanced approach to compensation. We are working internally to prioritize equal remuneration strategies with stakeholders in human resources and management, as well as refine our tracking and analytics.
Occupational Health and Safety

Introduction
Our approach to Health & Safety (H&S) management is to ensure that we have robust and consistent processes in place which support our employees in removing risk from our activities. We continue to strive to ensure that H&S remains “front of mind” for employees by means of visible and tangible safety leadership and regular communications and training, which improves the competencies of our employees. Our global Health and Safety champions instill a positive safety culture, supported by the leadership teams in all our regions.

WSP complies with applicable laws and regulations and is committed to providing its employees and others who may be affected by its activities with a healthy and safe environment. As our business grows organically and through acquisition, we continue to integrate new businesses and employees into our way of working.

Our commitment to safety is outlined in our Health and Safety Policy, which establishes a framework for our health and safety program and underpins our efforts to proactively incorporate health and safety expectations and standards into all aspects of our business. WSP’s Global Head of Health & Safety is responsible for the content of the policy; it is signed by our global Chief Operating Officer and applicable to all our operating entities.

Our Health and Safety Policy is reviewed on an annual basis and the last review was in January 2017. Having reviewed the lessons learned from the adverse events reported during previous years, our focus in 2017 is to further reduce the risks associated with driving, overseas working and people – plant – vehicle interfaces.

Recording and Reporting Accident Statistics
Our “Standard 103 - Health and Safety Reporting” sets out the requirements for consistent safety,
Progress in 2016

In 2016, we further implemented our arrangements for managing H&S across our global operations, including all newly acquired businesses which joined us during 2016.

— We further embedded our “Expectations for H&S Management,” aligned to the requirements of OHSAS18001; this internal document is available to all employees.

— We reviewed our processes and procedures for managing the risks associated with driving, overseas working, geotechnical work and people-plant-vehicle interfaces.

— We ensured all regions were effectively supported by H&S resources.

— We developed and introduced combined overseas H&S and security support arrangements via International SOS and continue to raise awareness of the benefits of this service to our regional businesses.

— We continued to promote reporting and have seen a 28% increase of event recording in our ISMS system.

— For 2016, we set an overall target Lost Time Injury Rate (LTIR) of 0.1. During 2016, all regions reported in excess of 62 million person-hours of activity in the year and we confirmed a global year-end LTIR of 0.07.

See Appendix A for a summary table of our organization-wide sustainability performance on key metrics in 2016.
Interacting with our Communities

Recognizing the collective rights of local communities, we strive to contribute positively to the communities where we work. Our Global Sustainability Policy states: “We will participate meaningfully in the communities in which we operate.”

In 2016, the Corporation had a number of community and charitable programs ongoing at the regional level. In our largest entities, the programs are either governed through a foundation/independent trustees, or formal procedures are being put in place.

During 2016, we also prepared to implement a policy governing corporate donations and sponsorships for WSP Global Inc. at its Montreal headquarters, and to set up a formal committee. The objectives of this policy include:

— Providing a decision and management framework for overseeing the budget for donations and sponsorships and ensuring compliance with the principles of transparency, rigour and fairness;
— Communicating WSP's principles, priority areas for giving, and management of donations and sponsorship;
— Providing a framework for WSP’s donations and sponsorships to be accurately measured and recorded.
Examples of our Regional Activities

Movember
The Movember campaign (prostate cancer awareness) was a great success with participants from Canada, Australia, the UK, the US, Africa and New Zealand. The internal initiative was met with enthusiasm from seven WSP teams, together raising more than CAD 20,000.

HOURS OF VOLUNTEER SERVICES PROVIDED BY OUR HONG KONG VOLUNTEERING TEAM
1,306

Over 50 WSP donors participated in the 2016 Blood Donation Day organized with Hong Kong Red Cross Blood Transfusion Services

Asia
2016 was a busy year for our Hong Kong volunteering team, which contributed a total of 1,306 hours of volunteer services to the local community. For this achievement, our team received the Gold Award for Volunteer Service from the HKSAR Government’s Volunteer Movement Program. Our team’s 5 Years Plus Caring Company status has also been renewed by the Hong Kong Council of Social Service for 2016/2017, in recognition of our efforts made in caring for our employees, community and environment.

Comprising 100 members, our team participated in eight events last year, including a “fun day” with ethnic minorities, the “Step Out Blue House” event and a dragon boat race.

A collaboration with charity organization St. James’ Settlement, the Step Out Blue House event was a particular highlight. The 1,000 participants were required to fulfill various tasks at checkpoints from Wanchai to Happy Valley. Another 2016 highlight was the dragon boat race, which involved seven weeks of training with disabled participants, allowing team members the chance to bond with and reach out to those in need.

Canada
In May 2016, a wildfire began near Fort McMurray in Alberta, Canada. It grew quickly and swept through the community, forcing massive evacuations, and destroying homes and buildings in its path. WSP employees donated more than CAD 5,000 through WSP’s Red Cross page and WSP Canada also announced a CAD 50,000 corporate donation to the Red Cross relief program.

Habitat for Humanity Greater Toronto Area’s unique Women Build event celebrated and harnessed the unstoppable power of women helping to transform a community by making a family’s dream of homeownership come true.

AMOUNT DONATED BY WSP TO SUPPORT FORT MCMURRAY WILDFIRES VICTIMS
$55,000
This year, through a generous company donation and joint fundraising efforts, 11 female WSP engineers participated in the largest home building project in Toronto - 50 townhouses. The team built and installed joists, flooring, access stairs and handrails over the course of the day. Through this opportunity, the group gained more first-hand knowledge of construction methods and a more nuanced understanding of the diverse challenges faced by on-site crews.

WSP is proud of the initiatives created through the many unique partnerships we have developed with different Indigenous groups this past year. We have recently adopted new terminology when referencing First Nations, Métis and Inuit peoples across Canada and are now using the more inclusive term: Indigenous. In 2016, we developed an Indigenous Relations Policy, based on our respect for communities, cultural traditions, economies and beliefs.

We also published the report of the Columbia Basin Water Smart Initiative, where our Water Smart Team helped communities assess their water conservation priorities and develop and implement specific Water Smart Action Plans to achieve water conservation targets. Diverse communities participated, including two regional districts, 23 municipalities, and one Indigenous community.

Colombia

Throughout the year, many employees participated in programs that have influenced and impacted our environmental footprint such as the efficient use of water and energy program, waste management, as well as carbon footprint measurement (Prueba piloto Medición Huella de Carbono). Also, we contributed to programs dedicated to bettering health and preventive measures such as nutrition and cardiovascular risk assessment, surveillance for musculoskeletal injuries, and psychosocial risk management.

Finland

We participated in the Business Lead 2016 program organized by Hanken & SSE Executive Education for asylum seekers with specific skills. Applications to the program were received from 70 candidates of 13 different nationalities, with the majority hailing from Iraq, Syria and Afghanistan. The program is unique in its kind with the aim to support two-way integration of asylum seekers into Finnish and European business life.

South Africa

We hosted an annual charity golf day to raise funds for Joburg Child Welfare. In recent years, our financial contributions to the cause have been used to grow the Maths & Science After School Programme at Masibam-bisane, one of Joburg Child Welfare’s flagship youth centres.

To celebrate the 50th anniversary of International Literacy Day, we hosted our first-ever book swap.
Our people donated many books to keep the wheels of learning turning. There was a great selection of genres for staff to choose from and this illustrates just how diverse we are as a company.

The annual back-to-school drive was held and donations received will be distributed to various childcare organisations around the country. The contributions touched the hearts of primary and high school pupils and also had a lasting impact throughout the school year.

A WSP initiative created for the Mandela Day collections successfully gathered donations for Foodbank SA, Africa Tikkun and the SPCA. The team was able to collect food parcels, clothing, blankets, and monetary contributions.

**United States**

**Green Teams**

Most WSP offices in the US have Green Teams—groups of employees who advocate for greener practices within the company and also participate in environmental and charitable activities in their communities. Activities in connection with Earth Day (April 22nd) are a special focus of the Green Teams. In 2016, Green Teams in 24 offices took part in events in connection with Earth Day, helping to clean up parks, playgrounds, beaches, waterways and other public spaces.

**Community Involvement**

WSP USA recognizes the community participation of its employees through its annual US Awards program, which cites individuals and groups for their accomplishments in community service.

The US Award for Community Outreach (Team), was given to the E-470 Good Guys, a group of employees on the firm’s contract with the E-470 Public Highway Authority in Aurora, Colorado, who fundraise and donate time to local charities. In 2016, the group’s activities included fundraisers and donations to local charities such as Cold Weather Care, the Denver Children’s Home, the Gateway Women’s Shelter, and the Make-A-Wish Foundation.
Jasmine Sisson

In 2016, the US Award for Community Outreach (Individual) was awarded to Jasmine Sisson, a structural engineer in the Detroit office.

Sisson serves as program coordinator for the Engineering Society of Detroit’s Engineering SMArT (science, math, architecture and technology) Michigan Program, a program that provides high school students with an introduction to engineering. The program is designed to help students envision themselves as part of an engineering team through a series of learning modules that introduce them to the basics of energy, alternative energy sources, renewable materials, drafting and writing.

“I want the students I interact with know that science, technology, engineering and math are something at which they can excel.”

JASMINE SISSON

Engineers Without Borders

Engineers Without Borders (EWB) is a non-profit humanitarian engineering organization committed to capacity building and long term community development. EWB aims to develop a culture of engineering, education and technology that supports community empowerment and fosters wellbeing for everyone.

South Africa

EWB in South Africa has been a staunch supporter of EWB since 2014. EWB in South Africa provides engineering students with mentorship, coaching and soft skills development opportunities, while providing communities with access to engineering skills. Our shared belief that change and development in South Africa can be driven by engineers makes our ongoing relationship with EWB a perfect fit.

Canada

We have partnered with EWB because we support their mission to find sustainable, workable solutions to extreme poverty in Africa. Through this partnership, we are committed to going the extra mile to contribute to sustainable change. For a second year, WSP sent a representative to Africa for six months to participate in a EWB fellowship.

Australia/New Zealand

Our Sydney-based colleagues took part in a fundraising activity in the form of a soccer tourney in collaboration with EWB. The money raised went to support various EWB initiatives including overseas volunteer placements, project teams, high school outreach teams and tutoring for refugees.

Sweden

In 2016, WSP was involved with a collaboration between Kolandoto Hospital, and the three Swedish NGOs I Aid Africa (IAA), Architects without Borders (ASF) and Engineers without Borders (ISF) to plan for the sustainable design of the Kolandoto Healthy Hospital in Tanzania, including design of associated resilient infrastructure. The WSP volunteers laid out the solar powered uninterruptible power supply (UPS) system at the hospital.

Read more

Canada

We have partnered with EWB because we support their mission to find sustainable, workable solutions to extreme poverty in Africa. Through this partnership, we are committed to going the extra mile to contribute to sustainable change. For a second year, WSP sent a representative to Africa for six months to participate in a EWB fellowship.

Read more

Australia/New Zealand

Our Sydney-based colleagues took part in a fundraising activity in the form of a soccer tourney in collaboration with EWB. The money raised went to support various EWB initiatives including overseas volunteer placements, project teams, high school outreach teams and tutoring for refugees.
Clients and Projects
Feedback from our clients and from our materiality assessment has indicated that the greatest benefit we can provide is in the work we do with our clients. Our people contribute to making project outcomes more sustainable, supported by our specialized teams.

Our approach to project delivery is guided by two of our Global Sustainability Policy objectives:

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

For example, providing innovation and expertise on low carbon power projects, sustainable transport schemes and environmental consultancy.

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

Strongly emphasized in our new brand, we keep future trends in mind in our projects.

We are proud of the designs and advice we provide across the globe, and how WSP is supporting organizations of all sizes and geographic locations to prepare for the future. Examples of our specific services can be accessed through the links below:

- **Sustainability Advisory**
- **Natural Environment and Ecology**
- **Climate Preparedness**
- **Environmental and Social Impact Assessment (ESIA) and Planning**
- **Sustainability and Climate Change**

“Societies are facing urbanization, climate change, disruption from automatization and technology... WSP will be there to help its clients navigate the many challenges the near future will bring.”

ANDRÉ-MARTIN BOUCHARD
EXECUTIVE VICE PRESIDENT, ENVIRONMENT
GLOBAL LEAD, ENVIRONMENT
## Scorecard

<table>
<thead>
<tr>
<th>PRIORITY</th>
<th>OBJECTIVE</th>
<th>2016 ACHIEVEMENT</th>
<th>2017 FOCUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>“FUTURE READY”</td>
<td>Provide forward-thinking advice and unparalleled expertise to help our clients thrive in a changing world</td>
<td>“Future Ready” was launched in the Middle East; is currently being launched in Australia and progress was made on launching the program in Canada</td>
<td>Further launch activities and integration of “Future Ready” in Canada Capitalize on strong sustainability brand message globally</td>
</tr>
<tr>
<td>INTERNATIONAL COLLABORATION</td>
<td>Collaborate globally to offer our latest thinking through astute advice to our clients to overcome the world’s most significant sustainability challenges</td>
<td>Collaboration between our sustainability experts worldwide, notably through our Practice Area Networks and Technical Excellence Network International teams worked seamlessly on key sustainability focused projects for global clients</td>
<td>Continue to build on project relationships created through our 2016 collaboration efforts Foster teamwork through our consistent global brand</td>
</tr>
<tr>
<td>INDUSTRY LEADERSHIP</td>
<td>Become recognized leaders in sustainability</td>
<td>Awards; white papers; leadership at various events</td>
<td>Continue to position ourselves through industry recognition, thought leadership and embedding sustainability into everything we do</td>
</tr>
</tbody>
</table>

### Turcot Interchange
**MONTREAL, QC, CANADA**

The Turcot Interchange is the main hub for road traffic in Montreal, connecting three highways and linking the international airport, downtown Montreal and the suburbs. Upon completion of the project, the new infrastructure will properly integrate into the dense urban landscape and meet with contemporary requirements.

WSP is working with a construction consortium to implement modern trends in solutions and methods for each step of the design and build phases. Greenhouse gas emissions, better integration between the environment, health and wellbeing, urban transportation developments and long life-cycles for infrastructure are some of the trends at the forefront of our strategy and planning.

[Read Full Story](#)
Climate Change and our Business

We recognize that climate change poses risks as well as opportunities for our business. Responding to climate change and helping our clients develop and implement sustainable business models in the face of increasing economic pressure is very important in our service offering.

Climate risks and opportunities are relevant whether we are designing low-carbon solutions for the built environment, providing expertise in clean and renewable energy, or advising clients on resource management solutions including carbon cap and trade schemes and water footprint measurement. A key risk exists in failing to respond to rapidly emerging market demands for these services, which could impact our ability to generate revenue and affect our reputation. We manage this risk by cultivating diverse expertise, staying abreast of changing requirements and advising our clients on emerging issues. By completing innovative projects, we can quickly adapt to market risks from rapid changes in client demands and emerging project requirements.

Our expertise can also directly impact our daily operations as it helps us navigate and mitigate the physical risks from climate change due to operational and project disruptions.

CASE STUDY

National Museum of African American History
WASHINGTON, US

The National Museum of African American History and Culture in Washington, D.C., which opened in September 2016, includes an array of features that make it a showcase of sustainable design. "Sustainability was a primary consideration since the early design stage, considering options such as solar thermal collection, geothermal heat exchange, groundwater reclamation and rainwater harvesting," said Paul Corrado, principal-in-charge for WSP USA, which contributed MEP and other design services. The building was designed to achieve LEED Gold certification and to perform more than 30 percent better than the ASHRAE standard.

Read Full Story
Future Ready Program

We know that our future world will be very different from today’s in many ways. We believe it is our duty to be able to advise our clients on a range of future scenarios embracing climate, demography, resources and technology. We offer them the opportunity to make better informed investment decisions that deliver more flexible and resilient assets with greater life-cycle cost efficiency and more responsiveness to future markets.

The defining challenge of our time is the transition to a sustainable, resilient world. Many of the projects we work on have long design lives - for example up to 120 years for railways and roads. “Future Ready”, the flagship of our sustainability program, aims to give our experts a consistent understanding of what we believe a future world will look like - including climate, society, resources and technology - and challenges them to offer designs ready both for this future and current design codes.

Including future trends in our advice to clients helps them plan for the long term and makes good business sense; this is one of the ways in which we create value for them.

We are already incorporating “Future Ready” principles into our work, and sharing our insights with stakeholders. The program is an important differentiator and completely unique in our sector, demonstrating real sector leadership. We will continue to embed “Future Ready” practices in our global operations throughout 2017.

South Africa’s Water Crisis

General projections demonstrate that yearly rainfall for Southern Africa is expected to decrease. The stark reality is that climate change and aged and poorly maintained infrastructure will continue to affect water security.

Governmental efforts are alleviating water infrastructure problems by creating programmes such as the War on Leaks, reallocating funds to address insufficiencies and implementing peer review sessions with municipalities and water authorities.

WSP helps in the design of green buildings to reduce their water footprint. We also have a range of equipment that increases the capacity of existing dams to offset losses in sedimentation and evaporation.

Read Full Story
Smarter Solar Energy

SWEDEN

WSP is leading a newly built solar energy solutions project for four apartment buildings on behalf of the Swedish Energy Agency. In Sweden, interest in solar electricity is increasing, especially due to a new technique which integrates technology and systems with the existing built environment and energy distribution systems. Maximizing the distribution of locally-generated solar electricity to replace purchased electricity is challenging due to the lack of feed-in tariff and net metering subsidies.

The solution is an intelligent control system with a DC-micro grid and a battery, which directs generated solar electricity to meet demand, by taking advantage of available data and feedback from users. The intelligent control system provides cost efficiency, which will lead to an even greater impact for solar energy in the future.

Read Full Story (Swedish only)
City as a Service
 FINLAND

Urban planning requires a strong strategic overall approach. As populations in urban centres grow, it is useful to discuss ways to grow responsibly. It is necessary to plan for performance and practicality, to take into consideration market economics and the means of production. In high density areas, a continuing challenge is the rise of land value and the high cost of living expenses. The “vertical society” generation is increasingly migrating to urban areas, where they want to live in proximity to work, leisure, social and sporting activities. Major metropolises will need to become “smart and connected”, and reducing environmental footprint is a priority.

WSP’s "City as a Service," which is offered to clients, provides a new way of envisioning living environments.

Read Full Story (Finnish only)

Biofuels at Sea-Tac Airport
 SEATTLE, UNITED STATES

Seattle-Tacoma International (Sea-Tac) Airport is advancing the use of environmentally friendly aviation biofuels to power aircraft, and WSP USA is part of the team making it happen. The firm was the prime consultant on a feasibility study that evaluated potential sites for the storage and blending of aviation biofuels for integration into the existing fuel farm and hydrant system at Sea-Tac. The study determined that it is feasible to develop infrastructure to serve Sea-Tac’s fuel supply system and allow for blended fuel using a mix of 20 percent aviation biofuel and 80 percent conventional jet fuel.

“We identified a property that could be accessed by multiple modes of transportation, support blending and integration, and connect to the Sea-Tac supply pipeline and fuel farm.” said David Williams, WSP’s project manager.

Read Full Story
Contributing to Infrastructure Programs

With more than 15,000 transport and infrastructure professionals, we are one of the world's largest service providers in the domain.

We also conduct community needs assessments on behalf of some of our clients, to determine the need for infrastructure and other services.

In this section, we have presented a selection of projects where we contributed to infrastructure development in our regions in 2016. Services for these projects were provided by our Corporation on a commercial basis.

Cogswell Interchange
HALIFAX, NS, CANADA

The Cogswell Interchange, originally developed in the 1960s, and the freeway along Halifax's historic waterfront area, were recently identified as underutilized. We completed a survey defining the boundary between the existing public road network and private land holdings downtown, which will be used in a major redesign of the interchange. The initiative will dramatically reshape and revitalize the area, with a high-quality, mixed-use redevelopment that will connect downtown to northern neighbourhoods and enhance access to the waterfront area.

Read Full Story 📸
Evergreen Advanced Light Rail Transit (ALRT)
VANCOUVER, BC, CANADA

The Evergreen Line is an 11-kilometre-long extension to the existing SkyTrain system in Metro Vancouver, providing a direct connection without transfer onto the Millennium Line. With the grand opening of the extension in 2016, the SkyTrain network became the longest automated rapid transit network in the world. The project scope included the design of a two-kilometre tunnel, six new stations, procurement of vehicles and a vehicle storage facility.

Read Full Story

Second Avenue Subway
NEW YORK, NY, UNITED STATES

The Second Avenue Subway, from 63rd to 96th streets on Manhattan’s East Side, opened on New Year’s Day 2017. We served as consultant construction manager, overseeing construction that involved a tunnel boring machine as well as cut-and-cover and drill-and-blast excavation. “Soil freezing” was used to stabilize poor ground conditions along the alignment of the tunnel, and extensive efforts were made to lessen the impact of construction on the surrounding neighbourhood.

Read Full Story

Mcity
ANN ARBOR, MI, UNITED STATES

Mcity is an urban-suburban environment that simulates real-world road conditions for testing connected and automated vehicle technologies. The site includes about six hectares of roads and infrastructure, enabling testing of technology that allows vehicles to communicate with each other and with the surrounding infrastructure. We are responsible for developing and deploying the roadside infrastructure being tested at Mcity, including identification of site locations and radio coverage evaluation, as well as support for backhaul communications connections, and vehicle-to-infrastructure messages.

Read Full Story
Panama Canal Expansion

PANAMA

The opening of a third set of locks at the Panama Canal on June 26, 2016, allowed the canal to accommodate the huge post-Panamax vessels that now dominate maritime trade. From 2002 to 2007, in association with Montgomery Watson, we served as program advisory consultant to the Panama Canal Authority in developing a framework for a master plan that would guide the project through design and construction.

Read Full Story

Queen Alia International Airport

AMMAN, JORDAN

Completed in 2016, Queen Alia International Airport’s new terminal increased the airport’s capacity from 3.5 to 12 million passengers per year. The terminal was designed by Foster + Partners and we were appointed in late 2007 as the Independent Engineer, providing expert technical advice on both airport design and construction-related matters and ensuring that the completed terminal met client requirements and was consistent with the terms of the PPP Concession Agreement.

Read Full Story

City Line

STOCKHOLM, SWEDEN

Currently Stockholm’s largest construction project, development of the City Line involves the drilling and safe blasting of a 6-kilometre rail tunnel and the construction of two new stations. Our engineers were able to combine their extensive experience of infrastructure projects with expertise in the latest Building Information Modelling (BIM) tools. We have been responsible for some of the most complicated contracts on the City Line, completing them on time and on budget without any major disruptions to the service.

Read Full Story
Kruunuvuorensilta Bridge
HELSEINKI, FINLAND

Kruunuvuorensilta Bridge will connect the Laajasalo district east of the city to downtown Helsinki. Spanning over 1.2 kilometres and 135 metres high, the bridge will be one of the most visible landmarks in Helsinki. The lanes dedicated to pedestrians, cyclists and trams will offer alternative commuting, promoting a healthier lifestyle. Based on our winning proposal for an international bridge design competition, our deep knowledge of bridge design allowed us to propose a cost-effective solution with high structural efficiency.

Read Full Story

Follo Line
OSLO, NORWAY

Currently the largest infrastructure project in the country, the Follo Line is designed to meet demand for increased rail capacity south of Oslo. As one of the first railway tunnels in Norway to be excavated by tunnel boring machine, the creation of national and international alliances is key. At least 60-70 nationalities are represented on the construction team. Among other services, we have provided expertise within EHS, quality and environmental advisory.

Read Full Story

Waterview Connection
AUCKLAND, NEW ZEALAND

The Waterview Connection is New Zealand’s biggest and most complex road project. It reduces travel time from the city to Auckland airport, provides improved safety for cyclists and pedestrians, and features additional recreational spaces for the community. The Alliance had a sharp focus on technical excellence and efficiency, and within the first 12 months the team achieved AUD 45 million (CAD 45 million) in cost and program savings for design and construction of temporary and permanent works.

Read Full Story
Awards

We are pleased to present a selection of our 2016 awards for sustainability within our project work and market segments.

Canada

Canada Green Building Council Greater Toronto Chapter
Winner
2016 Innovation Award
Existing Buildings
Operations and Maintenance, Toronto-Dominion Centre

Canada Green Building Council Greater Toronto Chapter
Winner
2016 Innovation Award

Commercial Interiors, 500 Consumers Road, 5th Floor (Enbridge Gas Office)

NAIOP, Real Estate Excellence Awards
Finalist
2016 Green Award of the Year

Google Canada’s Engineering & Development Team HQs (Phase 1)

Ontario Professional Planners Institute
Winner
2016 Research/New Direction Heart & Stroke Foundation’s Healthy Communities Award

Feasibility Study for the Expansion of Bike Share Toronto

EMEIA

Construction World
Special Mention
2016 AfriSam Innovation Award for Sustainable Architecture, Novartis Waterfall City, South Africa

Nordic Built City Challenge
Runner-up
2016 Kera Challenge
Co-Op City, Finland

Scottish Green Energy Awards
Winner (SP Energy Networks)
2016 Best Innovation Award
For WSP’s Dynamic Cable Rating system, UK

British Construction Industry Awards
Winner
2016 Prime Minister’s Better Public Building Award
Alder Hey Hospital, UK

Northern Counties Institution of Structural Engineers (IstructE) Awards
Highly Commended
2016 Large Projects and Sustainability, UK

Asia

Hong Kong Green Building Council (HKGBC), Green Building Awards
2016 Grand Award for New Buildings Category
Hung Fuk Estate Public Rental Housing Development at Hung Shui Kiu Area 13, Hong Kong

HKGBC
Green Building Awards
Merit Award for New Buildings Category
77 Hoi Bun Road, Hong Kong

HKGBC
Green Building Awards
Merit Award for New Buildings Category
Redevelopment of Kwun Tong Staff Quarters at Tseung Kwan O Road, Kowloon, Hong Kong

FuturARC Green Leadership Award 2016
Merit Award
Ng Teng Fong General Hospital and Jurong Community Hospital, Singapore

Building and Construction Authority
Green Mark
2016 Platinum Award
Changi General Hospital (CGH) Medical Centre, Singapore

Building and Construction Authority
Green Mark
2016 Gold Plus Award
National University of Singapore - Frontier, Singapore
South Beach Towers  
SINGAPORE

Occupying a block between the Marina and Civic District in downtown Singapore, South Beach Towers (South Tower: 45 stories, North Tower 35 stories) embodies the budding concept of a vertical “city in a garden” that defines Singapore’s landscape.

In addition to residential and office space, the mixed-use development also offers a hotel, shops, restaurants and greenery including 700 new trees and palms, 400 m² of green walls, and 10,000 m² of shrubs.

United States

American Public Works Association (APWA)
Winner
2016 Environmental Public Works Project of the Year

Marblehead Pipeline Replacement Project, US

American Institute of Architects’ Committee on the Environment (AIA COTE)
2017 10 best examples of sustainable design

NOAA Inouye Regional Center, US

Climate Change Business Journal
Business Achievement Award
In recognition of the growth of WSP USA’s greenhouse gas mitigation practice

Environmental Business Journal
Technology Merit Award - Remediation
For introducing innovative technologies at several groundwater remediation projects

Federal Highway Administration
Environmental Excellence Award
Virginia Avenue Tunnel Reconstruction Project, US

American Society of Civil Engineers
2016 Project of the Year Award for Outstanding Community Involvement
Sacramento Section, Yerba Buena Island Westbound Ramps (East Span Bay Bridge), US

Council on Tall Buildings and Urban Habitat
10 Year Award
Hearst Tower, US
Operational Excellence
One of WSP’s Global Sustainability Policy objectives defines our approach to measure and manage our operational environmental practices and improve them over time:

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

The figures presented in this section represent the performance of our global operations in approximately 500 offices across 40 countries. For 2016, we have integrated sustainability information for WSP’s global operations and all acquisitions completed by January 1, 2016.

Our operations are the responsibility of our Chief Operating Officer and Global Workplace Solutions Group.

“In 2016, we improved environmental data collection methods and coverage in key regions, with a view to better understanding our performance.”

PAUL DOLLIN
CHIEF OPERATING OFFICER
## Scorecard

<table>
<thead>
<tr>
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<th>OBJECTIVE</th>
<th>2016 ACHIEVEMENT</th>
<th>2017 FOCUS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUSTAINABILITY INFORMATION IMPROVEMENT</strong></td>
<td>Collect environmental, social and governance performance data for our global operations</td>
<td>Improved data collection processes and coverage in key regions, with a view to understanding performance changes</td>
<td>Continue to implement recommendations to improve data collection processes and data quality</td>
</tr>
<tr>
<td><strong>ENERGY AND EMISSIONS MANAGEMENT</strong></td>
<td>Manage potential business and environmental risks and opportunities associated with climate change and prepare for upcoming mandatory energy disclosure and carbon pricing in some regions</td>
<td>Aggregated energy data and completed a GHG emissions inventory for our global operations to report on year-over-year performance; achieved a score of B on our 2015 CDP Climate Change response</td>
<td>Obtain third-party verification of our GHG emissions inventory Begin planning for management efforts to set and achieve an organization-wide emissions reduction target</td>
</tr>
<tr>
<td><strong>RESOURCE USE MONITORING</strong></td>
<td>Monitor and manage our resource use recognizing that, as an office-based business, we do not have significant waste generation or water consumption impacts</td>
<td>Aggregated actual and estimated water and waste performance for our global operations</td>
<td>Report on year-over-year performance and management efforts to reduce our waste generation and water consumption</td>
</tr>
<tr>
<td><strong>DISCLOSURE</strong></td>
<td>Share our progress with stakeholders by measuring, managing and disclosing our sustainability performance annually</td>
<td>This report communicates our 2016 sustainability performance, including year-over-year changes relative to our 2015 baseline</td>
<td>Incorporate sustainability raters’ feedback to continuously enhance our reporting and performance</td>
</tr>
</tbody>
</table>

### Setting GHG Emissions Targets

WSP USA offers guidance on setting GHG emissions reduction targets based on climate science in a white paper for companies looking to strengthen their sustainability programs.

Traditionally, organizations set GHG emissions reduction targets based on regulatory requirements, past performance, peer performance or industry benchmarks. Often, the targets are achievable but not optimal.

“Our white paper explains what science-based GHG targets are, why they are important, and how companies can get started.”

ERIC CHRISTENSEN
US SUSTAINABILITY AND ENERGY PRACTICE LEADER

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**Read Full Story ↩️**
Environmental Performance

In 2016, we worked with our facilities teams to improve sustainability data coverage and quality. After establishing our performance baseline in 2015, we targeted key areas to improve data collection. In 2016, we focused on collecting more actual data for our North American offices, doubling the square footage of our US operations for which we have actual electricity consumption data.

Energy Consumption

In 2016, WSP's offices consumed approximately 485,000 gigajoules (GJ) - or 135 million kilowatt hours (kWh) - of non-renewable energy, which includes electricity, natural gas, heating, cooling and other fuels. Select facilities purchased renewable energy certificates (RECs) equivalent to approximately 170,000 kWh of electricity. WSP-owned and long-term leased fleet vehicles consumed 189,000 GJ of fuel in 2016.

Global average energy use intensity based on the total office energy consumed inside our organization was approximately 23 kWh/sq.ft./year, an increase of 2% relative to 2015. While increasing, the 2016 metric remains below the average energy use intensity we see in typical office spaces in many regions.

Offices in Canada used more energy on average per square foot than offices in other regions.

Environmental reporting includes all our owned and leased offices. Locations where WSP operates but does not lease space (e.g. client offices) are not included in our environmental reporting. As a result of data coverage and quality improvements, some 2015 performance figures have been restated.

WSP collected energy consumption data from our facilities. We did not sell any energy in 2016. Energy consumption information was converted to GJ and kWh using conversion factors from EPA Climate Leaders Design Principles Appendix 2, and Energy Star Portfolio Manager Technical Reference: Thermal Energy Conversions. Where actual electricity and natural gas consumption information was unavailable, this was estimated using industry averages from the US Energy Information Administration Commercial Buildings Energy Consumption Survey (CBECS), pro-rated by office floor area.

The Real Property Association of Canada (REALpac) reports an average office energy use intensity of 30 kWh/sq.ft./yr. In the USA, results of CBECS indicate average intensities of 22 to 31 kWh/sq.ft./yr, varying by climate region.
Our greenhouse gas (GHG) emissions are calculated from office energy consumption and refrigerant emissions, vehicle fuel use, and business travel distances using industry-accepted GHG emissions factors.\(^1\)

In 2016\(^2\), WSP’s operations emitted a total of approximately 80,000 tonnes of carbon dioxide equivalent (tCO\(_2\)e) GHG emissions, across the scope 1, 2, and 3 emissions sources noted below.\(^3\)

We noted that:
- Two thirds of measured scope 1, 2, and 3 GHG emissions are from office energy use and company vehicle fuel use.
- One third of GHG emissions are from business travel.
- Company vehicle use and business travel resulted in approximately 39,000 tCO\(_2\)e of emissions in 2016.
- Total (absolute) GHG emissions are highest for our EMEIA operations, as a result of greater business travel emissions in that region.
- GHG emissions per square foot are greatest for APAC offices, as a result of greater business travel emissions in that region.

In 2015, the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) released the GHG Protocol Scope 2 Guidance to advance consistency in calculations and reporting, set minimum quality standards for green power purchases, and recommend additional best-practice quality criteria for contractual products. WSP’s 2016 location-based scope 2 emissions were approximately 30,200 tCO\(_2\)e, while our market-based scope 2 emissions were 31,400 tCO\(_2\)e.\(^4\)

To enhance transparency and confidence in our reported performance, for the first time, WSP sought verification of our 2016 GHG Inventory from a third-party. Lloyd’s Register Quality Assurance Limited (LRQA) completed a limited verification of WSP’s scope 1, scope 2 and scope 3 (business travel) GHG emissions.\(^5\) The GHG emissions information reported for 2016 is verified relative to recognized protocols and standards including the GHG Protocol and ISO 14064-3. See Appendix B for a copy of the Assurance Statement.

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\(^1\) To convert energy consumption, fuel combustion and business travel data into GHG emissions, we used emissions factors from US EPA eGRID, International Energy Agency, Environment Canada National Inventory Report, US Environmental Protection Agency Emission Factors Hub (US EPA EF Hub) and the UK Department for Environment, Food and Rural Affairs (DEFRA).

\(^2\) WSP established a 2015 emissions base year. See “About This Report” for more information.

\(^3\) WSP relied on the Greenhouse Gas Protocol, made available by the World Business Council for Sustainable Development and the World Resources Institute, to develop our 2016 GHG inventory. We employ the operational control approach in compilation of our inventory. Reported GHG emissions include all six greenhouse gases (CO\(_2\), CH\(_4\), N\(_2\)O, HFCs, PFCs, NF\(_3\)). WSP does not produce significant biogenic emissions. Global warming potentials used to convert emissions into CO\(_2\)e are sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report.

\(^4\) WSP’s market-based emissions include the use of residual mix factors for our European operations to better account for the emissions intensity of those grids after accounting for green power purchased by others.

\(^5\) Scope 1: Onsite fuel consumption such as natural gas for heating or fuel consumption in owned and leased vehicles, as well as emissions from onsite refrigerant equipment.

Scope 2: Energy generated by others and purchased for use by offices such as grid electricity, district steam for heating, and chilled water for cooling.

Scope 3: Other indirect emissions such as business air travel, rental vehicle use, and train travel.
Emissions Reduction Targets

Leading companies are setting emissions reduction targets aligned with climate science, designed to limit global warming to below 2°C and mitigate the worst impacts of climate change. WSP plays a contributing role in crafting science-based target-setting guidance as part of the Science-Based Targets Initiative (SBTi) Technical Working Group.

Some of our operating regions are currently working towards emissions reduction targets. WSP is evaluating the opportunity to set a future GHG reduction target for its global operations.

Water

In 2016, WSP’s offices withdrew approximately 486 million litres (ML)1 of water, which is equivalent to approximately 194 Olympic swimming pools. All water withdrawn was from municipal sources.

Waste

In 2016, our offices produced approximately 1,900 metric tonnes of non-hazardous waste sent to landfill2. Approximately 1,300 metric tonnes of non-hazardous waste were diverted through recycling, composting, reuse and recovery. Where actual landfill and recycling information was available, our average diversion rate was approximately 65%. Small amounts of hazardous waste are produced in our Asian, European and South American operations. In 2016, approximately 6 tonnes of total hazardous waste were produced, including 5 tonnes of IT equipment that was recycled or responsibly disposed of by WSP’s Indian operations.

See Appendix A for a summary table of our organization-wide sustainability performance on key metrics in 2016.

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1 We collected water withdrawal information from our facilities. Actual water consumption information was available for approximately 16% of total office space globally, comprising 32 million litres. Remaining water use intensity was estimated from the average water use intensity for Canadian offices from REALpac 2012 Water Benchmarking Pilot Report; Performance of the Canadian Office Sector, pro-rated by office floor area. Water used for cooling is not separately reported.

2 We collected waste output information from our facilities. Waste disposal methods and amounts were determined through tracking waste directly disposed by facilities, reports from waste disposal contractors or through waste audits (bag counts). Actual waste output information was available for approximately 12% of total office space globally, comprising 242 tonnes of waste to landfill. Remaining landfill waste was estimated from the average waste output intensity for our offices in 2015 with actual data pro-rated by office floor area. Recycling and other waste output were not estimated if not available. Waste expenditures are not tracked.
# Appendix A

## SUSTAINABILITY PERFORMANCE DATA

<table>
<thead>
<tr>
<th>Energy (GJ)</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>NATURAL GAS</td>
<td>167,746</td>
<td>163,258</td>
</tr>
<tr>
<td>OTHER FUELS</td>
<td>1,755</td>
<td>1,778</td>
</tr>
<tr>
<td>ELECTRICITY</td>
<td>317,999</td>
<td>290,400</td>
</tr>
<tr>
<td>HEATING</td>
<td>32,641</td>
<td>25,467</td>
</tr>
<tr>
<td>COOLING</td>
<td>7,285</td>
<td>4,241</td>
</tr>
<tr>
<td>TOTAL ENERGY CONSUMPTION</td>
<td>527,386</td>
<td>485,144</td>
</tr>
<tr>
<td>RENEWABLE ENERGY</td>
<td>3,306</td>
<td>170</td>
</tr>
<tr>
<td><strong>GHG Emissions (tCO₂e)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCOPE 1</td>
<td>21,921</td>
<td>23,476</td>
</tr>
<tr>
<td>SCOPE 2</td>
<td>34,403</td>
<td>30,248</td>
</tr>
<tr>
<td>SCOPE 3 (BUSINESS TRAVEL)</td>
<td>25,613</td>
<td>25,994</td>
</tr>
<tr>
<td>TOTAL GHG EMISSIONS</td>
<td>81,937</td>
<td>79,717</td>
</tr>
<tr>
<td>TRANSPORTATION EMISSIONS</td>
<td>36,381</td>
<td>38,759</td>
</tr>
<tr>
<td><strong>Water (m³)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL WATER CONSUMPTION</td>
<td>552,276</td>
<td>486,359</td>
</tr>
<tr>
<td><strong>Waste (tonnes)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LANDFILL</td>
<td>1,982</td>
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<tr>
<td>RECYCLING</td>
<td>1,037</td>
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<td>COMPOST</td>
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<tr>
<td>REUSE</td>
<td>&lt;1</td>
<td>&lt;1</td>
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<tr>
<td>RECOVERY</td>
<td>30</td>
<td>69</td>
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</tbody>
</table>

Due to rounding, summing some numbers may yield slightly different results from the totals reported here.

<table>
<thead>
<tr>
<th><strong>Health &amp; Safety</strong></th>
<th>2015</th>
<th>2016</th>
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</thead>
<tbody>
<tr>
<td><strong>GHG Emissions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCOPE 1 (DIRECT)</td>
<td>21,921</td>
<td>23,476</td>
</tr>
<tr>
<td>SCOPE 2 (INDIRECT)</td>
<td>34,403</td>
<td>30,248</td>
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<tr>
<td>SCOPE 3 (BUSINESS TRAVEL)</td>
<td>25,613</td>
<td>25,994</td>
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<tr>
<td>TOTAL GHG EMISSIONS</td>
<td>81,937</td>
<td>79,717</td>
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<td>TRANSPORTATION EMISSIONS</td>
<td>36,381</td>
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<th><strong>Employees</strong></th>
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<tr>
<td><strong>Health &amp; Safety</strong></td>
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<tr>
<td>LOST TIME INJURY RATE (PER 100,000 HOURS)</td>
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<td>FATALITIES (NUMBER)</td>
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<th><strong>Waste (tonnes)</strong></th>
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<td>LANDFILL</td>
<td>1,982</td>
<td>1,905</td>
</tr>
<tr>
<td>RECYCLING</td>
<td>1,037</td>
<td>1,175</td>
</tr>
<tr>
<td>COMPOST</td>
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<td>41</td>
</tr>
<tr>
<td>REUSE</td>
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<td>&lt;1</td>
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<th><strong>TOTAL WASTE</strong></th>
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<th>2016</th>
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<tr>
<td>LANDFILL</td>
<td>1,982</td>
<td>1,905</td>
</tr>
<tr>
<td>RECYCLING</td>
<td>1,037</td>
<td>1,175</td>
</tr>
<tr>
<td>COMPOST</td>
<td>13</td>
<td>41</td>
</tr>
<tr>
<td>REUSE</td>
<td>&lt;1</td>
<td>&lt;1</td>
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<tr>
<td>RECOVERY</td>
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<thead>
<tr>
<th><strong>Surface Chlorine</strong></th>
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<th>2016</th>
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<td><strong>TOTAL WASTE</strong></td>
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<td>3190</td>
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<tr>
<td>LANDFILL</td>
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<td>RECYCLING</td>
<td>1,037</td>
<td>1,175</td>
</tr>
<tr>
<td>COMPOST</td>
<td>13</td>
<td>41</td>
</tr>
<tr>
<td>REUSE</td>
<td>&lt;1</td>
<td>&lt;1</td>
</tr>
<tr>
<td>RECOVERY</td>
<td>30</td>
<td>69</td>
</tr>
</tbody>
</table>

- Health & Safety
  - LOST TIME INJURY RATE (PER 100,000 HOURS)
  - FATALITIES (NUMBER)

- Employees
  - NUMBER OF FULL-TIME EQUIVALENT EMPLOYEES (FTE): 32,815, 35,098
  - NUMBER OF PERMANENT, FULL-TIME EMPLOYEES: 30,508, 31,389
  - NUMBER OF PERMANENT, PART-TIME EMPLOYEES: 1,606, 2,415
  - EMPLOYEE TURNOVER (%): 19%, 19%
  - EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS (%): 10%, 11%
  - TRAINING HOURS (HRS): 530,000, 644,000
  - TRAINING HOURS PER EMPLOYEE (HRS/FTE): 22, 19

- Diversity
  - WOMEN ON BOARD OF DIRECTORS (%): 33%, 37.5%
  - WOMEN IN EXECUTIVE MANAGEMENT (%): 50%, 31%
  - WOMEN IN WORKFORCE (%): 30%, 30%

As at April 10, 2016
As at March 31, 2017
Appendix B

Assurance Statement related to GHG Inventory
Calendar Year 2016 prepared for WSP Parsons Brinckerhoff

Terms of Engagement
This Assurance Statement has been prepared for WSP Parsons Brinckerhoff (WSP).

Lloyd’s Register Quality Assurance, Inc. (LRQA) was commissioned by WSP to assure its GHG Emissions Inventory for the calendar year 2016, (hereafter referred to as “the Inventory”).

The Inventory relates to Scope 1, Scope 2 and Scope 3 (business travel only) GHG emissions of WSP in its offices worldwide.

Management Responsibility
WSP’s management was responsible for preparing the Inventory and for maintaining effective internal controls over the data and information disclosed. LRQA’s responsibility was to carry out an assurance engagement on the Inventory in accordance with our contract with WSP.

Ultimately, the Inventory has been approved by, and remains the responsibility of WSP.

LRQA’s Approach
Our verification has been conducted in accordance with ISO 14064–3:2006 Specification with guidance for validation and verification of greenhouse gas assertions to provide limited assurance that GHG data as presented in the Inventory have been prepared taking into account the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas (GHG) Protocol, Revised edition.

To form our conclusions the assurance engagement was undertaken as a sampling exercise and covered the following activities:

— Reviewed processes related to the control of GHG emissions data and records;
— Conducted phone interviews with the key personnel responsible for collecting;
— Recording and reporting WSP’s GHG data;
— Reviewed WSP’s systems for collecting, recording and reporting data;
— Reviewed data sources, including raw data, internal reports and calculation data; and
— Reviewed information and data presented by WSP in its final summary of emissions.

Level of Assurance & Materiality
The opinion expressed in this Assurance Statement has been formed on the basis of a limited level of assurance and at a materiality of the professional judgment of the Verifier.
LRQA's Recommendations

WSP should:

— Consider improving the accuracy of global stationary combustion and purchased electricity activity data estimations through updating intensity factors to correlate more closely with office locations.

— Consider improving the accuracy of collecting information on actual refrigerants used to improve the accuracy of refrigerant emissions calculations.

Natali P. Ganfer

Signed Date: 16 May, 2017

LRQA Lead Verifier
On behalf of Lloyd's Register Quality Assurance, Inc.,
1330 Enclave Parkway, Suite 200
Houston, TX 77077
United States of America
LRQA reference number: RMA10250A

LRQA’s Opinion

Based on LRQA’s approach nothing has come to our attention that would cause us to believe that the total Scope 1, Scope 2 and Scope 3 GHG emissions disclosed in the Inventory, as summarized in Table 1 below, are not materially correct except for the following qualifications:

— The IEA emission factors applied to purchased electricity do not correspond to the most up-to-date version available. The differences are not material.

— A few small offices were excluded from the inventory. The exclusions are not material.

TABLE 1. SUMMARY OF WSP GHG EMISSIONS INVENTORY CY 2016

<table>
<thead>
<tr>
<th>Scope of GHG emissions</th>
<th>Tonnes CO₂e</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Scope 1</td>
<td>23,476</td>
</tr>
<tr>
<td>Total Scope 2 – Location-Based</td>
<td>30,248</td>
</tr>
<tr>
<td>Total Scope 2 – Market-Based</td>
<td>31,436</td>
</tr>
<tr>
<td>Scope 3 – Business Travel only</td>
<td>25,994</td>
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</tbody>
</table>
GRI Content Index
General Standard Disclosures

This report has been prepared in accordance with the Global Reporting Initiative ("GRI") G4 Sustainability Reporting Guidelines – Core option. This index allows GRI report users to quickly find the disclosure information they are seeking.

<table>
<thead>
<tr>
<th>Organizational Profile</th>
<th>SECTION</th>
<th>EXTERNAL ASSURANCES</th>
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</thead>
<tbody>
<tr>
<td>102-1 Name of the organization</td>
<td>Cover</td>
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<tr>
<td>102-2 Activities, brands, products, and services</td>
<td>Overview, p.10-11</td>
<td>No</td>
</tr>
<tr>
<td>102-3 Location of headquarters</td>
<td>Overview, p.12</td>
<td>No</td>
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<tr>
<td>102-4 Location of operations</td>
<td>Overview, p.12</td>
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<tr>
<td>102-5 Ownership and legal form</td>
<td>Overview, p.10</td>
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<td>102-6 Markets served</td>
<td>Overview, p.10-11</td>
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<td>102-7 Scale of the organization</td>
<td>Overview, p.9-10; p.12-13</td>
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<td>102-8 Information on employees and other workers</td>
<td>Employees and Communities, p.38-39</td>
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<td>102-9 Supply chain</td>
<td>Overview, p.13</td>
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<td>102-10 Significant changes to the organization and its supply chain</td>
<td>Overview, p.13</td>
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<td>102-11 Precautionary Principle or approach</td>
<td>Strategy, Stakeholders and Governance, p.33</td>
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<td>102-12 External initiatives</td>
<td>Strategy, Stakeholders and Governance, p.23; p.26-27</td>
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<td>102-13 Membership of associations</td>
<td>Strategy, Stakeholders and Governance, p.26-27</td>
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<td><strong>Strategy</strong></td>
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<td>Overview, p.5-7</td>
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<td>102-40 List of stakeholder groups</td>
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<td>102-45 Entities included in the consolidated financial statements</td>
<td>Overview, p.13</td>
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<td>102-46 Defining report content and topic Boundaries</td>
<td>Strategy, Stakeholders and Governance, p.21-22</td>
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<td>102-47 List of material topics</td>
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<td>102-48 Restatements of information</td>
<td>Overview, p.3; Operational Excellence, p.68</td>
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<td>102-49 Changes in reporting</td>
<td>Strategy, Stakeholders and Governance, p.21</td>
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<td>102-50 Reporting period</td>
<td>Overview, p.3</td>
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<td>102-51 Date of most recent report</td>
<td>Back Cover</td>
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<td>102-53 Contact point for questions regarding the report</td>
<td>Back Cover</td>
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<td>Overview, p.3</td>
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<td>GRI Content Index, p.75-78</td>
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Specific Standard Disclosures

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<th>DISCLOSURES</th>
<th>SECTION</th>
<th>OMISSIONS</th>
<th>EXTERNAL ASSURANCES</th>
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<td>Strategy, Stakeholders and Governance, p.22;</td>
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<td>201-103 Management Approach</td>
<td>Overview, p.13; Strategy, Stakeholders and Governance, p.22; Clients and Projects, p.55</td>
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<td>201-1 Direct economic value generated and distributed</td>
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<td>201-2 Financial implications and other risks and opportunities due to climate change</td>
<td>Clients and Projects, p.55</td>
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<td>203-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22, p.31; Clients and Projects, p.59</td>
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<td>Strategy, Stakeholders and Governance, p.31; Clients and Projects, p.59-62</td>
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<td>205-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22, p.30-32</td>
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<td>205-2 Communication and training about anti-corruption policies and procedures</td>
<td>Strategy, Stakeholders and Governance, p.32</td>
<td>Yes*</td>
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<td>302-1 Energy consumption within the organization</td>
<td>Operational Excellence, p.68</td>
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<td>302-3 Energy intensity</td>
<td>Operational Excellence, p.68</td>
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<td>303-1 Water withdrawal by source</td>
<td>Operational Excellence, p.70</td>
<td>No</td>
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<td>305-1 Direct (Scope 1) GHG emissions</td>
<td>Operational Excellence, p.69</td>
<td>No</td>
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<td>305-2 Energy indirect (Scope 2) GHG emissions</td>
<td>Operational Excellence, p.69</td>
<td>No</td>
<td>Yes</td>
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<td>305-3 Other indirect (Scope 3) GHG emissions</td>
<td>Operational Excellence, p.69</td>
<td>No</td>
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<td>305-4 GHG emissions intensity</td>
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<td>EFFLUENTS AND WASTE</td>
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<td>Strategy, Stakeholders and Governance, p.22; Operational Excellence, p.67</td>
<td>No</td>
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<td>306-2 Waste by type and disposal method</td>
<td>Operational Excellence, p.70</td>
<td>No</td>
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<td>401-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22; Employees and Communities, p.37</td>
<td>No</td>
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<td>401-1 New employee hires and employee turnover</td>
<td>Employees and Communities, p.40</td>
<td>Yes*</td>
<td>No</td>
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<td>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>Employees and Communities, p.41</td>
<td>No</td>
<td>No</td>
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<tr>
<td>OCCUPATIONAL HEALTH AND SAFETY</td>
<td>403-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22; Employees and Communities, p.37, p.45-46</td>
<td>No</td>
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<tr>
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<td>403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities</td>
<td>Employees and Communities, p.46</td>
<td>Yes*</td>
<td>No</td>
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<td>TRAINING AND EDUCATION</td>
<td>404-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22; Employees and Communities, p.37</td>
<td>No</td>
<td>No</td>
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<tr>
<td></td>
<td>404-1 Average hours of training per year per employee</td>
<td>Employees and Communities, p.41</td>
<td>Yes*</td>
<td>No</td>
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<tr>
<td>DIVERSITY AND EQUAL OPPORTUNITY</td>
<td>405-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22; Employees and Communities, p.37, p.42-43</td>
<td>No</td>
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<tr>
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<td>405-1 Diversity of governance bodies and employees</td>
<td>Strategy, Stakeholders and Governance, p.29; Employees and Communities, p.44</td>
<td>No</td>
<td>No</td>
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<tr>
<td></td>
<td>405-2 Ratio of basic salary and remuneration of women to men</td>
<td>Employees and Communities, p.44</td>
<td>Yes*</td>
<td>No</td>
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<tr>
<td>NON-DISCRIMINATION</td>
<td>406-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22; Employees and Communities, p.37</td>
<td>No</td>
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<td>406-1 Incidents of discrimination and corrective actions taken</td>
<td>Employees and Communities, p.44</td>
<td>Yes*</td>
<td>No</td>
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<tr>
<td>LOCAL COMMUNITIES</td>
<td>413-103 Management Approach</td>
<td>Strategy, Stakeholders and Governance, p.22; Employees and Communities, p.37</td>
<td>No</td>
<td>No</td>
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<tr>
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<td>413-1 Operations with local community engagement, impact assessments, and development programs</td>
<td>Employees and Communities, p.47-50</td>
<td>Yes*</td>
<td>No</td>
</tr>
</tbody>
</table>
ABOUT US
As one of the world’s leading professional services firms, WSP provides technical expertise and strategic advice to clients in the Property & Buildings, Transportation & Infrastructure, Environment, Industry, Resources (including Mining and Oil & Gas) and Power & Energy sectors. We also offer highly specialized services in project delivery and strategic consulting. 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 36,000 talented people in 500 offices across 40 countries, we are uniquely positioned to deliver successful and sustainable projects, wherever our clients need us.

WE WELCOME AND ENCOURAGE YOUR FEEDBACK ON OUR SUSTAINABILITY REPORT
corporatecommunications@wspgroup.com

WSP’s most recent global sustainability report was published in June 2016.