

Appendix A: Performance Summary

Table A-1: Environmental Performance^{1,2}

CATEGORY	INDICATOR	UNIT	2019	2018 ³	GRI STANDARD
Energy ⁴	Natural Gas	GJ	199,300	193,143	305-2
	Other Fuels (Diesel, Kerosene, Liquified Petroleum Gas)	GJ	132	201	302-1
	Electricity	GJ	349,215	356,661	302-1
	Heating	GJ	30,871	54,299	302-1
	Cooling	GJ	587	1,130	302-1
	Total Office Energy Consumption	GJ	580,105	605,434	302-1
	Renewable Energy Procured	GJ	87,392	1,121	302-1
	Transportation Fuel	GJ	231,640	269,380	N/A
GHG Emissions ⁵	Scope 1 Direct Emissions	tCO ₂	25,293	27,492	305-1
		tCH ₄	1	1	305-1
		tN ₂ O	0.2	0.2	305-1
		HFC 134-A	2	2	305-1
		tCO ₂ e	27,565	30,385	305-1
	Scope 2 Indirect Emissions (Location-based)	tCO ₂	27,167	31,515	305-2
		tCH ₄	1	2	305-2
		tN ₂ O	0.4	0.5	305-2
		tCO ₂ e	27,324	31,691	305-2

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

2 2017 performance figures have not been published since WSP has grown through acquisitions since this time.

3 2018 performance figures have been restated to include the Louis Berger acquisition as well as to incorporate more accurate information received after the publication of our 2018 report.

4 WSP collected energy consumption data from our facilities. We did not sell any energy in 2019. 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), prorated by office floor area.

5 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 2019 GHG inventory. We employ the operational control approach in compilation of our inventory. Reported GHG emissions include all six greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆). 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). WSP does not produce significant biogenic emissions. Global warming potentials used to convert emissions into CO₂e are sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report.

CATEGORY	INDICATOR	UNIT	2019	2018 ³	GRI STANDARD
GHG Emissions	Scope 2 Indirect Emissions (Market-Based)	tCO ₂	21,031	33,266	305-2
		tCH ₄	1	2	305-2
		tN ₂ O	0.3	0.5	305-2
		tCO ₂ e	21,141	33,442	305-2
	Scope 3 Indirect Emissions (Business Travel)	tCO ₂	37,951	34,897	305-3
		tCH ₄	1	1	305-3
		tN ₂ O	1	1	305-3
		tCO ₂ e	38,206	35,148	305-3
	Total GHG Emission (Scope 1, Scope 2 - Market-Based, Scope 3 - Business Travel)	tCO ₂	84,275	93,904	N/A
		tCH ₄	2	3	N/A
		tN ₂ O	1	1	N/A
		HFC 134-A	2	2	N/A
		tCO ₂ e	86,912	98,975	N/A
	Carbon Offsets	tCO ₂ e	21,504	35	N/A
Net Total GHG Emissions (Scope 1, Scope 2 – Market-Based, Scope 3 – Business Travel; less Carbon Offsets)	tCO ₂ e	65,408	98,940	N/A	
Transportation Emissions (Scope 1 - Mobile Combustion, Scope 3 - Business Travel)	tCO ₂ e	53,715	53,883	N/A	
Water ⁶	Total Water Withdrawn (Third-Party Providers)	m ³	597,565	562,410	303-3
Waste ⁷	Landfill	Tonnes	2,344	2,063	306-2
	Recycling	Tonnes	1,357	749	306-2
	Compost	Tonnes	33	-	306-2
	Reuse	Tonnes	-	-	306-2
	Recovery	Tonnes	-	-	306-2
	Incineration	Tonnes	23	69	306-2
	Total Non-Hazardous Waste	Tonnes	3,756	2,880	306-2
	Hazardous Waste	Tonnes	5	2	306-2
	Diversion Rate	%	69	51	N/A

6 We collected water withdrawal information from our facilities. Actual water consumption information was available for approximately 19% of total office space globally, comprising 71 million litres. Remaining water consumption was estimated from the average water use intensity for Canadian offices from the REALpac 2012 Water Benchmarking Pilot Report; Performance of the Canadian Office Sector, prorated by office floor area. Water withdrawn in areas of water stress is not tracked.

7 We collected waste output information from our facilities. Waste disposal methods and amounts were determined through tracking waste directly disposed by facilities, through reports from waste disposal contractors or through waste audits (bag counts). Actual waste output information was available for approximately 18% of total office space globally, comprising 495 tonnes of waste to landfill. Remaining landfill waste was estimated from the average waste output intensity for our offices with actual data prorated by office floor area. Recycling and other waste output were not estimated if not available.

Table A-2: Social Performance

CATEGORY	INDICATOR	UNIT	2019	2018	2017	GRI STANDARD
Employees	Full-Time Equivalent Employees (FTE)	Number	47,283	45,835	44,129	102-8
	Permanent, Full-Time Employees	Number	43,250	39,859	36,020	102-8
	Permanent, Part-Time Employees	Number	2,886	3,865	3,325	102-8
	Temporary Employees	Number	3,604	4,008	2,543	102-8
	Total Turnover Rate	%	18	19	18	401-1
	Voluntary Turnover Rate	%	14	15	14	401-1
	Employees Covered by Collective Bargaining Agreements	%	12	11	11	102-41
	Training Hours	Hours	1,159,000	1,072,000	699,000	404-1
	Training Hours per Employee	Hours/FTE	26	27	20	404-1
Diversity	Women on Board of Directors	%	37.5	37.5	37.5	405-1
	Women in Senior Management Team	%	30	26.9	20.8	405-1
	Women in Management (business leaders and middle management)	%	21	21	- ⁸	405-1
	Women in Workforce	%	31	31	30	405-1
Occupational Health And Safety	Lost Time Injury Rate	Incidents per 100,000 hours worked	0.06	0.06	0.07	N/A
	Recordable All Work-Related Injury Frequency Rate	Incidents per 100,000 hours worked	0.51	0.50	0.52	N/A
		Incidents per 200,000 hours worked	1.10	0.99	1.06	403-9

⁸ In 2018, we set a goal for over 30% of our management positions to be held by women by 2021. This metric was not tracked consistently on a global basis prior to 2018.

CATEGORY	INDICATOR	UNIT	2019	2018	2017	GRI STANDARD
Occupational Health And Safety	Work-Related Ill-Health Rate	Incidents per 100,000 hours worked	0	0	0.006	N/A
		Incidents per 200,000 hours worked	0	0	0.012	403-10
	Fatalities	Number	0	1	0	403-9
Ethical Business Practices ⁹	Code of Conduct onboarding training completed by employees					205-2
	CANADA	%	99.7	-	-	
	AMERICAS	%	99.1	-	-	
	EMEIA	%	96.5	-	-	
	APAC	%	98.4	-	-	
	Total	%	98.1	-	-	
	Code of Conduct refresher training completed by employees					
	CANADA	%	100.0	-	-	
	AMERICAS	%	96.0 ¹⁰	-	-	
	EMEIA	%	93.9	-	-	
	APAC	%	99.5	-	-	
	Total	%	96.8	-	-	

⁹ Training rates cannot be reported by employee category.

¹⁰ Code of Conduct refresher trainings were not launched in the Latin America and Caribbean region in 2019, where a comprehensive live training strategy is used to replace online training modules.