



wsp



**Accountable
for Tomorrow**
2017 Global Sustainability Report

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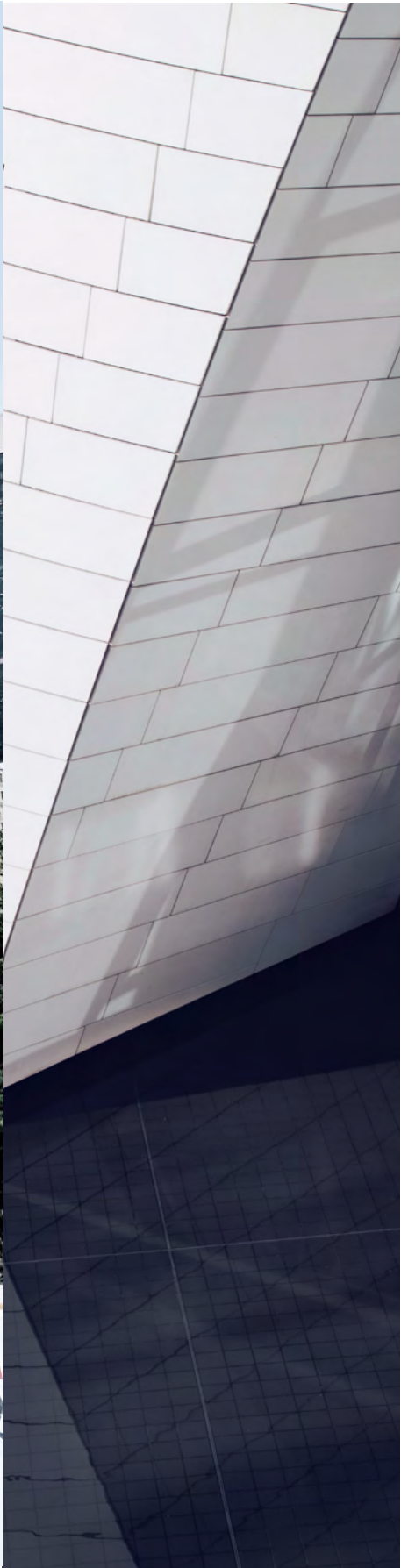
HOW TO USE THIS REPORT

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.

FEATURED ON THE COVER

Marie Tibblin
Sweden

Overview



About this Report

This report covers WSP's activities from January 1, 2017 to December 31, 2017, unless otherwise indicated herein. This report 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 those acquired in 2017. A list of these acquisitions can be found on page 9 of our [Annual Information Form](#)  for the year ended December 31, 2017.

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. A copy of the Assurance Statement is available in [Appendix B](#).

To develop this report, WSP consulted with a broad range of internal stakeholders on regional and global levels, including Facilities Management, Human Resources, Legal Counsel and Investor Relations and Communications. The report is published with the overall approval of WSP's global Chief Operating Officer. As a corporation, we intend to continue to report annually on our global sustainability activities.



What We Stand For

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 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

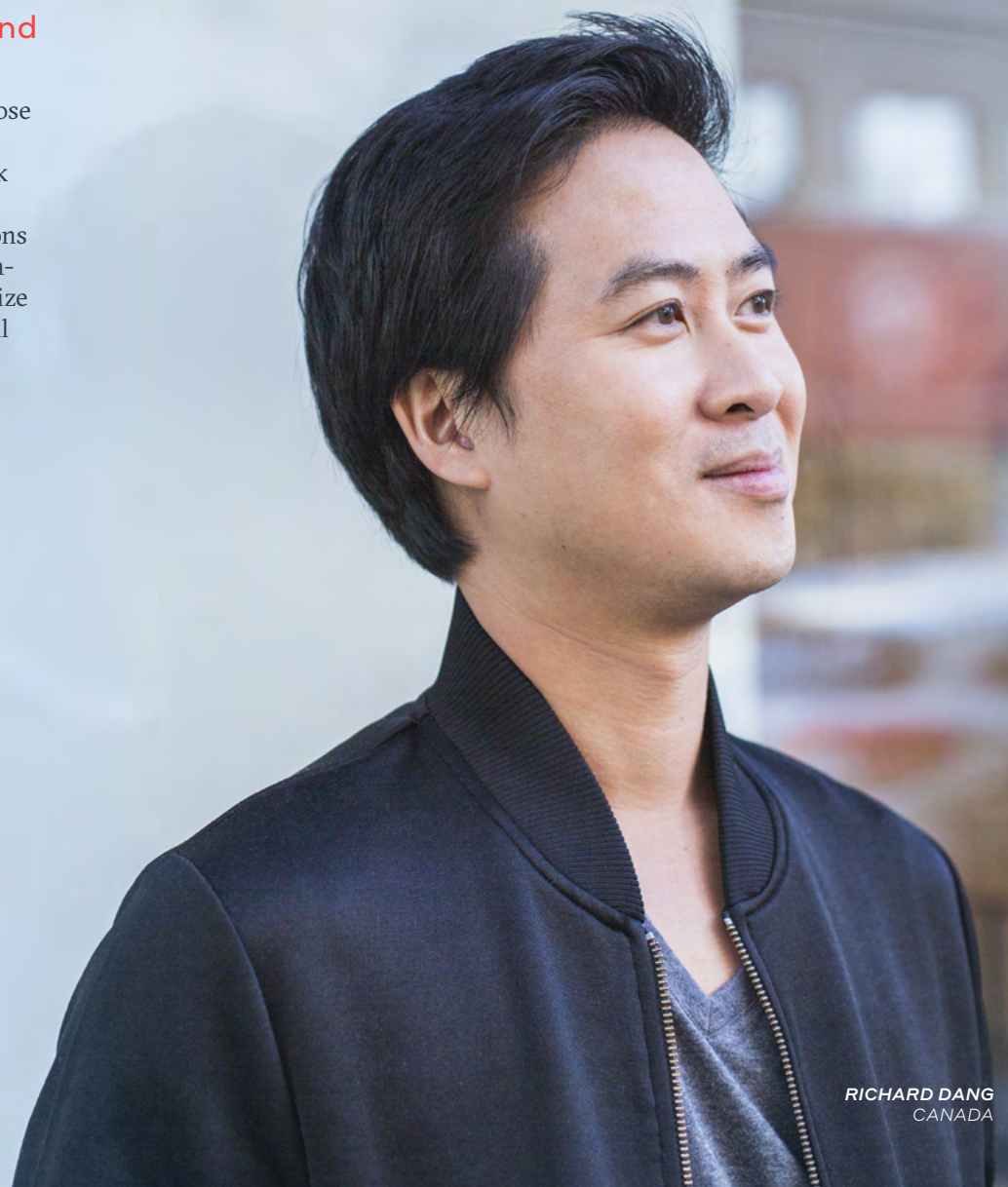
We anticipate trends in order to propose innovative ideas for our clients to meet their business objectives. We ask questions, look at complex problems from different angles and find solutions that break paradigms. We are problem-solvers who evolve, improve, modernize and excel. We know our solutions 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.



RICHARD DANG
CANADA

Introduction from our CEO

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

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

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



We are most proud of the following 2017 highlights.

Shaping our Sustainability Priorities

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

Making a Positive Impact through our Client Work

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

Managing the Environmental and Social Impacts of our Growth

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

Valuing our Employees and Communities

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

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



ALEXANDRE L'HEUREUX
PRESIDENT AND CHIEF EXECUTIVE
OFFICER

¹ The program was launched in Canada during the second quarter of 2018 ([Learn More](#) )

Sustainability Summary

Global Recognition

- Ranked #7 [🔗](#) in the 2018 Corporate Knights Best 50 Corporate Citizens in Canada
- Achieved A- [🔗](#) for response to CDP Climate Change questionnaire
- Rated AA by [MSCI ESG Research Inc.](#) [🔗](#)

Commitments

- Aligned our market activities with the UN Sustainable Development Goals
- Became a member of the 30% Club Canada (Goal: women to hold 30% of C-Suite/board seats by 2022)¹
- Joined [Catalyst](#) [🔗](#) as a global member to benefit from its tools to accelerate and advance women in leadership¹

Environment

- Completed verification of WSP's GHG emissions by an independent third party
- Pledged to become carbon neutral by [2025](#) [🔗](#) in our UK business
- Launched our Workplace Guidelines to enhance employee experience and reduce environmental impact

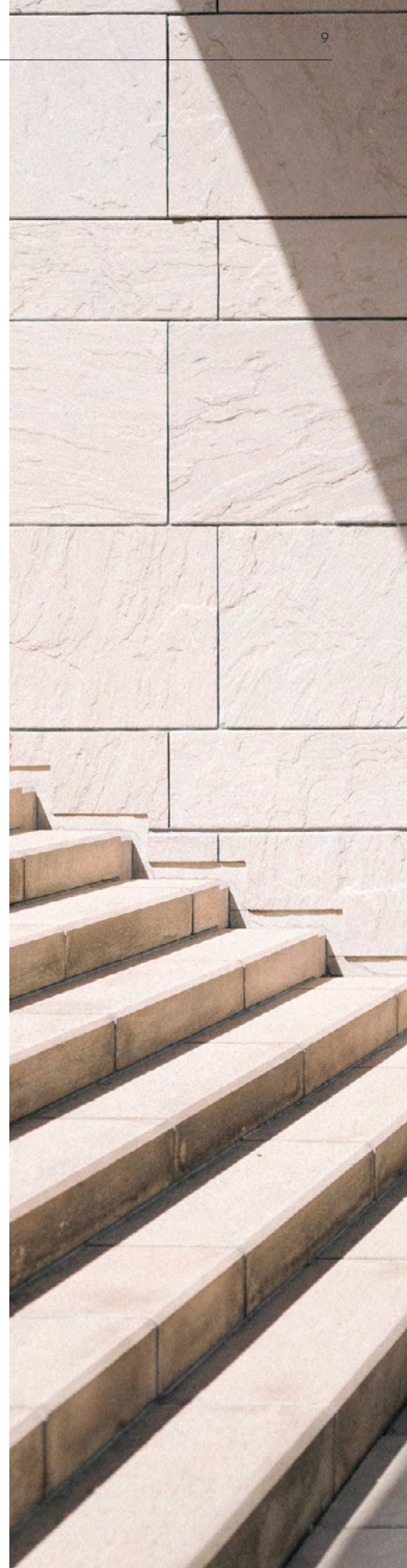
Social

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

Governance

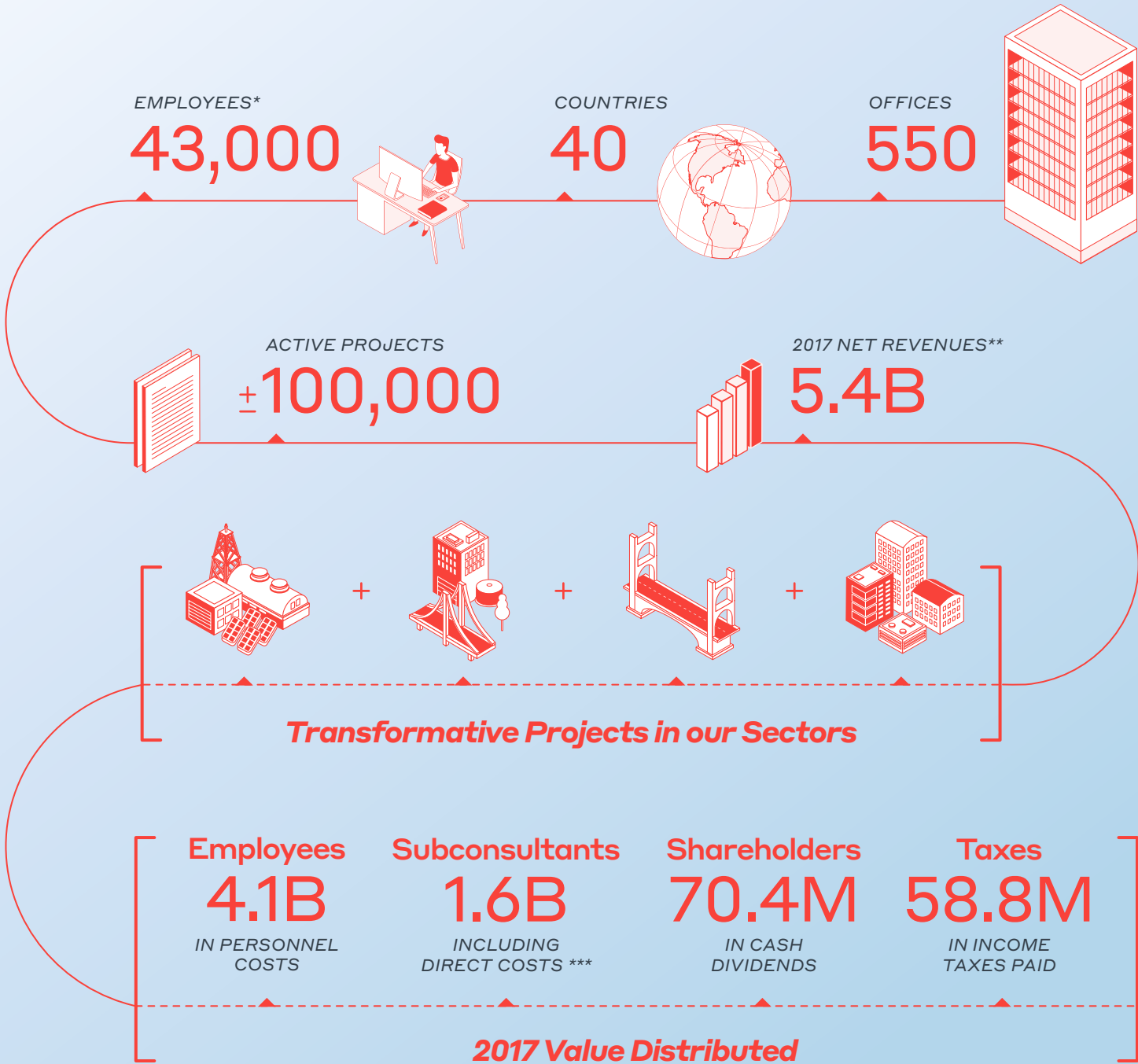
- Updated our Enterprise Risk Management (ERM) program within seven corporate risk categories
- Enhanced our discussion of climate change risks for WSP in our report disclosure
- Maintained a percentage of 37.5% female members on our Board of Directors

¹In 2018



Our Value Chain

Question the predictable
Stand for innovation
Change the landscape

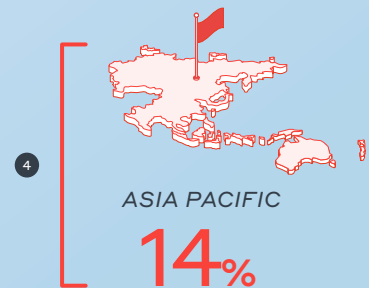
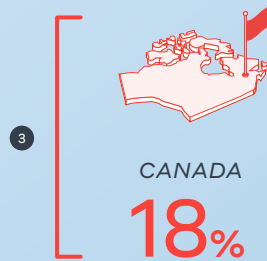
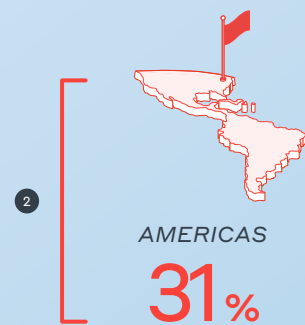
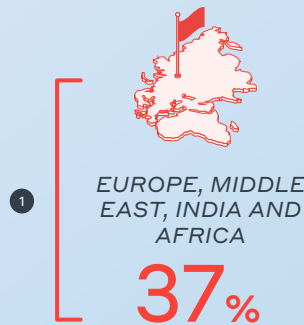
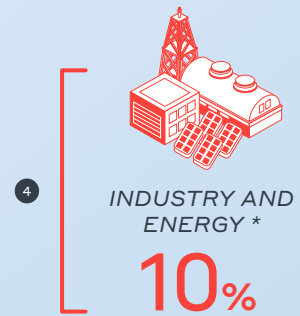
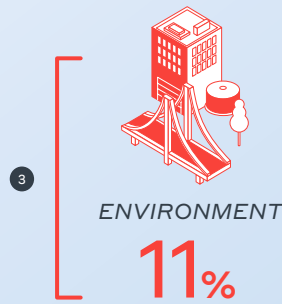
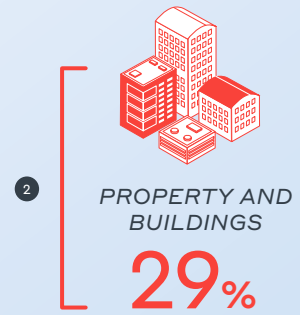
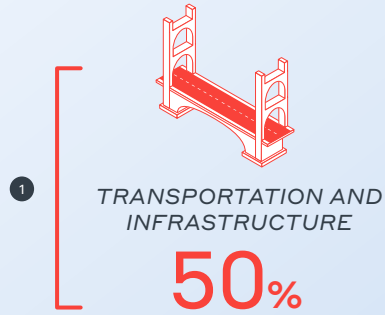
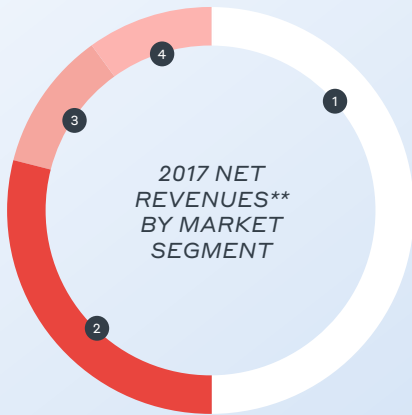


*As of March 31, 2018

**Non IFRS measure. Net Revenues are defined as revenues less direct costs for subconsultants and other direct expenses that are recoverable directly from clients.

***Direct costs are defined as costs incurred to deliver consulting services and that are recoverable directly from clients.

At a Glance



*Includes Industry, Resources and Power & Energy

**Non IFRS measure. Net Revenues are defined as revenues less direct costs for subconsultants and other direct expenses that are recoverable directly from clients.

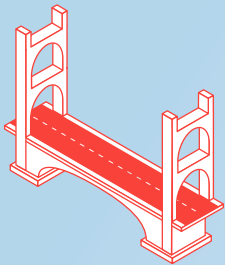
Our Business

As one of the world's leading professional services firms, WSP provides technical expertise and strategic advice to clients in the Transportation & Infrastructure, Property & Buildings, Environment, Industry, Resources (including Mining and Oil & Gas) and Power & Energy sectors. We also offer highly specialized services in project and program delivery and advisory services. Our experts include engineers, advisors, technicians, scientists, architects, planners, surveyors and environmental specialists, as well as other design, program

and construction management professionals. With approximately 43,000 talented people in 550 offices across 40 countries, we are uniquely positioned to deliver successful and sustainable projects, wherever our clients need us.

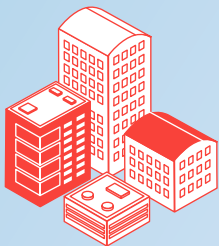
WSP Global Inc. is a corporation formed pursuant to a plan of arrangement under the *Canada Business Corporations Act*. We are publicly listed on the Toronto Stock Exchange under the ticker symbol "WSP".

WSP's Market Segments¹



TRANSPORTATION AND INFRASTRUCTURE

WSP's experts analyze, plan, design and manage projects for rail transit, aviation, highway, maritime and urban infrastructure. Public and private clients, construction contractors, 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. As we deliver comprehensive, innovative and cost-effective solutions on-time and within budget, we take great pride in solving our clients' toughest problems. We offer a full range of services locally with extensive global experience to successfully deliver projects and help clients overcome challenges and respond to emerging areas of new mobility, resiliency and funding the infrastructure gap.

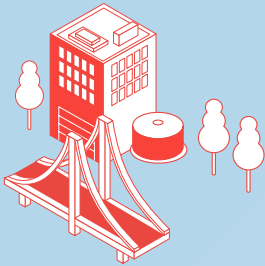


PROPERTY AND BUILDINGS

WSP 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.

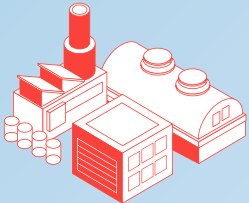


¹ WSP does not provide any products or services that are banned in any markets.



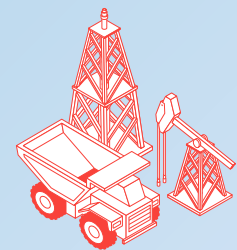
ENVIRONMENT 

WSP 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 work with and advise 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.



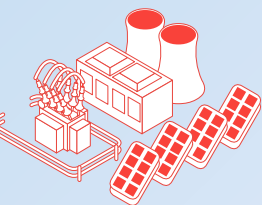
INDUSTRY 

WSP works in almost every industrial sector including food and beverages, pharmaceutical and biotechnology, automotive and chemicals. Our experts 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. Our 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) 

WSP has the scale and expertise to support all our worldwide resource clients. In mining, our 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 modeling, 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.

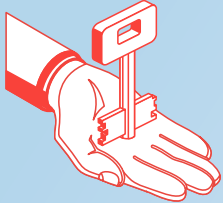


POWER AND ENERGY 

WSP 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.

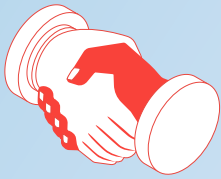


In addition to these sectors, WSP offers highly specialized project and program delivery and advisory services:



PROJECT AND PROGRAM DELIVERY

WSP's seasoned professionals assess and understand clients' goals, as well as technical, environmental and commercial issues, thus leveraging their extensive experience in global project and program delivery. This holistic approach allows them to plan and implement projects efficiently, with a focus on cost, schedule, quality and safety. WSP's fully integrated service offerings are tailored to support clients' best interests throughout the planning, implementation and commissioning stages of their work. We mobilize the right team to execute projects of any size and complexity with optimal efficiency and cost-effectiveness. Our comprehensive experience enables us to plan and manage projects using best-in-class project management processes, techniques, and tools.



ADVISORY SERVICES

WSP offers front-end business and management consulting services that help clients make informed decisions taking into consideration changing economic conditions, evolving government priorities and emerging technologies. To stay competitive and effectively manage and develop their infrastructure and property assets, public and private sector organizations are looking to gain access to more refined data and "lessons learned" from experts who help drive client success around the globe. WSP not only provides local expertise, but also offers international benchmarks and best practice solutions based on our extensive experience. Our team blends the technical skills of our global network with results-oriented business acumen.



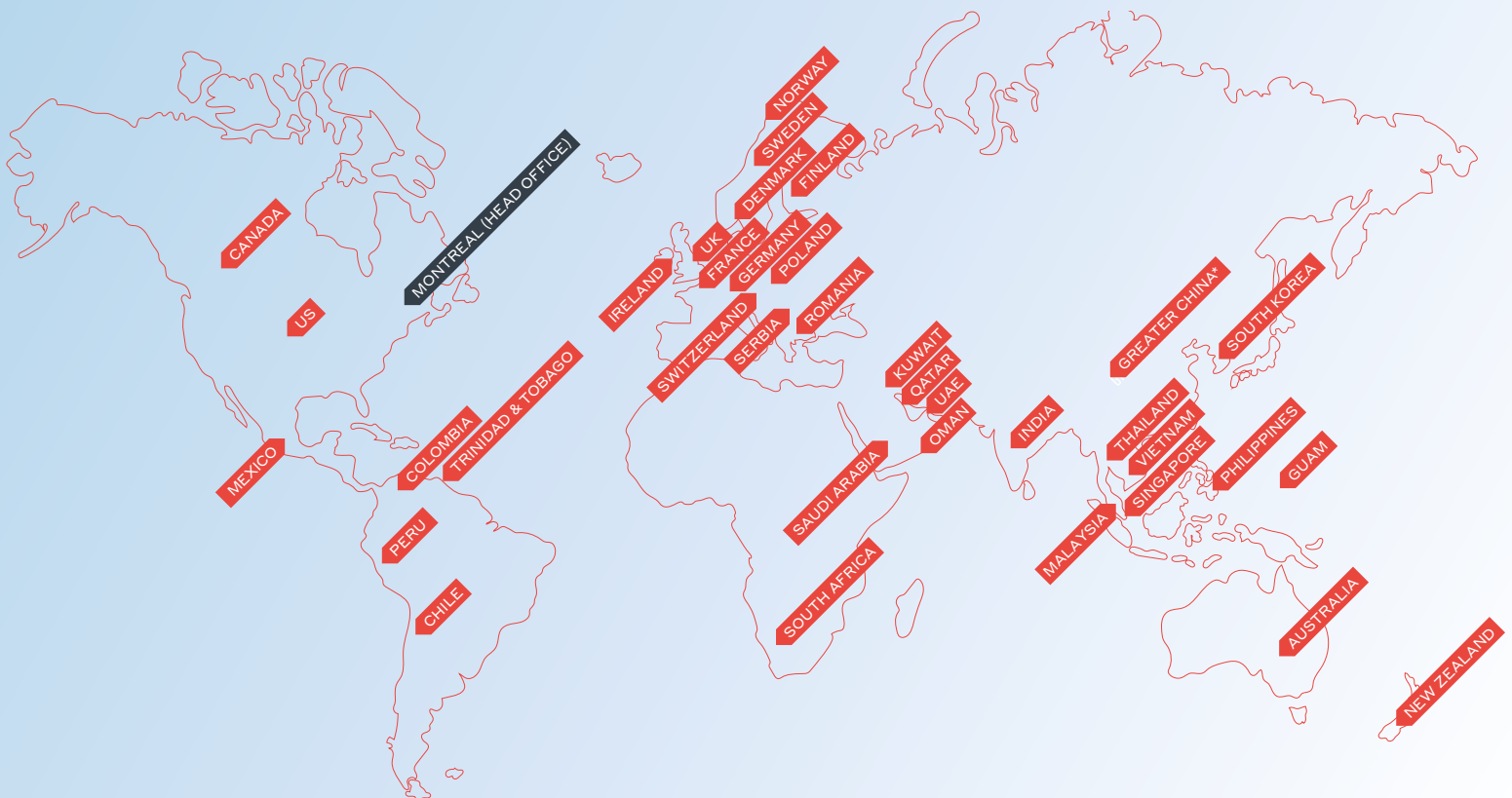
Our Presence

EMPLOYEES IN CANADA

8,000

EMPLOYEES IN AMERICAS

10,000



Data at March 31, 2018

* Including Hong Kong, Macau and Taiwan

EMPLOYEES IN EUROPE, MIDDLE EAST, INDIA AND AFRICA (EMEIA)

16,900

EMPLOYEES IN ASIA PACIFIC (APAC)

8,100

Financial Data

For full disclosure of the Corporation's economic position, including our revenues, operating costs, employee compensation and other metrics of economic value generated and distributed, please refer to our Results of Operations table on page 62 of our [Management's Discussion and Analysis](#) for the year ended December 31, 2017. A list of our principal subsidiaries can be found on page 5 of the Corporation's [Annual Information Form](#) for the year ended December 31, 2017. All subsidiaries are covered in this sustainability report, unless otherwise noted. For more information on our Named Executive Officer compensation, please refer to our 2018 [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 2017, we spent approximately CAD 690 million in occupancy costs (rental and other related costs for the Corporation's office space worldwide) and other operational costs (including, but not limited to, technology costs).

Our largest software suppliers are Microsoft, Bentley Systems and Autodesk; combined, they represent a significant percentage of our global yearly software spend.

WSP did not undergo any significant changes to its supply chain in 2017.

Organizational Changes

WSP's material organizational changes in the past three years are summarized in the Corporation's [Annual Information Form](#) for the year ended December 31, 2017, on page 7. During the year ended December 31, 2017, WSP completed ten acquisitions. Details of these acquisitions may be found in the Table of Acquisitions on page 9 of the Annual Information Form.

As a result of the acquisitions completed in 2017, some facilities have been added, vacated or consolidated relative to 2016. To address the acquisitions, we have updated our environmental data by adding these facilities to our 2015 base year and 2016 performance figures.



The Public Transportation of Europe (JEE) Project

FINLAND

Seamless, functional and user-friendly public transportation systems are crucial components of cities and municipalities' long-term development strategies.

Mandated by seven Finnish cities, as well as the Finnish Transport Agency, the JEE project underscores public transport as a vital part of sustainable urban growth and an investment to reduce carbon emissions, decrease congestion and support urban development. Best practices of user-friendly public transport were compiled from ten European cities and applied in workshops with WSP experts, city planners and politicians. The project was successfully completed in early 2018 with a finale seminar featuring Helsinki's vice mayor, Anni Sinnemäki, along with presidential candidate and EU parliamentarian, Merja Kyllönen.

[Read More](#) (in Finnish only)

A Word from our COO

I would like to thank our employees around the world for their dedication to promoting sustainable outcomes in our client projects and to minimizing our environmental impact in WSP offices throughout the year – as well as efforts made to encourage wellbeing and safety awareness in our workplaces.

Positioning for the future

I am proud of our influence on sustainability within our market segments, which can be demonstrated through our thought leadership and award-winning projects @. WSP's determination to contribute to the low-carbon economy is tangible and part of a large drive to position our future focus, reinforced by our experts and business leaders all over the globe. An example is Claire Hicks, Future Ready Program Manager leading our Canadian Program launch – Claire brought her expertise from the UK to propel our transition into providing Future Ready services in Canada.

We also strive to demonstrate leadership through bold commitments to making change ourselves; for example, last year our UK business announced its plans to become carbon neutral by 2025 @.




Reporting on priorities

In this report, disclosure on topics which are important to our stakeholders, as well as being aligned with our Sustainability Policy, can be found in four sections: Strategy, Stakeholders and Governance; Clients & Projects; Operational Excellence and Employees & Communities. I am pleased to emphasize some of our 2017 highlights, where we:



1

Strategy, Stakeholders and Governance

- Obtained an A- for the CDP Climate Change questionnaire , demonstrating we take our responsibility for leadership on climate change matters seriously.
- Engaged all employees, and clients across two major sectors, to provide stakeholder feedback.

2

Clients & Projects

- Shared insights , including on Resilience, Technology, Mobility, Places and Society.
- Strengthened the Future Ready  program in the UK and prepared launches in Australia, Canada¹, the Middle East, Sweden and the United States.


3

Operational Excellence

- Achieved verification of our Greenhouse Gas Emissions Inventory by a third party, for the second year running.
- Launched our Workplace Guidelines, helping to guide decision-making related to sustainability in our own offices.

4

Employees & Communities

- Reset our global Health & Safety strategy for 2018-2020, including a revised set of “Zero Harm”  roadmap objectives.
- Contributed positively to life in our communities through numerous voluntary regional activities.

Through our actions and disclosure, we aim to speak clearly of our commitment to sustainability. We will continue to push to the forefront of sustainable transformation, ensuring that the principles we believe in run a common thread through our activities.

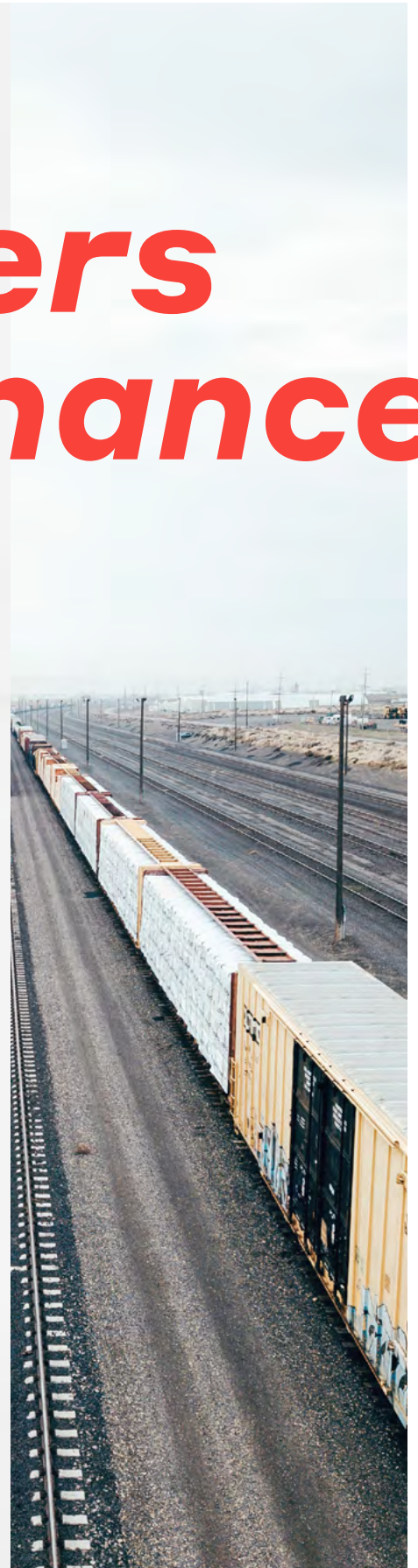
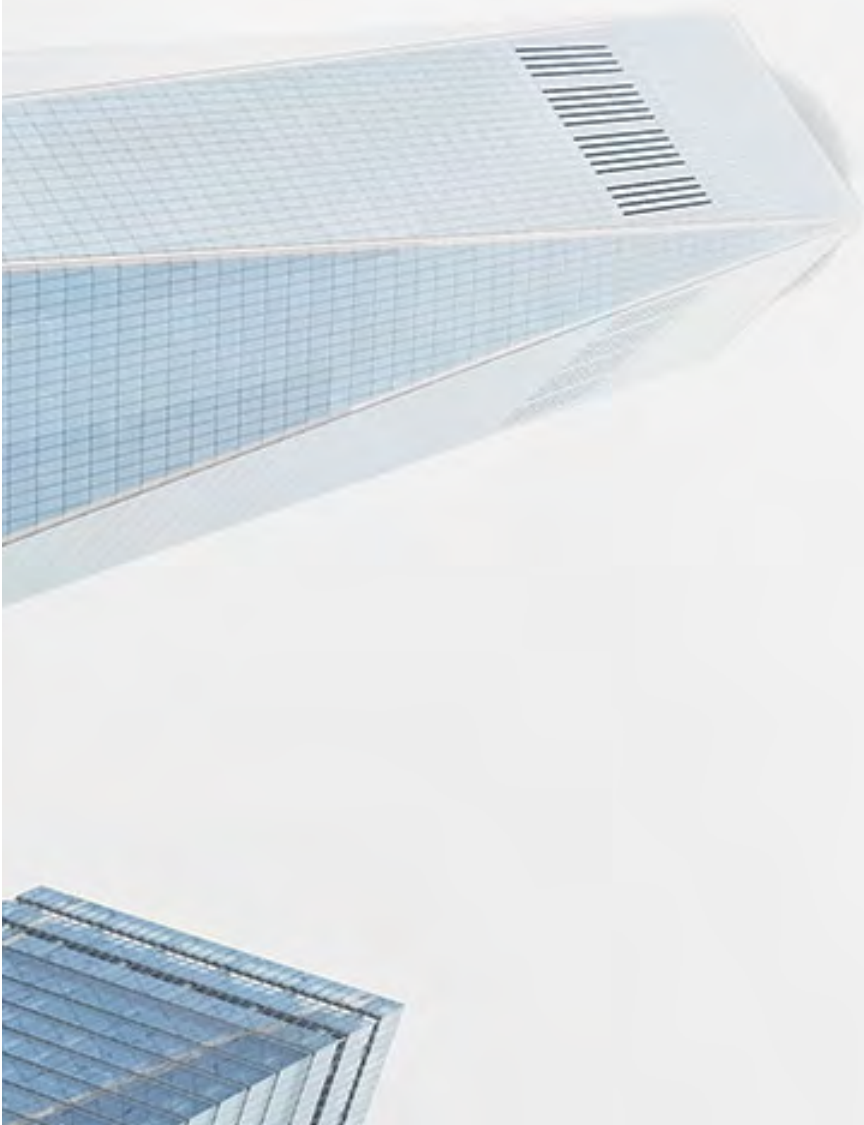
In 2018, we are continuing to focus on our Future Ready offering, including launching the program in new markets. We plan to carry out a new materiality assessment, to ensure that we are disclosing on topics which are important to the stakeholders of our business. In addition, we have an enormous opportunity to make an impact through further definition of measurable targets and objectives in our corporate planning.



PAUL DOLLIN
CHIEF OPERATING OFFICER

¹ Future Ready was launched in our Canadian market in the second quarter of 2018.

Strategy, Stakeholders and Governance



Global Sustainability Policy

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

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

Our Objectives

1

CLIENTS & PROJECTS

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

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



2

CLIENTS & PROJECTS

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

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



3

OPERATIONAL EXCELLENCE

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

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



4

EMPLOYEES & COMMUNITIES

We will participate meaningfully in the communities in which we operate.

In 2017, the US was hit with hurricanes Harvey, Irma and Maria. More than 60 employees and family members from our Houston, Austin and Dallas offices volunteered for the clean-up efforts, which included the removal of flood-damaged drywall and insulation from the homes of senior citizens in the affected areas.



Our Approach

As leaders in sustainability consulting, we will:

- Harness the latest thinking and research developed by our industry experts to address the world's most significant challenges.

Through our project delivery, we will:

- Actively seek out the most transformative, innovative projects to pioneer a more sustainable future.
- Provide forward thinking advice and unparalleled expertise to help our clients thrive in a changing world.

In our operations, we will:

- Measure and manage our own environmental, social and governance practices and improve them over time.
- Share our progress with stakeholders by disclosing our sustainability performance annually.

- Foster healthy, safe and sustainable workplaces that support continuous learning and great careers.
- Act as positive members of the communities in which we work.

This sustainability report is one channel used to communicate our annual progress on advancing the Sustainability Policy objectives and reports on progress will be made annually to the WSP Global Leadership Team and to the Board of Directors.

In preparing this annual sustainability report, we have identified environmental, social and governance issues that are material to our business. Guided by our global Sustainability Policy, we manage these material issues using issue-specific policies, programs and training, tools and communications, goals and targets, and discrete roles and responsibilities; these management processes are described throughout this report.



UN Sustainable Development Goals

UN SDGs MOST RELEVANT TO WSP'S SERVICE OFFERING

| | |
|--|---|
|  | <p>Affordable and Clean Energy Ensure access to affordable, reliable, sustainable and modern energy for all</p> |
|  | <p>Decent Work and Economic Growth Promote inclusive and sustainable economic growth, employment and decent work for all</p> |
|  | <p>Industry, Innovation and Infrastructure Build resilient infrastructure, promote sustainable industrialization and foster innovation</p> |
|  | <p>Sustainable Cities and Communities Make cities inclusive, safe, resilient and sustainable</p> |
|  | <p>Responsible Consumption and Production Ensure sustainable consumption and production patterns</p> |
|  | <p>Climate Action Take urgent action to combat climate change and its impacts</p> |
|  | <p>Life on Land Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss</p> |

The United Nations adopted its set of 17 Sustainable Development Goals (SDGs) in 2015 as part of a new sustainable development agenda. Companies have an important role to play in contributing to achieving these goals.

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


The full list of SDGs is available [here](#) .



Polish Green Buildings Council Partnership

POLAND

We recently worked with the Polish Green Buildings Council to define WSP in Poland's contributions to achieving the UN's Sustainable Development Goals. One example is our Polish team's contribution to Goal 13: *Take urgent action to combat climate change and its impacts.* During World Green Building Week, energy saving tactics included turning off lights, monitors and computers; taking the stairs instead of the elevators; reducing air conditioning consumption - to name but a few! The tactics paid off and the team achieved a reduction of 22.5 % in energy consumption in their office during the week.

[Read More](#)  (in Polish only)

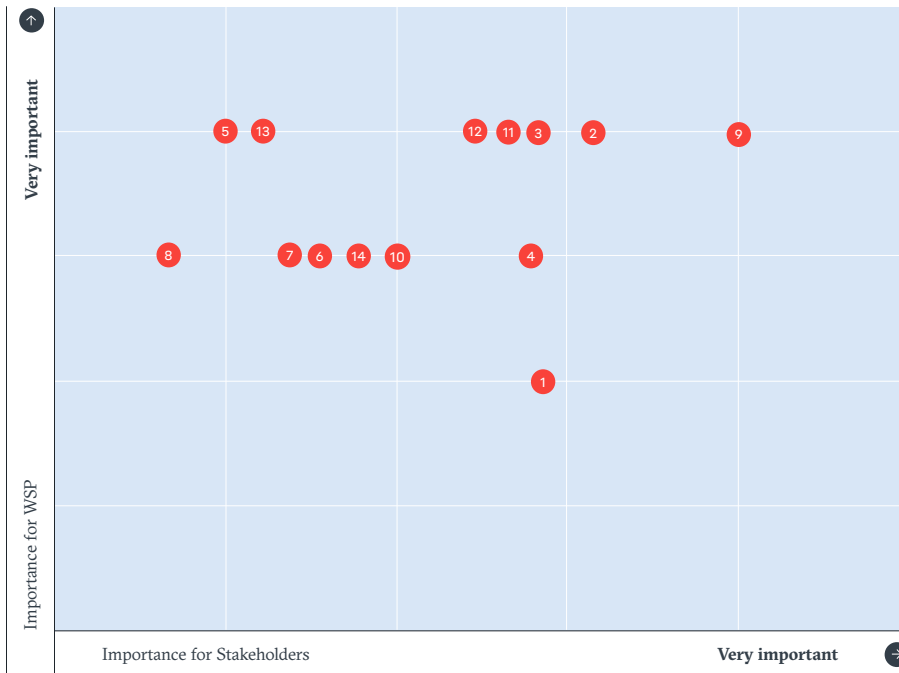
What Matters Most

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 TOPICS¹



GOVERNANCE

- 1 Anti-Corruption

EMPLOYEES AND COMMUNITIES

- 2 Occupational Health and Safety
- 3 Employment
- 4 Training and Education
- 5 Local Communities
- 6 Diversity and Equal Opportunity
- 7 Equal Remuneration for Women and Men²
- 8 Non-Discrimination

CLIENTS AND PROJECTS

- 9 Economic Performance
- 10 Indirect Economic Impacts

OPERATIONAL EXCELLENCE

- 11 Emissions
- 12 Energy
- 13 Water
- 14 Effluents and Waste

¹ Material topics and boundaries are unchanged from WSP's 2015 and 2016 Sustainability Reports.

² In the GRI Standards, Equal Remuneration has been combined with Diversity and Equal Opportunity.

MATERIAL TOPIC BOUNDARIES

| MATERIAL TOPIC | DESCRIPTION | BOUNDARY |
|--|--|--|
| GOVERNANCE | | |
| 1 Anti-Corruption | Business practices that serve to avoid corruption, such as our Code of Conduct. | Our business practices impact the reputation of our firm in the business community. |
| EMPLOYEES AND COMMUNITIES | | |
| 2 Occupational Health and Safety | Initiatives to measure, manage and reduce safety incidents, and protect employee health. | Our approach to these topics has a direct impact on the employees inside our organization. |
| 3 Employment | Professional opportunities and employee benefits delivered by our firm. | |
| 4 Training and Education | Investments in our employees' development. | |
| 5 Local Communities | Benefits delivered to local communities. | |
| 6 Diversity and Equal Opportunity ² | Opportunities for employees of diverse backgrounds at all levels of our business, including women. | Our approach to these topics has a direct impact on the employees inside our organization. |
| 8 Non-Discrimination | Providing a workplace and organization free from discrimination. | |
| CLIENTS AND PROJECTS | | |
| 9 Economic Performance | Economic value generated and distributed through our business activities. | Our economic performance impacts our shareholders, employees and partners. |
| 10 Indirect Economic Impacts | Our investment in infrastructure projects. | Our projects impact the communities in which they take place. |
| OPERATIONAL EXCELLENCE | | |
| 11 Emissions | Greenhouse gas emissions resulting from our operations. | The efficiency with which we use resources in our operations impacts the environment. |
| 12 Energy | Energy used in our operations. | |
| 13 Water | Water used in our operations. | |
| 14 Effluents and Waste | Waste resulting from our operations. | |

Since the materiality assessment first conducted prior to our 2015 report, WSP joined with Parsons Brinckerhoff. Both firms 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.

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.

In 2018, we will conduct an updated materiality assessment in alignment with the GRI Standards to ensure our reporting reflects WSP's prominent position in the global market.

¹ Material topics and boundaries are unchanged from WSP's 2015 and 2016 Sustainability Reports.

² In the GRI Standards, Equal Remuneration has been combined with Diversity and Equal Opportunity.

Engaging our Stakeholders

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.

“In holding ourselves accountable to our clients, shareholders and all other stakeholders, we encourage open dialogue and transparent relationships at all levels of our global operations.”

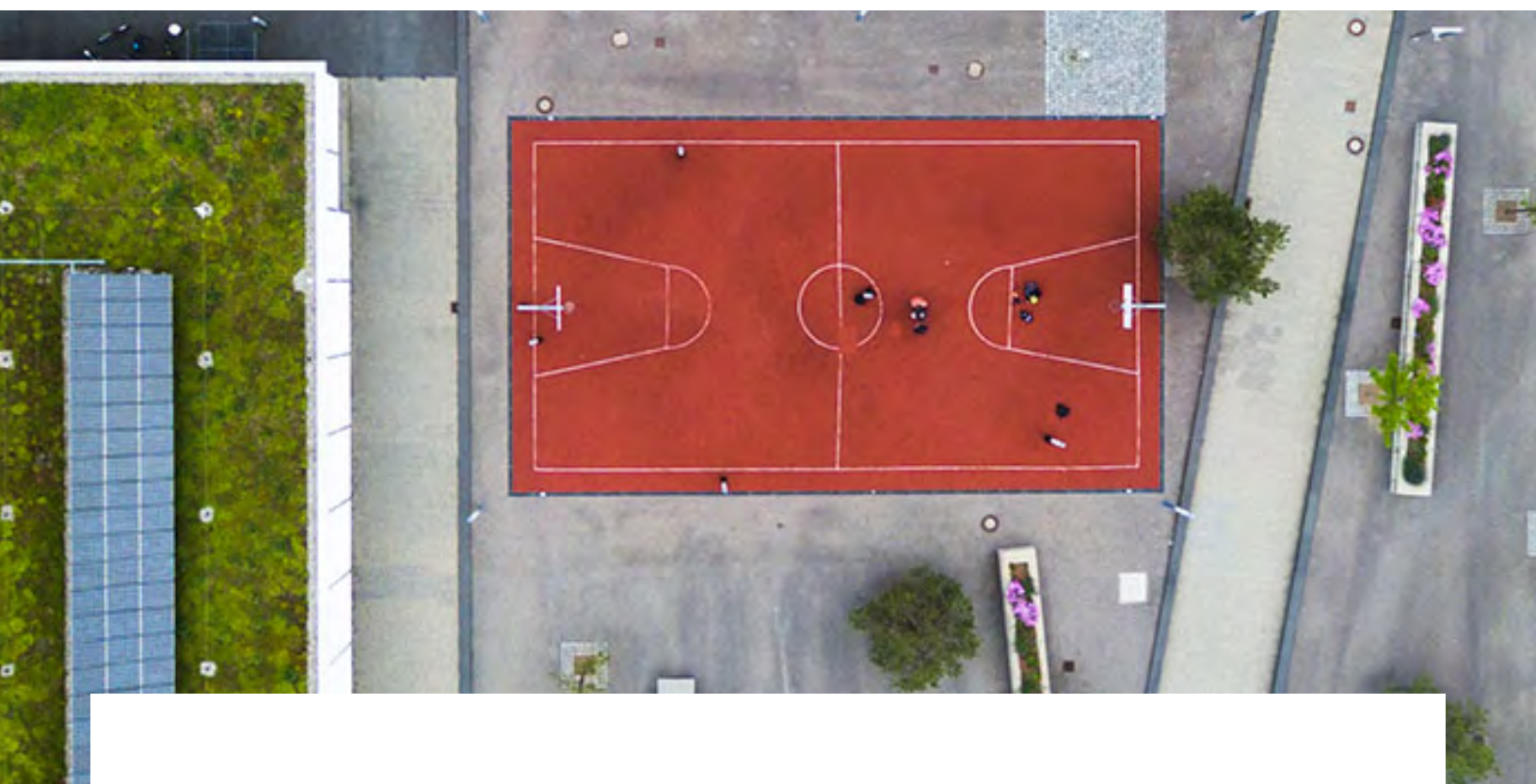
ISABELLE ADJAH
SENIOR VICE PRESIDENT, INVESTOR
RELATIONS AND COMMUNICATIONS



**MATTHIEU LE BLANC, MIREILLE EHOSSOU,
MARCY BEN-AMI, EDUARDO MARQUES
CANADA**

| STAKEHOLDER | TYPE OF ENGAGEMENT | FREQUENCY OF ENGAGEMENT | ENGAGED AS PART OF REPORTING PROCESS | COMMENTS/QUESTIONS/EXAMPLES OF FEEDBACK |
|------------------------|---|--|--------------------------------------|---|
| EMPLOYEES | <ul style="list-style-type: none"> — Employee surveys — Townhall meetings — Information cascaded from leadership, via team meetings — Leadership Forum activities — Leadership global conferences, e.g. in San Diego in 2017 — Global internal communications (intranet, emails) and local intranets — Annual and Sustainability Reports — Leadership interviews — Ad hoc engagement: in 2017, all employees were invited to take part in a brand survey, six months after the launch of the refreshed WSP brand | From daily to annually | Yes | <p>Results of the employee brand survey: The brand and its messaging resonated positively with many employees - they are proud of it and find it relatable.</p> <p>Employees requested examples where WSP's Guiding Principles are being applied to help increase their understanding of WSP's brand messaging. Feedback from the Brand survey was applied to the production of the 2017 Annual Report  and various related internal and external campaigns across the organization.</p> |
| INVESTORS AND ANALYSTS | <ul style="list-style-type: none"> — Investor relations activities including: investor days, meetings, roadshows, conferences, discussion with senior executives, conference calls — Website postings <p>Continuous disclosure, including:</p> <ul style="list-style-type: none"> — Financial reports — Press releases and media relations — Annual Information Form — Management Information Circular — Annual Report — Annual Meeting of Shareholders | Ongoing; ad hoc; quarterly to annually | Yes | Investors and analysts value interaction with WSP's operational leaders, specifically heads of regions/sectors. These individuals are increasingly included in our IR activities. |
| CLIENTS | <ul style="list-style-type: none"> — Project communications — Project feedback received from clients — Infrastructure: Interviews with clients in relation to thought leadership topics (new mobility in 2017) — Property & Buildings: Thought leadership program, consisting of engagement with 40 clients annually — Client interviews for features in our client magazine The Possible . | Ad hoc, annually and on an ongoing basis for client projects | Yes | <p>Feedback on new mobility was used as a contribution to the New Mobility Now  report, released October 30, 2017.</p> <p>Our Property & Buildings thought leadership program helps us to better understand the threats and opportunities clients would like us to research.</p> |

| STAKEHOLDER | TYPE OF ENGAGEMENT | FREQUENCY OF ENGAGEMENT | ENGAGED AS PART OF REPORTING PROCESS | COMMENTS/QUESTIONS/EXAMPLES OF FEEDBACK |
|--|---|--------------------------------|---|--|
| BUSINESS PARTNERS, INCLUDING SUB-CONTRACTORS, JOINT VENTURE AND CONSORTIUM PARTNERS | — Project communications | Ad hoc | Yes | N/A |
| SUPPLIERS | — Procurement | Ad hoc | No | N/A |
| GOVERNMENTS, INCLUDING REGULATORY AUTHORITIES | — Project work communications involving government agencies | Ad hoc | In some cases | N/A |
| INDUSTRY BODIES | <ul style="list-style-type: none"> — Participation on key industry association committees — Attendance at industry functions — Sponsorship of industry events and research — Trade displays — Thought leadership | Ad hoc | No | N/A |
| LOCAL COMMUNITIES | <ul style="list-style-type: none"> — Consultation on behalf of clients within projects — Local community involvement/charity work — Sponsorship and donations | Ad hoc | No | N/A |



Governance

% OF DIRECTORS WITH BUSINESS EXPERIENCE IN:

HUMAN RESOURCES

75%

HEALTH AND SAFETY AND SUSTAINABILITY

50%

RISK MANAGEMENT AND RISK MITIGATION

75%

Corporate Governance

WSP Global Inc.'s Board of Directors is responsible for the stewardship of the Corporation and oversees the conduct, direction and results of the business of the Corporation. The Board of Directors' duties and responsibilities are set out in its [formal charter](#) and include the development of corporate governance guidelines and principles, compliance 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. The descriptions of the Corporation's Corporate Governance Guidelines, Board of Directors, Committees, and other matters described in WSP's [2018 Management Information Circular](#) reflect the Corporation's compliance with National Instrument 58-101 - *Disclosure of Corporate Governance Practices*, National Policy 58-201 - *Disclosure of Corporate Governance Practices* and Canadian corporate governance best practices.

Sustainability Governance

WSP's senior leaders form the Global Leadership Team, driving global initiatives and growth in our various sectors and geographies. Our sustainability governance parallels this

model. 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 [2018 Management Information Circular](#) also presents on pages 34 and 35 a description of the Board of Directors' Nomination Process and Skills Matrix, stating that six out of eight (75%) directors in office as at March 26, 2018 have business experience in human resources.¹ In addition, four of the eight (50%) directors in office have business experience in Health, Safety and Sustainability, and six out of eight (75%) in Risk Management and Risk Mitigation. In 2017, a presentation was made to update our Directors on sustainability reporting and initiatives, as well as recognition WSP has received in this area.

Corporate Risk

Led by our Vice President of Internal Audit, in 2017 WSP updated its Enterprise Risk Management (ERM) program. Seven corporate risk categories were identified, as follows: **People; Ethics; Projects; IT Security;**

¹ Information published in our 2018 Management Information Circular, dated March 26, 2018

Regulatory; Finance and Emerging (Trends). The categories represent 16 specific risks in total; as part of the program, these 16 risks have been aligned with each region, and their respective mitigating mechanisms and controls analyzed to determine whether they address these risks optimally. Following these assessments, action plans are being put in place to ensure that the mechanisms and controls are effective.

Discussion of the risks encompassing these seven risk categories may be found in section 21 on pages 86-99 of the Corporation's annual [Management's Discussion and Analysis](#) ¹ for the year ended December 31, 2017.

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.

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 having regard to the need to foster and promote diversity. The Corporation has policies in place with respect to the identification and nomination of female 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. Moreover, the Corporation adopted a "Global Diversity and Inclusion Policy" that highlights the Corporation's view that diversity is critical in building a culture of innovation, engagement and performance. This policy applies across WSP and all employees and contractors. For further information, please refer to page 36 of WSP's [2018 Management Information Circular](#) ¹.

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

BOARD MEMBERS OVER 50 YEARS OLD¹

87.5%

FEMALE GLOBAL SENIOR CORPORATE TEAM MEMBERS¹

20.8%

FEMALE BOARD MEMBERS¹

37.5%

diversity objectives, and monitors the implementation of these guidelines.

As at March 26, 2018, three of our current Directors were women, representing 37.5% of our Directors. The Board believes the effectiveness of the current nomination process in achieving the Corporation's gender diversity objectives is demonstrated as all three women on the Board have been nominated after 2013. As at March 26, 2018, there were five women out of twenty-four members of WSP Global Inc.'s senior management team, representing 20.8% of WSP Global Inc.'s senior management team.



¹ Information published in our [2018 Management Information Circular](#) ¹, dated March 26, 2018

Ethical Business Practices

WSP's reputation 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 and privacy policies, is one of our top priorities. The success of the Compliance and Ethics program is the responsibility of the Chief Ethics and Compliance Officer, whose performance assessments and incentives are notably contingent on the program's successful implementation.

Code of Conduct


On a global level, WSP has a Code of Conduct; a Gifts, Entertainment and Hospitality Policy; a Working with Third Parties Policy, an Anti-Corruption Policy, and a Global Privacy Policy (collectively, the "Code"), which apply to all operating entities as well as the Corporation's directors, officers, employees and contract workers. The Board of Directors is responsible for approving the Code of Conduct, which was last reviewed, amended and approved in March 2018. In addition, the Global Privacy Policy was approved and launched in May 2018.

The Code is accessible to all employees through the Corporation's intranet sites, and to the general public via WSP's [website](#) . It is available in several different languages to facilitate its use in regions where WSP primarily operates. More information regarding the Code and training on the Code is available on page 30 of [WSP's 2018 Management Information Circular](#) .

Gifts, Entertainment and Hospitality and Conflicts of Interest Registry

One of the tools the Corporation uses to identify and manage Gifts, Entertainment and Hospitality (GEH) and Conflicts of Interest is the GEH 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.

Third Party Code of Conduct

At WSP, relationships with business partners are an integral part of daily business. WSP expects its third-party business partners to conduct their business lawfully and in accordance with the principles set out in the Code. WSP's [Third Party Code of Conduct](#)  summarizes the values set out in the Code as they apply to third parties, providing a set of governing principles for ethical behaviour when interacting with WSP or on its behalf. The Third Party Code of Conduct is used in WSP's operating regions and we are currently working to increase controls surrounding third party compliance at the regional level.

Management Approach to Anti-Corruption


LEGAL FRAMEWORK

As described in the Code, the Corporation has a zero-tolerance policy 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 (UKBA).

As the Corporation's success and reputation depends upon the trust of clients and other stakeholders, its commitment to maintaining zero tolerance to all forms of corruption extends beyond regulatory compliance. For instance, the Corporation strives to keep the topic front-of-mind for employees, notably through extensive e-learning onboarding and refresher training, live training sessions for key employees, communications with employees, as well as tailored compliance tools.

RISK ASSESSMENT


The Corporation's annual [Management's Discussion and Analysis](#)  for the year ended December 31, 2017 describes in detail the organization's risk factors in section 21 on pages 86-99.

The Corporation assesses risks for corruption in several ways, including the following:

- Enterprise risk management (for further information, refer to page 40 of the [2018 Management Information Circular](#) 
- Due diligence procedures for our business partners, as described in the [Working with Third Parties Policy](#) . These are notably based on country, transaction, and relationship risks;
- Global and regional project risk committees;

- Global and regional Delegation of Authority policies.

Confidential Business Conduct Hotline

The Corporation's "Confidential Business Conduct Hotline" provides a means for employees as well as the general public to raise issues of concern anonymously with a third-party service provider (Expolink). Access to information about the hotline is highly visible through a direct click from the front page of global and regional intranets, the website, regular internal communications, videos, presentations and poster campaigns in certain regions. Further information on the hotline is available in the [Code of Conduct](#) .

Evaluating our Approach to Compliance and Ethics

WSP's Board of Directors and its Governance, Ethics and Compensation Committee have oversight of Compliance and Ethics activities, and a quarterly progress report is made to the Governance, Ethics and Compensation Committee. The Compliance and Ethics program is also evaluated through internal monitoring and audit by the Corporation's Internal Audit department. In addition, evaluation is possible through reporting tools such as the Gifts, Entertainment and Hospitality and Conflicts of Interest Registry and the Confidential Business Conduct Hotline.

2017 Progress

- In 2017, the interactive e-training program on our Code was available to

all employees and incorporated into our onboarding procedures.

- As at December 31, 2017, approximately 97% of employees had completed the onboarding e-training program on our Code.¹
- As at December 31, 2017, the Code had been communicated to all members of the Board of Directors, who sign a certification of compliance to the Code on a yearly basis.
- As at December 31, 2017, the Code was available to 100% of employees of all categories, in all regions, through the Corporation's intranet or internet sites.
- At this time, we do not have data available on the percentage of our business partners who had received the Third Party Code by December 31, 2017.

2018 Program

In 2018, we will focus on strategically positioning Compliance and Ethics matters at WSP by increasing the governance surrounding the Compliance and Ethics program, as well as creating targeted, impactful communications to give our policies and programs strong visibility. Our objectives include:

- Formalize and adopt a Compliance and Ethics Charter by the Board of Directors, which clearly establishes the role of the Compliance and Ethics team within the Corporation.
- Launch the new global privacy program, which informs employees about how WSP uses personal information and includes the release of a new Global Privacy Policy and underlying documentation.
- Take part in information sessions targeting the Corporation's leadership program to provide information on their role in setting the tone at the top.
- Inform employees regarding revisions to the Code of Conduct.
- Roll out a new whistleblowing campaign, which will feature a series of posters to increase awareness of this reporting mechanism.
- Develop an anti-corruption campaign, focusing on the Gifts, Entertainment and Hospitality Policy.
- Reinforce the use of the Gift, Entertainment and Hospitality Registry as part of the Corporation's business practices.

¹ Training rates cannot be reported by employee category and region. This statistic excludes employees of acquisitions made during 2017.

Climate Change and our Business

“Increasing transparency makes markets more efficient, and economies more stable and resilient.”


MICHAEL R. BLOOMBERG
CHAIR, TASK FORCE ON
CLIMATE-RELATED FINANCIAL
DISCLOSURES

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 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 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.


Our Global Leadership Team regularly reviews the risks facing our business, including those related to climate change, and determines the appropriateness of established and proposed mitigation measures. Operating businesses are responsible for reporting up to the

Global Leadership Team, identifying material changes in risk profiles. The outputs of risk management procedures are reported to the Global Leadership Team and the Corporation's Board of Directors and Audit Committee on a quarterly basis. More information on WSP's risks, opportunities and management approaches related to climate change are discussed in our CDP Climate Change response. Specific financial implications and costs of actions taken to manage risks/opportunities are not reported. General corporate risks are discussed in the Corporation's [Management's Discussion & Analysis](#)  for the year ended December 31, 2017 (pages 86-99).

The Task Force on Climate-related Financial Disclosures (TCFD) acknowledges that:

- Climate change represents a growing systemic threat;
- High-quality, consistent financial information is needed to understand potential risks and opportunities associated with climate change; and
- The need for transparency in company valuation and to assess organizational risks is growing.

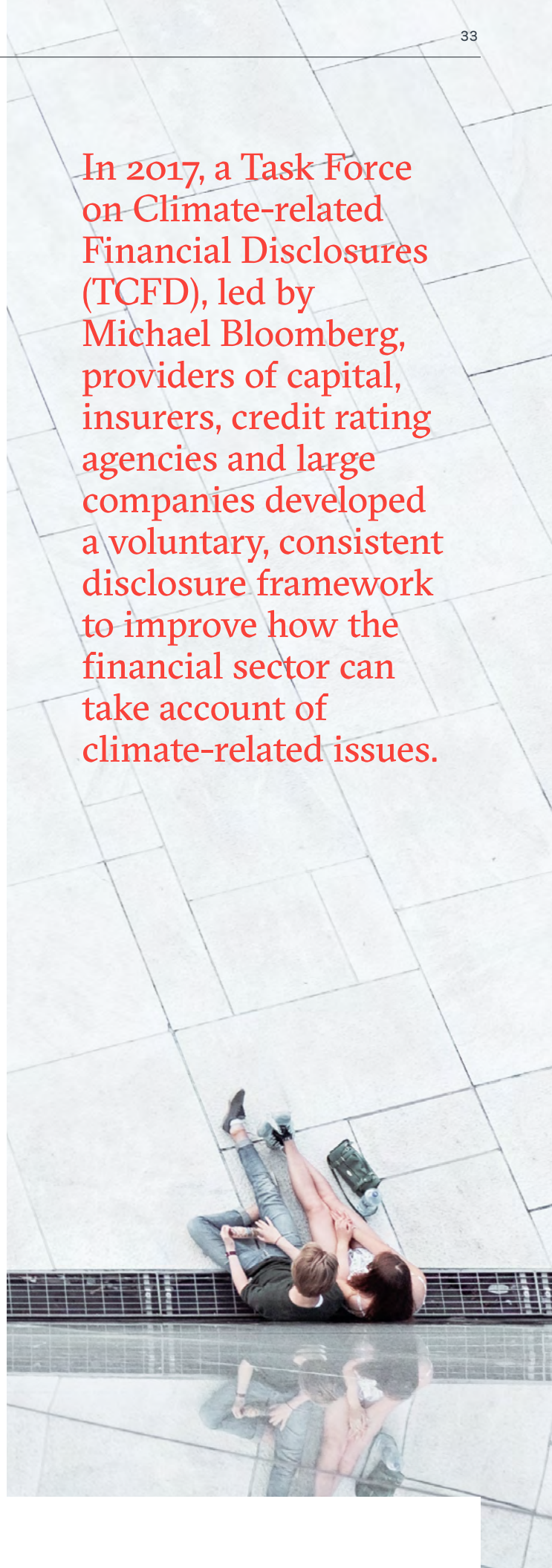
In June 2017, the TCFD published recommendations aligned with existing disclosure frameworks, designed to advance understanding of climate change and business by investors. Recommendations focus on increasing transparency in governance, strategy, risk management, and metrics and targets.

Recognizing that climate change considerations are increasingly influencing business decisions, WSP already discloses much of the recommended information through this Sustainability Report, as well as in the annual CDP Climate Change questionnaire, and will look to advance this disclosure. Further, our [experts help clients](#)  understand, manage and disclose their climate change risks and opportunities, to thrive in a rapidly changing business and natural environment. The table below summarizes climate change risks and opportunities identified and managed by WSP, set in the framework of risk and opportunity areas defined by TCFD.

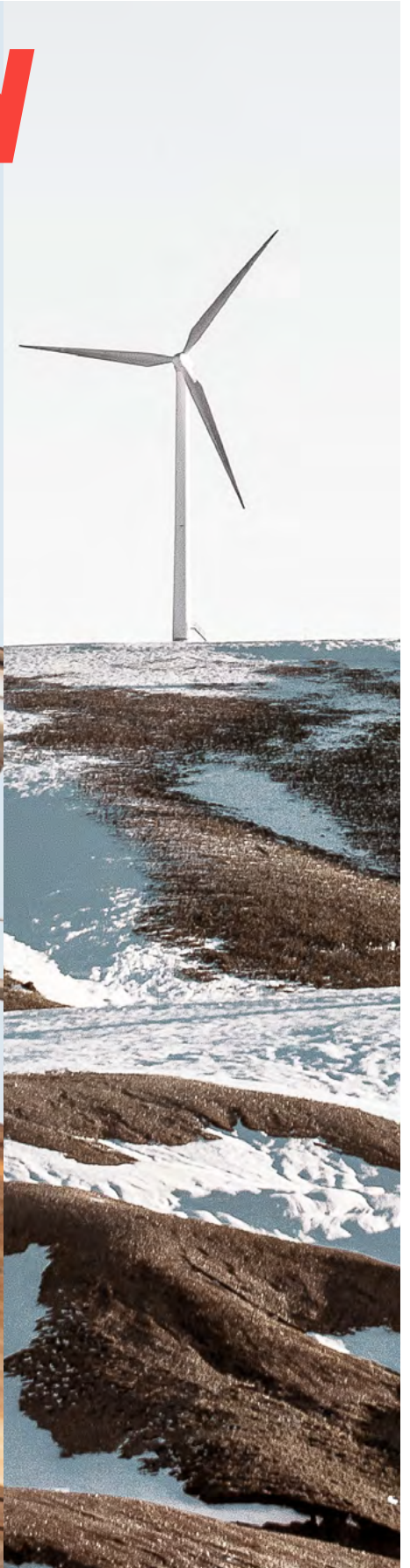
Consult our [2017 CDP Climate Change questionnaire response](#) .

| TCFD CLIMATE CHANGE RISKS AND OPPORTUNITIES | | WSP'S RESPONSE |
|---|---------------------|--|
| TRANSITION RISKS | Policy and Legal | Potential failure to respond to market demands for our advice on changing regulations, standards and business trends |
| | Technology | |
| | Market | |
| | Reputation | |
| PHYSICAL RISKS | Acute | Potential disruptions to offices, IT systems and ability of our employees to travel to work, and to conduct site work |
| | Chronic | |
| OPPORTUNITIES | Resource Efficiency | Increased demand for our low-carbon power generation advisory |
| | Energy Source | |
| | Products/ Services | Increased demand for our low carbon designs and solutions, including advisory related to changing energy and carbon regulations and best practices |
| | Markets | |
| | Resilience | |

In 2017, a Task Force on Climate-related Financial Disclosures (TCFD), led by Michael Bloomberg, providers of capital, insurers, credit rating agencies and large companies developed a voluntary, consistent disclosure framework to improve how the financial sector can take account of climate-related issues.



Clients and Projects




Introduction


We believe that the greatest benefit we can provide in sustainability is through the projects we deliver, and this is reinforced by feedback we receive from clients. Our people contribute to making project outcomes more sustainable and future ready, supported by our specialized teams.


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 Adaptation and Resiliency](#) 

[Environmental and Social Impact Assessment \(ESIA\) and Planning](#) 

[Sustainability, Energy and Climate Change](#) 

As we launch our Future Ready program in more regions, we share [insights](#)  on how this thinking is applied to projects in all sectors, going beyond the solutions traditionally delivered by our Sustainability and Environment teams.

“Our Future Ready program is having real impact – delivering better client advice, differentiating WSP, and helping retain and attract the best people to our business.”

DAVID SYMONS
UK DIRECTOR OF SUSTAINABILITY



Scorecard

| PRIORITY | OBJECTIVE | 2017 ACHIEVEMENTS | 2018 FOCUS |
|-----------------------------|---|--|---|
| FUTURE READY | Provide forward-thinking advice and unparalleled expertise to help our clients thrive in a changing world | Strengthened the Future Ready program in the UK by continuing to embed this offering in our operations | Launch Future Ready in Australia, Canada, the Middle East, Sweden and the United States Continue to capitalize on strong sustainability brand message globally |
| INTERNATIONAL COLLABORATION | Collaborate globally to offer our latest thinking through astute advice to our clients to overcome the world's most significant sustainability challenges | 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 | Continue to build on project relationships created through our 2017 collaboration efforts Foster teamwork through our consistent global brand |
| INDUSTRY LEADERSHIP | Become recognized leaders in sustainability | Shared insights on topics including Resilience, Technology, Mobility, Places and Society | Continue to lead in our industries, by anticipating the future and planning for it today Invite clients, potential clients and industry leaders to Future Ready launch events in new regions |



Menlyn Maine Central Square

PRETORIA, SOUTH AFRICA

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

[Read More](#)

CASE STUDY



Future Ready Program

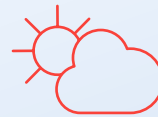
How clear is your vision of the future?

At WSP, we know our future world will be very different from today's in many ways. We also know that current design codes across the world do not necessarily account for what we are anticipating. This is why we believe so much in Future Ready, our global program designed to bring clarity and vision to complex challenges.

We see the future more clearly through key trends in climate change, society, technology and resources, and challenge our teams to work with our clients to advise on solutions that are both ready for today and the years to come.

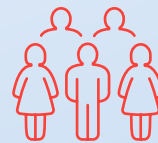
With the Future Ready program, our experts help clients prepare for self-driving cars, ubiquitous renewables, ultra-flexible places, more severe weather events and increasing loneliness, amongst many other factors. Including trends in our advice to clients helps them plan for the long term, and makes good business sense.

Learn more about WSP's [Future Ready Program](#) .



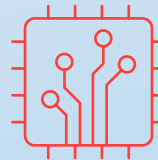
CAN WE PLAN INFRASTRUCTURE TO COPE WITH CLIMATE CHANGES?

Rainfall will become more extreme but less reliable, leading to increased flooding, with extreme rainfall events to double by 2050 in Canada.



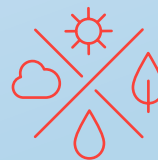
CAN WE BUILD COMMUNITIES TO RESPOND TO ISOLATION?

One-person households are the largest area of growth in the UK. As we become more connected, the future is likely to be increasingly lonely.



CAN WE DESIGN ROADS AND COMMUNITIES TO BE READY FOR ELECTRIC, SELF-DRIVING CARS?

Parking typically uses 15-30% of an urban area. New mobility offers the possibility to rethink our transport and revitalize streets.



CAN WE THINK WITH END-OF-LIFE DECONSTRUCTION AND REUSE IN MIND?


Buildings and infrastructure will be seen as assets and not as waste in a circular economy model.

In 2017, we continued to embed Future Ready offerings in our operations, with strengthening of the program in the UK and preparation for the launch in Australia, Canada¹, the Middle East, Sweden and the United States in 2018.

We believe that by designing for the long and short term, and by sharing our approach and insights, we progressively help cities, communities and clients get ready for the future.

Future Ready delivers peace of mind for our clients, lower life-cycle costs, and resilience.

Sharing our insights

Our experts have written articles and white papers that bring to life how we are seeing the future more clearly. Please visit our [insights](#) .




NEW MOBILITY NOW

Automated, connected, electric and shared mobility together with new business models are transforming the world of transport.

Get [our practical guide](#) .



BUILDING OUR WAY OUT OF A CRISIS

Can we capitalize on our cities' public assets to provide homes for the future? Get [our white paper](#) .

“Future Ready is a world-class initiative setting WSP apart and placing our business at the heart of creating a resilient future-ready world. We are convinced that we have what it takes to help our clients design lasting solutions for the development of better communities and optimal environments for the generations to come.”

ALEXANDRE L'HEUREUX
PRESIDENT AND CEO

Q1 2018, EARNINGS CONFERENCE CALL



CASE STUDY



Climate Adaptation Assessment for the City of Calgary

CANADA

The earth's atmosphere is changing as a result of greenhouse gas emissions, and these have led to an overall warmer global climate and shifts in local weather patterns. The Assessment considered how this will impact the City of Calgary and how they should adapt.

[Read More](#) 



CASE STUDY



Moving the River Toward

UK

The Tarka railway line in North Devon runs beside an aggressive meander of the River Toward and had been subject to significant scouring, resulting in failure of a retaining wall supporting the railway embankment. WSP implemented a full river diversion, permanently moving the cause of the problem away from the railway asset, to minimize future maintenance and protect the railway for the long term.

[Read More](#) 

¹ Future Ready was launched in our Canadian market in the second quarter of 2018.



CASE STUDY



Exmouth Sea Defences

UK

Recent high tides almost overtopped flood defences in Exmouth, so there was a need to identify how best to protect the properties from both present day and increased future flood risk. WSP developed a mixture of flood walls, flood gates and individual property protection. With our flexible managed adaptive approach, the flood defences will protect houses and businesses to the required standard for 30 years, without massively affecting the area and its usage today.

[Read More](#)



CASE STUDY

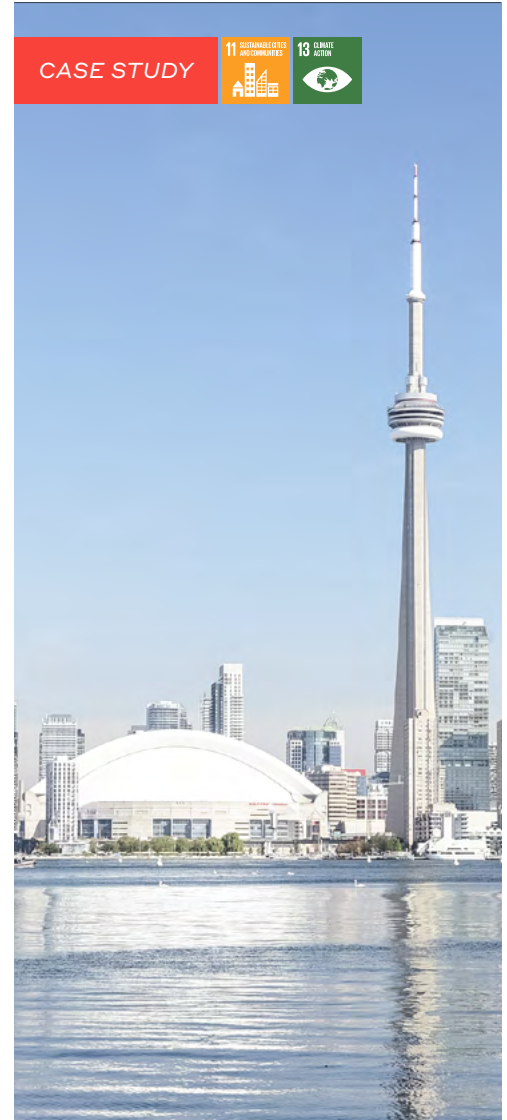


22 Bishopsgate Evacuation Strategy

UK

The UK's population is getting older and heavier, a trend that must be considered for emergency evacuations. Research has shown that the physical effort required to evacuate down numerous floors by stairs is so intense that some could suffer a heart attack. For 22 Bishopsgate, a 62-storey office building in London, WSP proposed a lift evacuation so that everyone, regardless of their physical limitations, will be able to evacuate the building quickly and without delaying others. The solution went beyond pure compliance with building regulations and has been integrated into the vertical transport strategy.

[Read More](#)



CASE STUDY



Toronto Complete Streets Design Guidelines

CANADA

WSP was a key part of the multi-disciplinary team that was awarded the City of Toronto's Complete Streets Design Guidelines study. The study team reviewed, integrated, and built upon Toronto's existing road, bikeway, public realm, and streetscape policies and design guidelines.

[Read More](#)

Infrastructure Programs

With more than 18,900 transportation and infrastructure professionals, we are one of the world's largest service providers in this domain.

In 2017, our Transportation and Infrastructure service line [@](#) generated CAD 2.7 billion of net revenues¹ by providing our clients with expert advisory on a commercial basis. We bring the latest technologies and a culture of innovation to our work to meet community needs for mobility, connectivity, sustainability and resilience.

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

NUMBER OF TRAINS PER HOUR

80+

YEAR LONDON'S OLDEST STATION OPENED

1836



London Bridge Station

LONDON, UK

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

[Read More](#) [@](#)

¹ Non IFRS measure

Awards

We are pleased to present a selection of our 2017 awards for sustainability matters within our regional businesses.

Asia

Tai Lam Centre for Women, Hong Kong

2017 Special Award for Sustainable Design

Hong Kong SAR Government Architectural Services Department

WSP: *civil and geotechnical engineering consultant*

The Public Transport Interchange at Hung Shui Kiu Area 13, Hong Kong

Recognized for innovation and sustainable features at the Hong Kong Housing Authority Quality Public Housing Construction and Maintenance Awards Ceremony

WSP: *civil, structural and geotechnical engineering consultant*


Jurong Town Hall, Singapore

Building and Construction Authority (BCA) Green Mark Platinum Award for Buildings 

WSP: *architectural services; civil and structural/mechanical and electrical consultant*

Australia – New Zealand

Queen's Wharf, Brisbane, Queensland

Green Building Council of Australia 2017 6-Star Green Star Communities Rating 


WSP: *a wide range of services including structural and infrastructure*

WSP in Australia-New Zealand certified as a Great Place to Work® for 2017-2018

Great Place to Work® Institute 

Scored above average in the key attributes of trust, pride and collaboration

Tonsley Innovation District, South Australia

Australia Award for Urban Design , Delivered Outcome – Large Scale

WSP: *a wide range of services including sustainability, mechanical and electrical*

Canada

Google Canada's Engineering & Development Team Headquarters (Phase 1)

2017 NAIOP Greater Toronto Real Estate Excellence (REX) Awards

Green Award of the Year, Finalist

WSP: *LEED Consultants*

Vancouver Convention Centre

Canada Green Building Council Leadership Awards

Excellence in Green Building (Existing Building)

WSP: *sustainability consultant*

Humber River Hospital, Toronto

CaGBC Greater Toronto Chapter, Innovation in LEED awards

New Construction, Winner

WSP: *structural and sustainability services*

Central Europe and Nordics

Munich Airport Terminal 2, Germany

Skytrax "Five-star Airport" status renewed

WSP: construction management - core refurbishment of washroom facilities

Flens Framtida Vattenförsörjning, Flen, Sweden

CEEQUAL Excellent project- Design Only Award for 20-kilometre water pipeline

WSP: design and assessment


Arlanda Airport Long-Term Car Park, Sweden

CEEQUAL Excellent project- Whole team Award


WSP: design and assessment

United States


American Society of Civil Engineers

2017 Outstanding Employer Recognition Award  (for support of young engineers in WSP's New York City office)

Beverly Willis Architectural Foundation

2017 Foundation Award to USA CEO Gregory A. Kelly  for advancing the role of women in the building industry

Hispanic American Construction Industry Association (HACIA)

Corporate Leadership Award for 2017 for WSP's involvement with HACIA  in the Chicago metropolitan area and contribution in the Hispanic community



EDWIN NAJAFI
SWEDEN

Partnerships



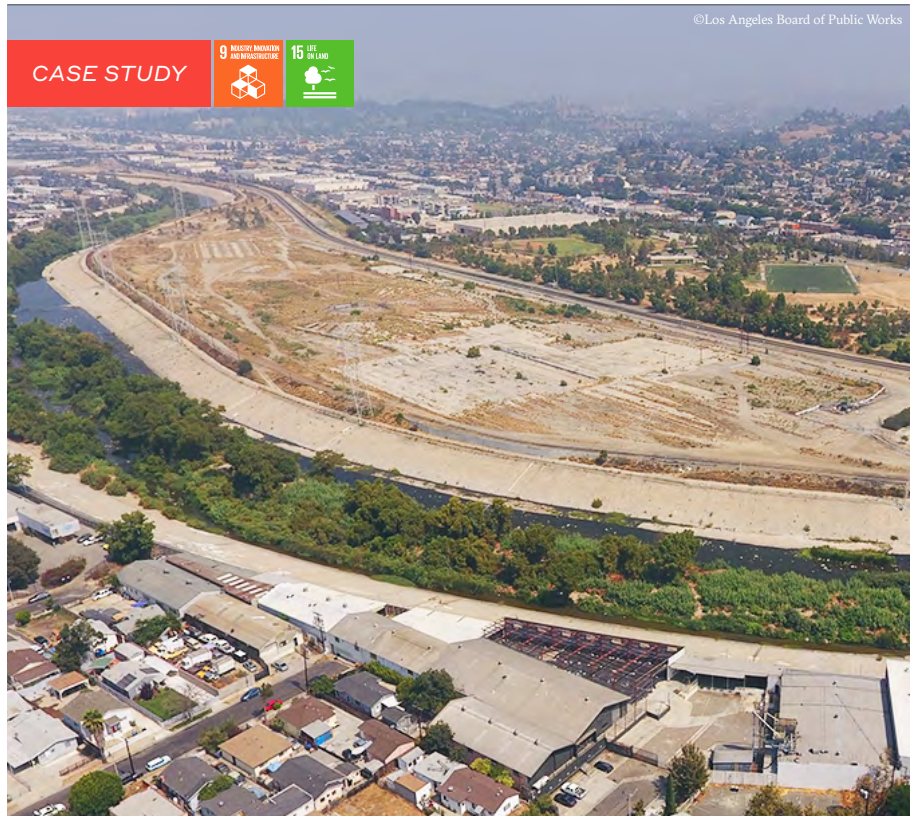
CDP Consultancy Partner

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.



GRESB Global 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.



Taylor Yard River Park

LOS ANGELES, US

A long-abandoned railroad freight yard along the Los Angeles River will get a new lease of life as a public park, and WSP is leading the effort that will make it possible. The Taylor Yard River Park will be developed on the site of the former Union Pacific Railroad freight rail transport yard in Los Angeles, which has remained unused since 2006. The new 16-hectare park is scheduled for completion in the summer of 2021, and will provide significant new green space and river access in one of the most heavily urbanized regions in the US. As part of its design and environmental services, WSP is preparing an implementation plan and pre-design report that includes a site remediation strategy and concept designs for phased development.

[Read More](#)

Operational Excellence



Introduction

We are committed to measuring and managing environmental practices in our operations and improving them over time.

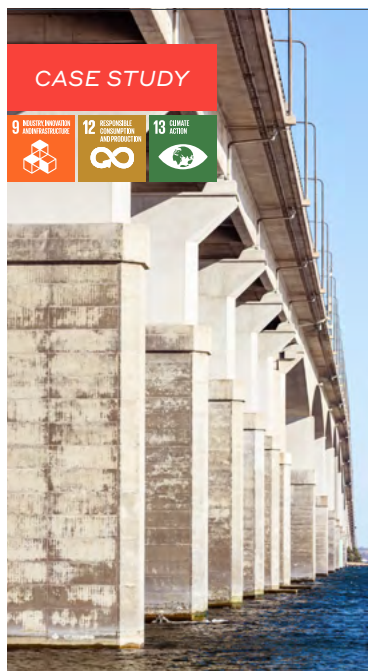
The figures presented in this section represent the performance of our global operations in approximately 550 offices across 40 countries. For 2017, we have integrated sustainability information for WSP's global operations and all acquisitions completed in 2017, and have also restated 2015 and 2016 performance figures to incorporate those acquisitions, for comparability.

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




Scorecard

| PRIORITY | OBJECTIVE | 2017 ACHIEVEMENTS | 2018 FOCUS |
|--|--|---|--|
| SUSTAINABILITY INFORMATION IMPROVEMENT | Collect environmental, social and governance performance data for our global operations | Collected a third consecutive year of performance data for our global company | Continue to work with significant operations to improve data collection and support future target-setting and achievement |
| ENERGY AND EMISSIONS MANAGEMENT | 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 | Obtained third-party verification of our GHG emissions inventory Achieved a score of A- on our 2017 CDP Climate Change response | Continue to pursue third-party verification of our GHG emissions inventory |
| RESOURCE USE MONITORING | Monitor and manage our resource use recognizing that, as an office-based business, we do not have significant waste generation or water consumption impacts | Aggregated actual and estimated water and waste performance for our global operations | Continue to report on year-over-year performance and management efforts to reduce our waste generation and water consumption |
| DISCLOSURE | Share our progress with stakeholders by measuring, managing and disclosing our sustainability performance annually | This report communicates our 2017 sustainability performance, including year-over-year changes relative to our 2015 baseline and 2016 performance | Continue to engage our stakeholders and raters, and incorporate their feedback to continuously enhance our reporting and performance |




Reducing Climate Impact from Concrete Bridge Construction

SWEDEN

Daniel Ekström from our Bridge and Hydraulic Design team in Sweden was one of the authors of a paper entitled Climate impact optimization in concrete bridge construction, presented at the 39th International Association for Bridge and Structural Engineering (IABSE) Symposium in Vancouver, Canada in 2017¹. The paper describes an extensive research project carried out by industry players in Sweden to develop guidelines for carbon optimization of concrete bridges. A list of research partners can be found in the IABSE [summary paper](#) .

A large proportion of the emissions from the construction of roads and railways arise from the production of steel and concrete. Several existing concrete bridges were analyzed, and opportunities for reducing greenhouse gas emissions came to light. The result is a guide on how to use current technology to construct “climate-smarter” bridges. By combining knowledge from all stakeholders and disciplines at the early stages, a large reduction in the negative climate impact of concrete bridge construction can be obtained.

[Read More](#)  (in Swedish only)

¹Ekström, D., Rempling, R., Simonsson, P. et al (2017)

Climate impact optimization in concrete bridge construction

39th IABSE Symposium, September 21-23 2017, Vancouver, Canada - Engineering the Future: 1161-1161.



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

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

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

HONG KONG

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

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



Südliches Überseequartier

GERMANY

The proposed Südliches Überseequartier mixed-use development is located in the Hafencity area, against the banks of the River Elbe in Hamburg. It includes a large retail area combined with gastronomical and entertainment offerings, 650 apartments, office space, 3 hotels and a cruise terminal. In a joint venture with local consultant atmosrad°, and with colleagues from our London and Bristol offices, WSP's German team is providing BREEAM consultancy services at the master plan level (BREEAM Communities) on this major urban development. Südliches Überseequartier is due for completion in 2021 and will set new benchmarks for future retail and leisure developments in Hamburg. Due to the complex mix of uses and phasing, we are working closely with our partners and our client Unibail-Rodamco-Westfield to develop and implement strategies that adequately match the local context of the project, as well as industry standards.



MILLION AUD PROGRAM

400

NUMBER OF FACILITIES

3

Lower South Creek Treatment Program

AUSTRALIA

The Lower South Creek Treatment Program will provide new and upgraded infrastructure to improve quality, capacity and reliability to three Wastewater Treatment Plants (WRP) in Sydney's North-West.

The program is adopting several innovative process technologies which will be a first for Australia. It will deliver significant sustainability outcomes, and help pave the way to a more sustainable water services industry. One of these is the transfer of biosolids from Quakers Hill WRP to a regional biosolids hub at St Marys WRP, creating feasibility for a new anaerobic digestion plant with Thermal Hydrolysis Pre-treatment (THP). This will deliver processing efficiencies and allow for co-generation with energy recovery from the biogas produced.

The project will also be Sydney Water's first to undertake an independent sustainability certification under the Infrastructure Sustainability Council of Australia's IS rating tool.

As part of a Joint Venture and using a Delivery Partner model, WSP is providing program delivery management services, including commercial and design management.

Environmental Performance¹

Energy Consumption

In 2017, WSP's offices consumed approximately 551,000 gigajoules (GJ) – or 153 million kilowatt-hours (kWh) – of non-renewable energy, which includes electricity, natural gas, district heating and cooling and other fuels.² Select facilities purchased renewable energy equivalent to approximately 2,000 megawatt hours (MWh) of electricity (approximately 7,200 GJ). WSP-owned and long-term leased fleet vehicles consumed approximately 200,000 GJ of fuel.

Absolute energy consumption has decreased by approximately 12% since 2015 (restated baseline), due in part to office consolidation.

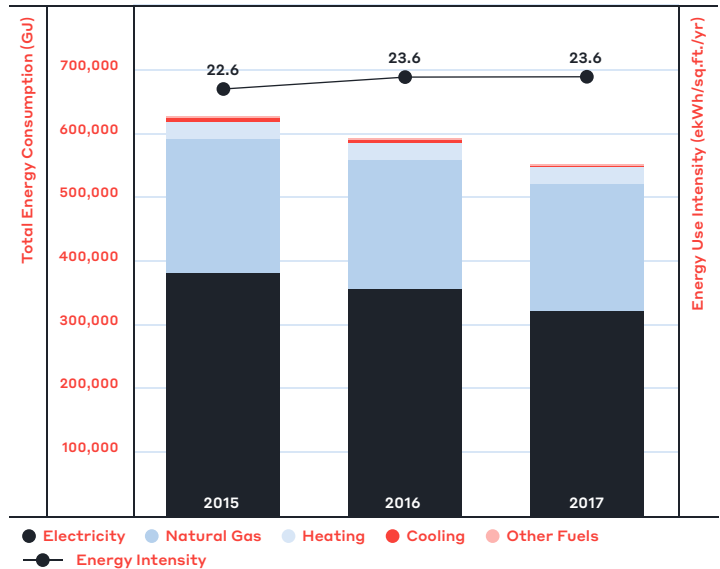
Global average energy use intensity (EUI) based on the total office energy consumed inside our organization including all fuel types, divided by total office floor area was approximately 23 kWh/sq.ft./year. Although this represents an increase of 3% relative to our 2015 baseline, it remains below the average EUI typical of commercial offices in many regions.³ Our offices in Canada have the highest EUI compared to offices in other regions.

¹ 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 integrating acquisitions that took place during 2016 and 2017, we have restated our 2015 baseline and 2016 performance figures presented in this section.

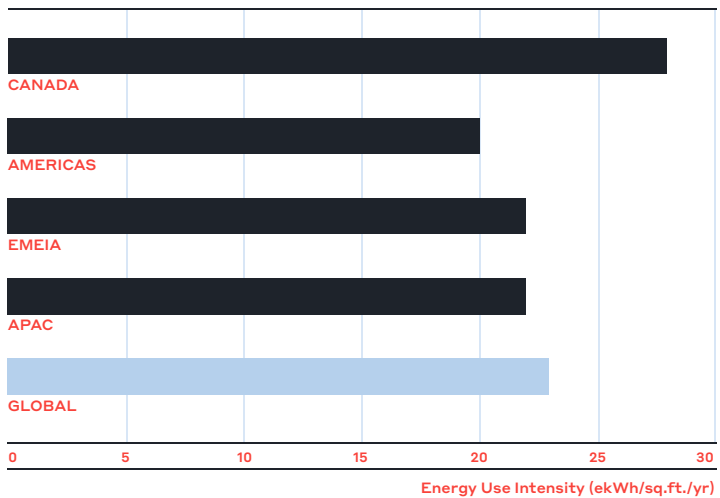
² WSP collected energy consumption data from our facilities. We did not sell any energy in 2017. Energy consumption information was converted to GJ and kWh using conversion factors from EPA Climate Leaders Design Principles Appendix 2, and Energy Star Portfolio Manager Technical Reference: Thermal Energy 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.

³ 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 energy use intensities of 22 to 31 kWh/sq.ft./yr, varying by climate region.

TOTAL ENERGY CONSUMPTION & ENERGY INTENSITY



ENERGY INTENSITY BY REGION



Greenhouse Gas Emissions

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.⁴

In 2017, WSP's operations emitted a total of approximately 83,600 tonnes of carbon dioxide equivalent (tCO₂e) GHG emissions, across the scopes 1, 2 (location-based) and 3 emissions sources noted below.^{5,6}

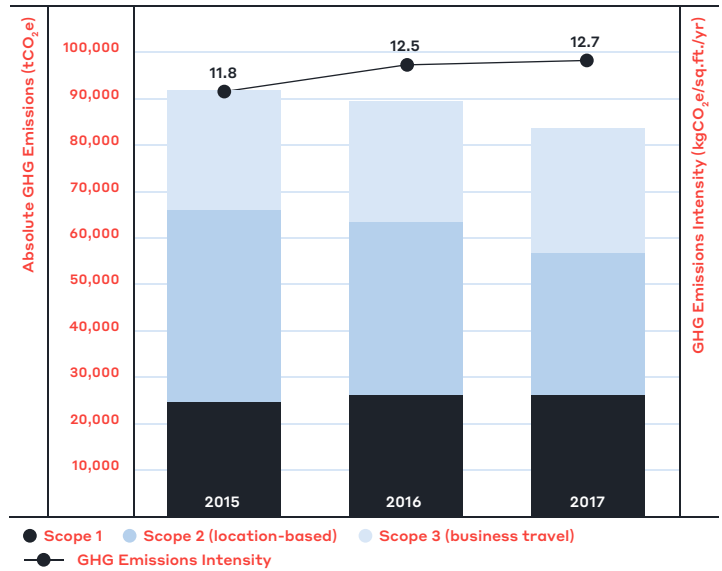
We noted that:

- Two-thirds of measured scope 1, 2 (location-based), and 3 GHG emissions are from office energy use and company vehicle fuel use;
- The remaining one-third of GHG emissions are from business travel;
- Company vehicle use and business travel resulted in approximately 40,000 tCO₂e of emissions;
- Absolute GHG emissions have decreased by approximately 9% since 2015 (restated baseline), due in part to office consolidation; during the same period, GHG emissions intensity has increased by 7%;
- GHG emissions intensity (kgCO₂e/sq.ft./year) are greatest for EMEIA offices, as a result of greater business travel emissions in that region.

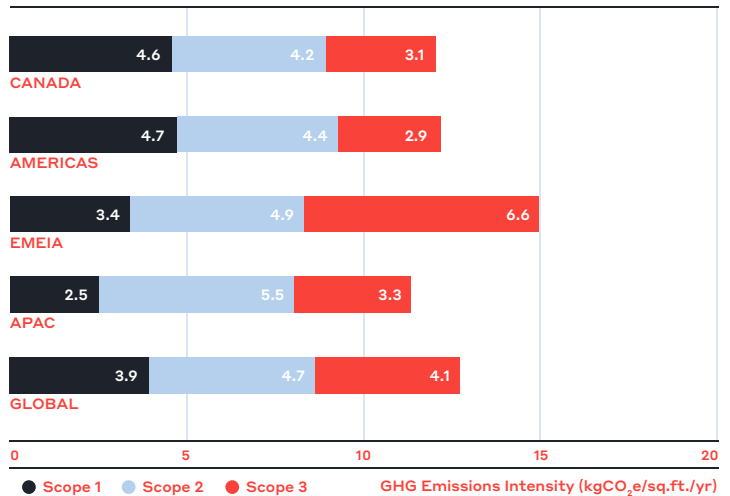
WSP's 2017 location-based scope 2 emissions were approximately 30,700 tCO₂e, while our market-based scope 2 emissions were 31,700 tCO₂e.⁷

To enhance transparency and confidence in our reported performance, WSP sought verification of our 2017 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. The GHG emissions information reported for 2017 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.

ABSOLUTE GHG EMISSIONS & GHG INTENSITY



GHG EMISSIONS INTENSITY BY REGION



⁴ 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).

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 2017 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, NF₃). 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.

⁶ **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.


⁷ 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.



Matt Palmer

VICE PRESIDENT, OFFSHORE WIND MANAGER

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

Offshore wind energy has huge potential to provide power when it is needed, including times of peak demand and when other renewable sources have a shortfall in supply. The US offshore wind industry is very young, with only one commercial wind farm currently in operation. However, with [Vineyard Wind](#) , an 800-megawatt wind farm being developed off the coast of Massachusetts, US offshore wind energy is poised to expand dramatically. WSP will be designing the wind turbine foundations for this pioneering project.

CASE STUDY



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

MATT PALMER

LEEDV4 CERTIFICATION
IN ALBERTA

1st

EMPLOYEES BASED IN
OUR CALGARY OFFICE

+600

WSP's Workplace Guidelines

CANADA

WSP's Workplace Guidelines inform decisions about our office spaces in order to offer our employees effective work settings, while also reducing our operational impact on the environment. Following a period of extensive growth, WSP consolidated over 600 employees from several of its offices across Calgary into a single space spanning five floors and 100,000 sq.ft. in the downtown core. The office exemplifies many features aimed at promoting sustainability, energy performance and health and wellness, helping it to earn LEEDv4 for Interior Design and Construction: Commercial Interiors (ID+C) Silver certification – the first LEEDv4 certification in the province of Alberta.



CASE STUDY

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.

Several major 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 in alignment with its strategic planning cycle.

Water

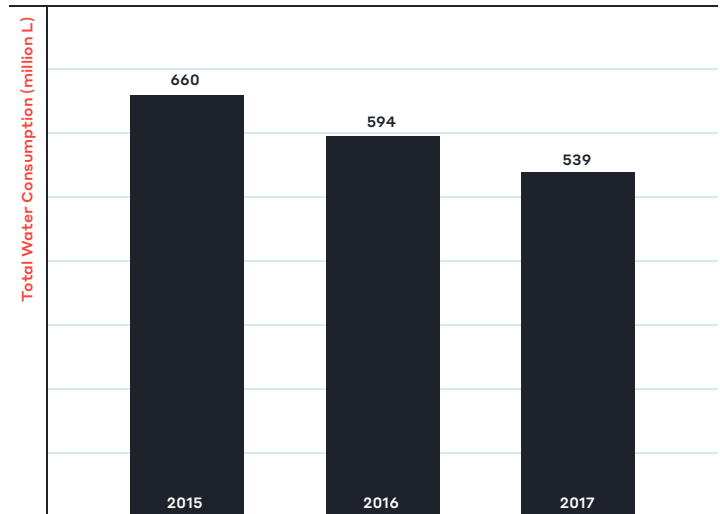
In 2017, WSP's offices withdrew approximately 539 million litres (ML) of water, which is equivalent to approximately 215 Olympic swimming pools.⁸ All water withdrawn was from municipal sources.

Waste

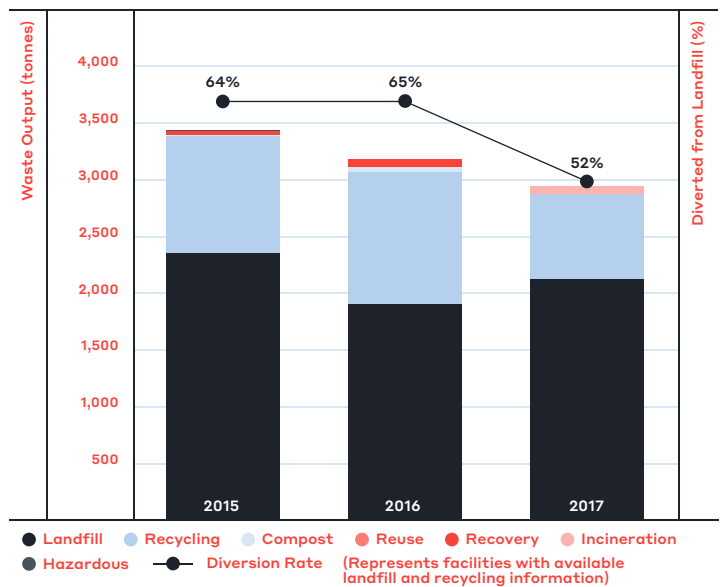
In 2017, our offices produced approximately 2,100 metric tonnes of non-hazardous waste sent to landfill.⁹ Approximately 700 metric tonnes of non-hazardous waste were diverted through recycling, and 69 tonnes were incinerated. Where actual landfill and recycling information was available, our average diversion rate was approximately 52%. No hazardous waste disposal was reported in 2017.

See [Appendix A](#) for a consolidated summary of our organization-wide sustainability performance on key metrics.

TOTAL WATER CONSUMPTION



TOTAL WASTE OUTPUT & DIVERSION RATE



⁸ We collected water withdrawal information from our facilities. Actual water consumption information was available for approximately 11% of total office space globally, comprising 12 million litres. Remaining water consumption 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.

⁹ 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 7% of total office space globally, comprising 175 tonnes of waste to landfill. Remaining landfill waste was estimated from the average waste output intensity for our offices in 2015 with actual data prorated by office floor area. Recycling and other waste output were not estimated if not available.

Employees and Communities



Introduction

At WSP, we strive to take care of our greatest capital: our employees. In this section, we report on various measures our employees and other stakeholders have indicated are important to them, as well as giving an overview of 2017 program highlights and 2018 priorities.

In last year's report, we were proud to present our new brand and the positive impact this would have on employee experience and engagement. May 2018 marked the one-year anniversary of WSP's new brand, including our Guiding Principles. In our 2017 annual report, we celebrated some of the work we are already doing under these Guiding Principles.

2017 Global Program Highlights

Leadership Forum

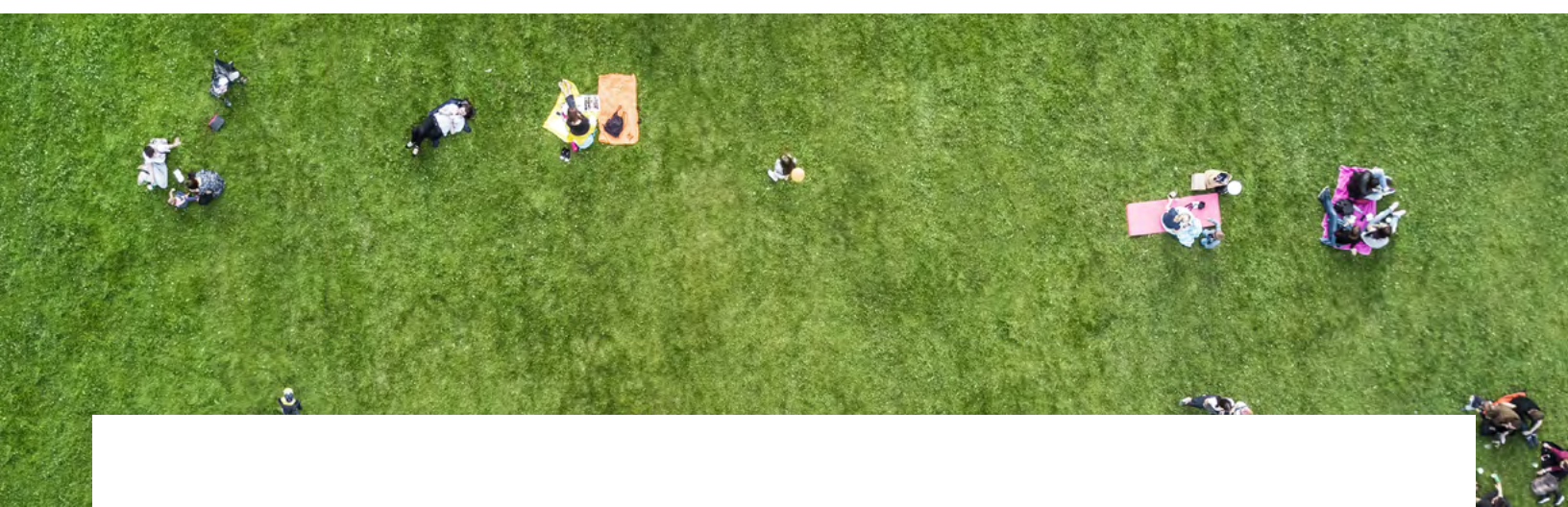
In 2017, one of our highlights was the launch of an exciting talent management initiative across various regions, called the Leadership Forum. We identified approximately 1,000 employees at different stages in their careers, from emerging talent to experienced professionals and senior leaders. The Leadership Forum aims to maintain the engagement and accelerate the development of selected people, to support our vision to become the best global consultancy firm.

We focused on three related initiatives for participants in 2017:

- Our CEO led webcasts reinforcing pillars of communication and networking;
- We carried out a '360 Feedback' exercise, allowing participants to gain insight on their professional and leadership impact;
- We created the Senior Leadership Academy, aiming to enrich the professional development of selected senior leaders.

Global Project Management Academy

The Global Project Management Academy is an intensive, six-month program initiated by our Global Leadership Team, in partnership with the International Institute for Learning (IIL), to showcase and develop our top project managers. One of the objectives is to provide our participants with training on the practices that support project management, aligned with the Project Management Professional (PMP) certification. In 2017, the Academy ran from January to June.



CASE STUDY



CHARLES
LAM
HONG KONG

ANA-LAURA
COSTA
SWEDEN

NUMBER OF WEEKS
AN EXCHANGE LASTS

4

NUMBER OF COLLEAGUES
HOSTED IN SWEDEN IN 2017

8

Employee Exchange Program

At WSP, various regions and participating business units work together to provide international exchange opportunities for talented employees. Initiated by our Swedish business, the objectives of the program are to leverage our best-in-class skills, promote collaborative working and strengthen our global network of technical expertise.

In 2017, our offices in Sweden hosted eight colleagues from other parts of the world, including **Charles Lam** from Hong Kong. Charles, a tunnel and metro ventilation system design professional, spent four weeks with our Traffic Planning and Systems Engineering disciplines in Stockholm. For Charles, it was a great opportunity to explore how we use our existing resources globally, and how our collaboration works.

Ana-Laura Costa, a Geotechnical Engineer from Stockholm, spent a month in Singapore focusing on collaborative working. Following the exchange, Ana-Laura explained that colleagues in Singapore were particularly interested in learning more about WSP's Swedish expertise in tunnel and land reclamation projects.

Scorecard

| PRIORITY | OBJECTIVE | 2017 ACHIEVEMENTS | 2018 FOCUS |
|---------------------|--|---|--|
| DIVERSITY | Weave diversity into the fabric of the organization | Our Global Leadership Team received expert training on gender balance; this expert training was then cascaded to regional leadership teams over the year | Engage Catalyst – a global non-profit organization that builds “workplaces that work for women” – to help us advance our diversity objectives Commit to 30% Club Canada – targeting a ratio of 30% women in our C-suite and on our Board by 2022 |
| EMPLOYEE ENGAGEMENT | Measure the engagement of our employees across the business and act on findings | Our Chief Corporate Services Officer and his global leaders implemented enhancements in information technology, real estate, procurement and human resources, working jointly to optimize “the employee experience” | Support our CEO to engage Leadership Forum participants on key initiatives to build on progress made in 2017. Continue to enhance the employee experience globally while keeping regional needs and realities top of mind |
| TALENT MANAGEMENT | Invest in developing our employees' and leaders' skills, based on our Guiding Principles and our Leadership Competency Model | Revamped our Talent Management Community of Practice with all regions to leverage internal best practices as well as launched a series of Leadership Forum developmental initiatives | Pursue Leadership Forum and succession management focus to accelerate talent growth, including the launch of our first Senior Leadership Academy |
| BRAND ENGAGEMENT | Unite our people across the world under one banner | Launched our united WSP brand internally and externally | Celebrate <u>the first anniversary</u> 🎉 of our brand Continue to share our brand and act on our Guiding Principles, as one united company |
| HEALTH & SAFETY | Foster healthy, safe and sustainable workplaces | Reset our Global H&S Strategy for 2018-2020, including a revised set of Zero Harm roadmap objectives Fully launched International SOS resources for all employees; supported 10,250 safe and successful employee business trips Completed 530 Safety Tours with senior management, making safety leadership visible Set an overall target maximum Lost Time Injury Rate (LTIR) of 0.1 (per 100,000 hours worked): - Achieved global year-end LTIR of 0.07 | Continue to achieve an overall target maximum LTIR of 0.1 Continued focus on mitigating our key risks: driving, overseas working and people-plant-vehicle interfaces Introduce the iSMS incident reporting app to further enhance our reporting culture Ensure that all newly acquired businesses are embedded into our positive safety culture |
| DATA COLLECTION | Report globally on sustainability and continuously improve our disclosure practices | Continued to track and report on material employee indicators | Track and review additional regional/global employee metrics and review quarterly at business meetings |

Our Employees

Employment Practices^{1,2}

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, and learning and development opportunities.

TOTAL WORKFORCE BY REGION AND GENDER

As at December 31, 2017³

| Canada | | | |
|--------------|--------------|--------------|--------------|
| | 2015 | 2016 | 2017 |
| MALE | 5,821 | 5,265 | 5,475 |
| FEMALE | 2,495 | 2,322 | 2,438 |
| TOTAL | 8,316 | 7,587 | 7,913 |

| EMEIA | | | |
|--------------|---------------|---------------|---------------|
| | 2015 | 2016 | 2017 |
| MALE | 9,025 | 10,807 | 11,745 |
| FEMALE | 3,510 | 4,280 | 4,691 |
| TOTAL | 12,535 | 15,087 | 16,436 |

| Americas | | | |
|--------------|--------------|--------------|--------------|
| | 2015 | 2016 | 2017 |
| MALE | 5,153 | 5,312 | 6,394 |
| FEMALE | 2,425 | 2,475 | 3,158 |
| TOTAL | 7,578 | 7,787 | 9,552 |

| APAC | | | |
|--------------|--------------|--------------|--------------|
| | 2015 | 2016 | 2017 |
| MALE | 3,798 | 3,869 | 5,557 |
| FEMALE | 1,706 | 1,791 | 2,430 |
| TOTAL | 5,504 | 5,660 | 7,987 |

¹ 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.

² Data have been provided by Regional HR with no specific assumptions made.

³ Data reported cover global employees as of December 31, 2017. Workforce broken down by region and gender is not yet available for some 2017 acquisitions (Opus, POCH, ConCol, LBG and Wirthensohn); as a result, the available percentage breakdown is applied to the total workforce to estimate the number of workforce members in each category for those acquisitions. Two late-2017 acquisitions, Traxif Oy and ISS Proko Oy, are not captured in these figures as employee information was not yet available.

TOTAL NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER¹

| | Full-Time | | | Part-Time | | |
|---------------|---------------|---------------|---------------|--------------|--------------|--------------|
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| MALE | 21,966 | 22,334 | 25,525 | 723 | 1,242 | 1,848 |
| FEMALE | 8,542 | 9,055 | 10,495 | 883 | 1,173 | 1,477 |
| TOTAL | 30,508 | 31,389 | 36,020 | 1,606 | 2,415 | 3,325 |

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER²

| | Permanent | | | Temporary | | |
|---------------|---------------|---------------|---------------|--------------|--------------|--------------|
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| MALE | 22,480 | 23,576 | 27,373 | 1,273 | 1,677 | 1,798 |
| FEMALE | 9,634 | 10,228 | 11,972 | 546 | 640 | 745 |
| TOTAL | 32,114 | 33,804 | 39,345 | 1,819 | 2,317 | 2,543 |

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION³

| | Permanent | | | Temporary | | |
|-----------------|-----------|--------|--------|-----------|------|------|
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| CANADA | N/A | 7,353 | 7,696 | N/A | 234 | 217 |
| AMERICAS | N/A | 6,925 | 8,781 | N/A | 862 | 771 |
| EMEIA | N/A | 14,312 | 15,475 | N/A | 775 | 961 |
| APAC | N/A | 5,214 | 7,393 | N/A | 446 | 594 |

¹ Employees broken down by employment type and gender is not yet available for some 2017 acquisitions (Opus, POCH, ConCol, LBG and Wirthensohn); as a result, the available percentage breakdown is applied to the total number of employees to estimate the number of employees in each category for those acquisitions. Two late-2017 acquisitions, Traxif Oy and ISS Proko Oy, are not captured in these figures as employee information was not yet available.

² Employees broken down by employment contract and gender is not yet available for some 2017 acquisitions (Opus, POCH, ConCol, LBG and Wirthensohn); as a result, the available percentage breakdown is applied to the total number of employees to estimate the number of employees in each category for those acquisitions. Two late-2017 acquisitions, Traxif Oy and ISS Proko Oy, are not captured in these figures as employee information was not yet available.

³ Employees broken down by employment contract and region is not yet available for some 2017 acquisitions (LBG in the United States); as a result, the available percentage breakdown is applied to the total number of employees to estimate the number of employees in each category for those acquisitions. Two late-2017 acquisitions, Traxif Oy and ISS Proko Oy, are not captured in these figures as employee information was not yet available. Number of employees by employment contract was not collected by region for 2015.



PIERRE MUKENDI
CANADA

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 2017, we had a total voluntary turnover rate of 14%. Each region monitors turnover rates on a quarterly basis, and implements strategies to optimize retention. We had healthy activity in recruitment, with a 20% new hire rate showing our business grew organically in terms of numbers of employees overall. This is a slight increase from the new hire rate in 2016 and 2015 (18% for both years).

Employee Experience

Our Chief Corporate Services Officer and his global leaders continue to oversee information technology, real estate, procurement and human resources. The wider team is working jointly to optimize the “employee experience.” Through 2017 we continued to enhance our employee workplace

strategy, which is supported by appropriate governance for corporate leasing and workplace design, including our newly launched Workplace Guidelines. WSP workplaces should provide a fully functional and flexible environment for our employees, enabling a reliable and consistent connection to each other through various tools and technologies.

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, 2017, employees in Sweden, Finland and France, representing approximately 11% of the Corporation's total employees and the majority of its unionized employees, were covered by collective bargaining agreements which are renewable on an annual basis.¹

NEW HIRES AND EMPLOYEE TURNOVER²

| | Canada | | | Americas | | | EMEIA | | | APAC | | | Total | | |
|--|--------|-------|-------|----------|-------|-------|-------|-------|-------|------|------|-------|-------|-------|-------|
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| NUMBER OF NEW HIRES | 865 | 874 | 1,313 | 1,191 | 1,285 | 1,420 | 2,349 | 2,707 | 3,004 | 750 | 939 | 1,330 | 5,515 | 5,805 | 7,067 |
| NEW HIRE RATE | 16% | 12% | 18% | 17% | 19% | 20% | 21% | 22% | 20% | 14% | 18% | 24% | 18% | 18% | 20% |
| NUMBER OF EMPLOYEES WHO LEFT THE COMPANY | 1,032 | 1,627 | 1,361 | 1,573 | 1,318 | 1,304 | 1,936 | 2,082 | 2,333 | 926 | 904 | 1,140 | 5,467 | 5,931 | 6,138 |
| TURNOVER RATE | 19% | 22% | 18% | 23% | 20% | 18% | 17% | 17% | 16% | 17% | 17% | 21% | 19% | 19% | 18% |
| VOLUNTARY TURNOVER RATE | 10% | 13% | 14% | 14% | 12% | 13% | 13% | 12% | 12% | 12% | 14% | 18% | 13% | 12% | 14% |

¹ Collective bargaining information is not yet available for some 2017 acquisitions (Opus) and is not captured in this figure. Two late-2017 acquisitions, Trafrix Oy and ISS Proko Oy, are not captured in these figures as employee information was not yet available.

² New hires and employee turnover by region is not yet available for some 2017 acquisitions (LBG in the United States). Two late-2017 acquisitions, Trafrix Oy and ISS Proko Oy, are not captured in these figures as employee information was not yet available.

Employment Benefits

The table below summarizes benefits available to full and part time employees in our principal operating regions. ¹

2017 EMPLOYMENT BENEFITS

| | Canada | US | UK | Sweden | Australia | China Region ² |
|------------------------------------|----------------|----|----------------|--------|-----------|---------------------------|
| LIFE INSURANCE | ● ³ | ● | ● | ● ● ● | - | ● |
| HEALTH CARE | ● ³ | ● | ● ⁴ | ● | - | ● ⁴ |
| DISABILITY AND INVALIDITY COVERAGE | ● ³ | ● | ● ⁴ | ● ● ● | ● | ● ⁴ |
| PARENTAL LEAVE | ● ³ | ● | ● | ● ● ● | ● | ● |
| RETIREMENT PROVISION | ● ³ | ● | ● | ● ● ● | ● | ● |
| STOCK OWNERSHIP | ● ³ | - | - | - | - | - |

● FULL-TIME ● PART-TIME ● TEMPORARY

APPROXIMATE HOURS
SPENT ON LEARNING AND
DEVELOPMENT ACTIVITIES

699,000

Learning and Development

In 2017, employees spent a total of approximately 699,000 hours on learning and development activities, compared to approximately 644,000 hours in 2016 and 530,000 hours in 2015.⁵ This equates to approximately 20 hours for each full time equivalent employee, compared to 19 hours in 2016 and 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 2017, we complemented formal training with online learning videos, designed to share useful knowledge in a quick and engaging format. Topics included tools supporting WSP's ethical practices, business development strategies, and professional subjects such as new transportation design concepts in cities.

2018 Professional Development Priorities

In 2018 we will focus on advancing two of our key programs for professional development, the **Global Project Management Academy** (see: "2017 Global Program Highlights") and the **Senior Leadership Academy**.

Building upon our Leadership Forum initiatives, the **Senior Leadership Academy** is designed to hone our capabilities to drive our business and cultural priorities. Participants will join a six-month program designed to offer development and networking opportunities in view of increasing their strategic leadership and executive presence, while broadening their global connections. The 2018 program includes the launch of the first cohort of the Academy.

¹ Benefits are reported for significant locations of operation, defined as those countries with over 1,500 employees (Canada, USA, UK, Sweden, Australia and China). Information on employment benefits is not yet available for some 2017 acquisitions in these regions (Opus and LBG). With recent acquisitions, some countries in our Latin America region and operations in New Zealand now exceed 1,500 employees and information on employee benefits in those regions will be reported in our 2018 report. Benefits provided in each region remain generally unchanged since global tracking began in 2015.

² Hong Kong and Mainland China

³ If employed more than 22.5 hours per week

⁴ Grade-dependent

⁵ Data reported for 2017 represent 99% of full time employees, not counting 2017 acquisitions for which this information is not yet available (Opus, POCH, ConCol, LBG, Wirthensohn, Traxif Oy and ISS Proko Oy), while data reported for 2016 and 2015 represents 99% and 73% of full time employees respectively. Training hours cannot be reported by gender and employee category.

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 was implemented in 2015. The policy is available for all employees and applicable to all our operating entities. In combination with the regional handbook and any regional

WSP employment policies, it 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.

Regional Diversity Committees have been established in the majority of the Corporation's principal operating regions, and each regional Managing Director is accountable for the local application of the Diversity and Inclusion Policy.

GENDER DIVERSITY BY EMPLOYMENT CATEGORY¹

| | Business Leaders | | | Middle Management | | | Engineers & Consultants | | | Business Support | | | Total | | |
|---------------|------------------|------|------|-------------------|------|------|-------------------------|------|------|------------------|------|------|------------|------------|------------|
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| MALE | 88% | 86% | 86% | 79% | 78% | 77% | 73% | 73% | 72% | 41% | 31% | 28% | 70% | 70% | 70% |
| FEMALE | 12% | 14% | 14% | 21% | 22% | 23% | 27% | 27% | 28% | 59% | 69% | 72% | 30% | 30% | 30% |

¹ Data reported for 2017 represent 98% of full time employees, not counting 2017 acquisitions for which this information is not yet available (Opus, POCH, ConCol, LBG, Wirthensohn, Trafix Oy and ISS Proko Oy).



GENDER DIVERSITY BY EMPLOYMENT CATEGORY¹

| | Business Leaders | | | Middle Management | | | Engineers & Consultants | | | Business Support | | | Total | | |
|---------------------|------------------|------|------|-------------------|------|------|-------------------------|------|------|------------------|------|------|-------|------|------|
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| 30 AND UNDER | 0% | 0% | 0% | 3% | 4% | 3% | 39% | 40% | 37% | 21% | 25% | 19% | 24% | 26% | 25% |
| 31-50 | 46% | 48% | 49% | 62% | 64% | 63% | 48% | 46% | 48% | 55% | 53% | 57% | 53% | 52% | 52% |
| 51 AND OVER | 54% | 52% | 51% | 35% | 32% | 34% | 13% | 14% | 15% | 24% | 22% | 24% | 23% | 22% | 23% |

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 Balance

Management truly views gender balance as a business and economic opportunity and is determined to enhance the Corporation's competitive edge by tapping into 100% of the market and 100% of the talent pool. For those reasons, during 2017, the Corporation retained the services of one of the world's leading global consultancy firms focused on gender balance. We believe that to drive change, we must equip our

leaders in all regions and cultures of the world with a strategic understanding and the management skills to work across genders. With the help of the consultancy firm, WSP organized in 2017 and continues to hold in 2018 strategic sessions for leaders to build, debate and own the business case for gender balance, share and discuss the current situation and how to understand it, raise awareness on how to achieve sustainable improvements in balance in leadership, and be equipped with the skills and competencies to implement the requisite changes. The Corporation is determined to continue its efforts in 2018 by defining and implementing an action plan toward the goal of achieving greater gender balance.

Specific targets or quotas for gender or other diversity categories throughout the organization have not previously been adopted due to the need to consider a balance of criteria for each individual employee appointment. In 2018, we became a member of the 30% Club Canada, thereby indicating our support for the notion that it is good business practice to have women holding 30% of C-Suite and board seats. As a member, we share the aspiration to reach that goal by the end of 2022 in Canada. We anticipate this change at the leadership

level will support the advancement of gender balance throughout the organization.

In 2018, WSP also joined Catalyst as a global member. By joining Catalyst, WSP has access to tools, guides, online courses, training and other services to accelerate and advance women in leadership.

We assess the effectiveness of our strategies at achieving the organization's diversity objectives, including gender balance; monitor the implementation of the Diversity and Inclusion Policy; and report annually to the Board of Directors on progress made.

Equal Remuneration²

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.

¹ Data reported for 2017 represents 98% of full time employees, not counting 2017 acquisitions for which this information is not yet available (Opus, POCH, ConCol, LBG, Wirthensohn, Trafax Oy and ISS Proko Oy).

² Quantitative metrics related to equal remuneration cannot be disclosed for the global company or significant locations of operation due to confidentiality.

Occupational Health and Safety


Introduction

Our approach to effective 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 our Regional Leadership Teams.

WSP complies with all applicable H & S laws and regulations. We are committed to providing our employees and others who may be affected by our activities with a healthy and safe environment in which to work. As our business grows through acquisition and organically, we continue to integrate new employees into our way of working.

Our commitment is outlined in our [Health and Safety Policy](#) , which establishes a framework for our H&S program and underpins our efforts to proactively incorporate health and safety expectations and standards into all aspects of our business, having equal importance to our commercial and operational activities. WSP's Global Head of Health & Safety is responsible for the content of the policy, which is signed by our global Chief Operating Officer and applies to all our operating entities.

Our Health and Safety Policy is reviewed on an annual basis and the last review was completed in January 2018. WSP Global Inc.'s Board of Directors and its Governance, Ethics and Compensation Committee provide leadership and oversight of H&S, confirm health and safety policy and review performance for all its regions and businesses.

Our [Expectations for Health and Safety Management](#)  further define minimum requirements for H&S management in all our activities, and are supported by five standards prescribing a consistent approach to key management activities:

- Standard 101 – Major Incident Response;
- Standard 102 – Incident Investigation;
- Standard 103 – Reporting Requirements;
- Standard 104 – International Travel;
- Standard 105 – Global Crisis Management Protocol.

These Expectations and Standards are based on international best practices including BS OHSAS 18001 (“British Standard Occupational Health and Safety Assessment Series 18001”).

WSP encourages all our employees to “make safety personal” and contribute to our performance by reporting what they see into our reporting tool “iSMS”, enabling us to learn from adverse events, near misses and other safety observations.

OVERALL TARGET LOST TIME INJURY RATE (LTIR) FOR 2017

0.1

GLOBAL YEAR-END LTIR

0.07

Recording and Reporting Accident Statistics

Our “Standard 103 - Reporting Requirements” sets out the requirements for consistent safety, health and environmental reporting throughout all our business units. The minimum requirements of this Standard apply to all business units and corporate functions and to all joint ventures, partnerships and associated companies in which the Corporation has a controlling interest or where, with the agreement of our partners, our “Zero Major Incident” aims, our “Expectations for Health and Safety Management” and “Standard 103” are adopted.

Each region and business unit is responsible for ensuring that the requirements of this Standard are incorporated into their Health and Safety management system or standard operating procedures.

HEALTH AND SAFETY PERFORMANCE¹

| | Lost-Time Injury Rate ² | | | Injury Rate ³ | | | Occupational Disease Rate ⁴ | | | Work-Related Fatalities | | |
|---------------------------|------------------------------------|------|------|--------------------------|------|------|--|------|-------|-------------------------|------|------|
| | Per 100,00 hours | | | Per 100,00 hours | | | Per 100,00 hours | | | | | |
| | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 | 2015 | 2016 | 2017 |
| CANADA | 0.09 | 0.04 | 0.05 | 0.49 | 0.33 | 0.41 | 0 | 0 | 0.007 | 0 | 0 | 0 |
| US | 0.09 | 0.05 | 0.10 | 0.18 | 0.25 | 0.39 | 0.006 | 0 | 0 | 0 | 0 | 0 |
| LATIN AMERICA | 1.23 | 0.43 | 0.27 | 1.27 | 0.53 | 0.40 | 0 | 0 | 0 | 0 | 0 | 0 |
| EMEIA | 0.04 | 0.07 | 0.06 | 0.11 | 0.13 | 0.15 | 0 | 0 | 0.010 | 1 ⁵ | 0 | 0 |
| ASIA | 0.08 | 0.13 | 0.06 | 0.08 | 0.09 | 0.07 | 0 | 0 | 0 | 0 | 0 | 0 |
| AUSTRALIA/ NEW ZEALAND | 0.15 | 0.00 | 0.07 | 0.30 | 0.17 | 0.21 | 0 | 0 | 0 | 0 | 0 | 0 |
| GLOBAL | 0.11 | 0.07 | 0.07 | 0.24 | 0.21 | 0.25 | 0 | 0 | 0.006 | 1 | 0 | 0 |

Progress in 2017

In 2017, we continued to develop and implement our arrangements for managing H&S across our global operations, in line with our Expectations for Health and Safety Management. Several newly acquired businesses were on-boarded during the year.

- Our Global H&S strategy was reset for the years 2018-2020, including a revised set of Zero Harm roadmap objectives to continue to encourage a positive safety culture across our business.
- We remained focused on increasing awareness of the risks arising from our activities and particularly on mitigating risks associated with overseas working, driving on company business and people-plant-vehicle interfaces.

- We continued to encourage our employees to report events we can learn from and saw an increase in overall reporting to our iSMS system of 20%.
- We advanced our arrangements to support employees who travel internationally for business, supporting 10,250 safe and successful business trips.
- We provided visible and tangible safety leadership, with our senior management completing 530 Safety Tours.
- For 2017 we set an overall target Lost Time Injury Rate (LTIR) of 0.1. During 2017, we achieved a global average year end LTIR of 0.07.

¹ Health and safety rates cannot be reported by gender or for workers who are not employees. Absentee information is not available for all regions and is not reported. Injury and occupational disease rates are calculated as per Standard 103, an internal WSP standard. Legacy OPUS employees are not included in the reported rates for 2017; employees from this acquisition will be captured in future reporting.

² Lost-Time Injury Rate: includes lost time injuries >1 day, counting calendar days, beginning 24 hours after the injury; aligns with Lost Day Rate defined in GRI.

³ Injury Rate: includes major injuries, lost time injuries >1 day and injuries requiring medical treatment beyond first aid.

⁴ Occupational Disease Rate: includes new cases of moderate to severe work-related ill health; occupational disease reporting varies by region due to different regional statutory requirements.

⁵ Due to a road traffic accident involving a male employee.

Interacting with our Communities¹

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 2017, the Corporation had 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 2017, we also implemented a policy regarding corporate donations and sponsorships for WSP Global Inc. at its Montreal headquarters, and set up a formal committee to oversee governance.

In the first half of 2018, we are undertaking a round of consultations with our regions to define common pillars and make a recommendation for a global philanthropy program in 2019.

Our Regions in the Community

Asia

Caring Company Status for the 8th Consecutive Year, Hong Kong

This is the eighth consecutive year WSP has been awarded Caring Company Status. The Hong Kong Council of Social Service renewed WSP's status in recognition of our commitment to caring for our employees, community and environment. WSP's in-house Hong Kong Volunteering Team also received the Gold Award for Volunteer Service from the Hong Kong Social Welfare Department for volunteering 1,180 hours to our community in 2017. Founded in May 2010, the volunteering team has over 100 members who support a variety of community causes.

YEARS OF CONSECUTIVE CARING COMPANY STATUS FOR WSP

8

HOURS THE HONG KONG VOLUNTEERING TEAM VOLUNTEERED IN 2017

1,180

Asia

Children's Shoe Painting Event, Guangzhou, China

For the second year in a row, WSP volunteers from the Guangzhou office and their children organized a shoe painting event in collaboration with the World Vision charity organization. Working in partnership with shoe manufacturer TOMS, since 2009 World Vision has been donating shoes to children in the mountainous and rural areas of China, where many families cannot afford new footwear. Our volunteers helped the delighted participants add a little sparkle and colour to their new shoes.



CHILDREN PARTICIPATED IN THE SHOE PAINTING EVENT

30

¹ The percentage of operations with local community engagement programs has not been quantified.

Our Regions in the Community

Asia

Two-Day Exchange Program with Teenagers at Dongguan, China

WSP volunteers partnered with the Aberdeen Kai-fong Welfare Association to accompany 17 Hong Kong high school children from under-privileged families on a two-day visit organized by the Dongguan Social Welfare Center in China. During the visit, the young people visited elderly migrant workers and other disadvantaged members of the community. In addition, our volunteers organized several team building and leadership skills development events for the participants.

Australia

STEM Enrichment for Indigenous Students

The promotion of STEM education to Aboriginal and Torres Strait Islander school students is one of the pillars of our Reconciliation Action Plan in Australia. To achieve this, WSP offices partner with universities, governments and NGOs to deliver Indigenous STEM camps. In 2017, our Adelaide office hosted 35 students as part of the South Australian Indigenous STEM Camp. The SID School with the Queensland University of Technology and the CSIRO ASSETS program are examples of successful projects we continue to support year after year. One of our longest sponsorships is the Indigenous Australian Engineering Summer School program, which we have proudly supported since its opening 21 years ago.

Australia

Helping Hands

Inspired by shaping the future of less fortunate communities and making a social impact, WSP has empowered 80 graduates to participate in a life-changing charity project. The Helping Hands program, a unique corporate team development activity focused on building prosthetic hands for amputee landmine victims, was delivered as part of WSP's 2017 annual Graduates Workshop. We provided graduates with parts and some detailed instructions to build 16 artificial hands that were donated to amputee landmine victims. The program opened the hearts and minds of our graduates to living the essence of the WSP brand – looking at challenges from fresh angles, imagining the impossible and creating a future where communities can thrive.



PROSTHETIC HANDS ASSEMBLED BY 80 WSP GRADUATES

16

Australia

Workplace Giving

As part of our Health and Wellbeing program, it is important that we create a fulfilling and rewarding work environment for employees. Corporate Citizen is a charity program that allows employees to donate a small portion of their pre-tax income through payroll deductions. By supporting a variety of charitable causes, from helping children receive an education, funding much needed disease research, to helping someone stuck in a cycle of poverty, Corporate Citizen makes it possible for everyone to go to work for a good cause.



LIAM CALLAGHAN
AUSTRALIA

Our Regions in the Community

Canada

Community Innovation Contest

In 2017, WSP's Canadian operations launched the Community Innovation Contest which offered six grants of \$25,000 to winning employees with bold ideas of innovating their communities. The contest's goal was to foster innovation at every level of the company and invest locally in creative ways. More than 70 submissions were received and six projects across Canada are now receiving funding. Projects range from developing net-zero housing for Indigenous communities to designing a GIS tool for evaluating residential solar potential to reusing potable water from steam heating systems.

FUNDING GRANTED TO SIX WINNERS OF THE COMMUNITY INNOVATION CONTEST (CAD)

150,000



JEAN CARREAU
CANADA

Canada

Scholarships for Indigenous Students

WSP in Canada partnered with Indspire, an Indigenous-led registered charity, to invest in financial awards with the goal of closing the gap in Indigenous education. WSP's educational awards are distributed annually to Indigenous students who are attending post-secondary institutions and are pursuing programs in Buildings, Transportation, Infrastructure, Oil & Gas, Environment, Geomatics, Mining, Power and Industrial-related subject areas.



NUMBER OF CHARITIES WSP IN CANADA SUPPORTED IN 2017

114

Our Regions in the Community

Germany

Take a Girl to Work Day

“Take a Girl to Work Day” is an annual corporate social responsibility event designed to encourage school-aged girls to pursue traditionally male-dominated technical and scientific professions. WSP in Munich invited girls to spend the day at the office and to discover what engineering is all about.

GIRLS ATTENDED THE MUNICH EVENT

5

Sweden

Introduce a Girl to Engineering Day

Annually, WSP in Sweden takes part in ‘Introduce a Girl to Engineering Day’ (IGEday) with the purpose of acquainting girls with engineering and technology. Close to 100 girls, aged 12 and 19, attended the event across our Swedish offices in 2017. We have sponsored IGEday since 2015, and each year, WSP employees share their insights and expertise in the engineering sector through interactive workshops and presentations.

Germany

Jane Goodall Institute (JGI)

Samuel Oschatz, Railway Signalling Design Engineer and employee in our Leipzig office took a sabbatical year to volunteer at Senegal's Jane Goodall Institute (JGI), a wildlife conservation organization dedicated to the recovery of the critically endangered chimpanzee. WSP supported our employee's meaningful project by forgoing printed Christmas cards, and instead donating the €3,000 funds saved to JGI.



EUROS DONATED

3,000

GIRLS AGED 12 TO 19 PARTICIPATED

100



Our Regions in the Community

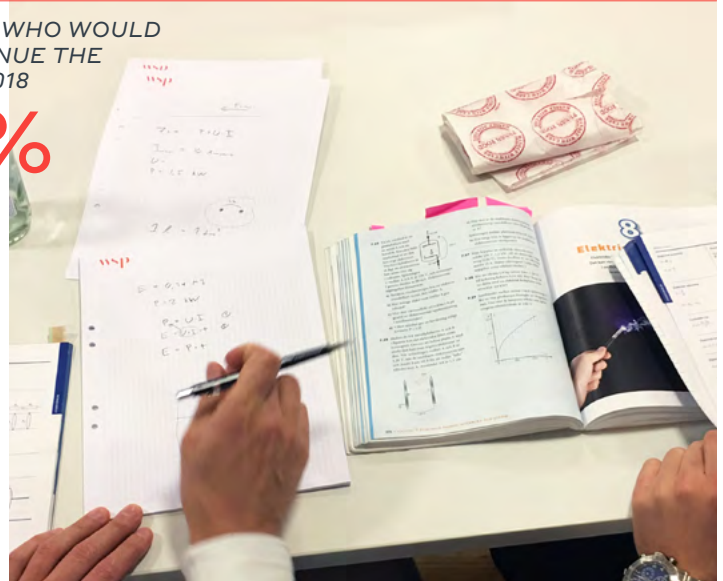
Sweden

Mathematics and Physics Homework Support

Our Gothenburg office has established a homework support program to assist high school students in reaching their goals in mathematics and physics, as well as to enhance the students' curiosity, creativity and analytical thinking. In 2017, 20 WSP employees volunteered their time to 25 Swedish high school students from five secondary schools in Gothenburg. The program has taken off with great results: 100% of students who participated in the program in 2017 would like to continue with the program in 2018.

PARTICIPANTS WHO WOULD LIKE TO CONTINUE THE PROGRAM IN 2018

100%



US

Sharing Science, Technology, Engineering, and Mathematics (STEM) Expertise with Students

Tina Elias, an engineer based in WSP's New York office, gave an engineering lesson to 87 second-grade students at a Long Island City school on the process of building a bridge, from planning and design through construction. Tina visited the school as part of its Exploration and Discovery program, in which students learn about the history of New York City. Using examples of existing infrastructure, students analyse practical applications of STEM concepts and are encouraged to consider STEM fields as careers.



Our Regions in the Community



Jenny Carney: Green Building Accessibility to All

Jenny Carney spearheaded the establishment of the BIT Building program, a non-profit incubator that provides structure, peer support, expert guidance and public recognition for buildings working to reduce their operational impacts on the environment. Jenny has dedicated many volunteer hours to developing BIT's framework, collaborating with clients that support non-profits and mission-based organizations, and cultivating partnerships that will continue well into the future. In 2017, WSP formally recognized Jenny's exceptional achievements with its US Award for Community Outreach.

[Read More](#) @

“Community engagement is core to BIT's purpose and structure, and is playing out on two main fronts: engaging the green building community and commercial real estate industry to pool their knowledge and expertise; and helping buildings in underserved communities make use of that knowledge and expertise.”

JENNY CARNEY
VICE PRESIDENT FOR BUILT ECOLOGY, CHICAGO

Appendix A

TABLE A-1: ENVIRONMENTAL PERFORMANCE¹

| CATEGORY | INDICATOR | UNIT | 2015 ² | 2016 ³ | 2017 | GRI STANDARD |
|---------------|---|--------------------|-------------------|-------------------|---------|--------------|
| ENERGY | Natural Gas | GJ | 208,978 | 204,489 | 199,918 | 302-1 |
| | Other Fuels (Diesel, Kerosene, Liquified Petroleum Gas) | GJ | 1,755 | 1,778 | 2,454 | 302-1 |
| | Electricity | GJ | 384,628 | 356,985 | 320,551 | 302-1 |
| | Heating | GJ | 27,035 | 26,384 | 26,679 | 302-1 |
| | Cooling | GJ | 7,285 | 4,241 | 1,773 | 302-1 |
| | Total Office Energy Consumption | GJ | 629,681 | 593,878 | 551,376 | 302-1 |
| | Renewable Energy Procured | GJ | 3,306 | 170 | 7,200 | 302-1 |
| | Transportation Fuel | GJ | 159,279 | 188,690 | 200,596 | N/A |
| GHG EMISSIONS | Scope 1 Direct Emissions | tCO ₂ | - | - | 23,295 | 305-1 |
| | | tCH ₄ | - | - | <1 | 305-1 |
| | | tN ₂ O | - | - | <1 | 305-1 |
| | | HFC 134-A | - | - | 1.8 | 305-1 |
| | | tCO ₂ e | 24,335 | 25,916 | 25,968 | 305-1 |
| | Scope 2 Indirect Emissions (Location-Based) | tCO ₂ | - | - | 30,547 | 305-2 |
| | | tCH ₄ | - | - | 1.5 | 305-2 |
| | | tN ₂ O | - | - | <1 | 305-2 |
| | | tCO ₂ e | 41,522 | 37,178 | 30,719 | 305-2 |

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

² 2015 environmental performance figures have been restated to integrate 2016 and 2017 corporate acquisitions.

³ 2016 environmental performance figures have been restated to integrate 2016 and 2017 corporate acquisitions.

| CATEGORY | INDICATOR | UNIT | 2015 ² | 2016 ³ | 2017 | GRI STANDARD |
|---------------|---|---|-------------------|-------------------|---------|--------------|
| GHG EMISSIONS | Scope 2 Indirect Emissions (Market-Based) | tCO ₂ e | 41,861 | 38,801 | 31,746 | 305-2 |
| | Scope 3 Indirect Emissions (Business Travel) | tCO ₂ | - | - | 26,695 | 305-3 |
| | | tCH ₄ | - | - | <1 | 305-3 |
| | | tN ₂ O | - | - | <1 | 305-3 |
| | | tCO ₂ e | 25,614 | 25,994 | 26,895 | 305-3 |
| | Total GHG Emission (Scope 1 - Mobile Combustion, Scope 2 - Location-Based, Scope 3 - Business Travel) | tCO ₂ | - | - | 80,537 | N/A |
| | | tCH ₄ | - | - | 2.5 | N/A |
| | | tN ₂ O | - | - | 1.2 | N/A |
| | | HFC 134-A | - | - | 1.8 | N/A |
| | | tCO ₂ e | 91,471 | 89,088 | 83,582 | N/A |
| | Transportation Emissions (Scope 1 - Mobile Combustion, Scope 3 - Business Travel) | tCO ₂ e | 36,381 | 38,759 | 40,039 | N/A |
| | WATER | Total Water Withdrawn (Municipal Sources) | m ³ | 660,109 | 594,192 | 538,955 |
| WASTE | Landfill | Tonnes | 2,360 | 1,905 | 2,119 | 306-2 |
| | Recycling | Tonnes | 1,037 | 1,175 | 761 | 306-2 |
| | Compost | Tonnes | 13 | 41 | 0 | 306-2 |
| | Reuse | Tonnes | <1 | <1 | 0 | 306-2 |
| | Recovery | Tonnes | 30 | 69 | 0 | 306-2 |
| | Incineration | Tonnes | <1 | 0 | 69 | 306-2 |
| | Total Non-Hazardous Waste | Tonnes | 3,441 | 3,190 | 2,948 | 306-2 |
| | Hazardous Waste | Tonnes | 4 | 6 | 0 | 306-2 |
| | Diversion Rate | % | 64% | 65% | 52% | N/A |

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

² 2015 environmental performance figures have been restated to integrate 2016 and 2017 corporate acquisitions.

³ 2016 environmental performance figures have been restated to integrate 2016 and 2017 corporate acquisitions.

TABLE A-2: SOCIAL PERFORMANCE

| CATEGORY | INDICATOR | UNIT | 2015 | 2016 | 2017 | GRI STANDARD |
|--------------------------------|---|------------------------------------|------------------|--------------------|----------------------|--------------|
| EMPLOYEES | Full-Time Equivalent Employees (FTE) | Number | 32,815 | 35,098 | 44,129 ¹¹ | 102-8 |
| | Permanent, Full-Time Employees | Number | 30,508 | 31,389 | 36,020 | 102-8 |
| | Permanent, Part-Time Employees | Number | 1,606 | 2,415 | 3,325 | 102-8 |
| | Temporary Employees | Number | 1,819 | 2,317 | 2,543 | 102-8 |
| | Total Turnover Rate | % | 19% | 19% | 18% | 401-1 |
| | Voluntary Turnover Rate | % | 13% | 12% | 14% | 401-1 |
| | Employees Covered by Collective Bargaining Agreements | % | 10% | 11% | 11% | 102-41 |
| | Training Hours | Hours | 530,000 | 644,000 | 699,000 | 404-1 |
| | Training Hours per Employee | Hours/FTE | 22 | 19 | 20 | 404-1 |
| DIVERSITY | Women on Board of Directors | % | 33% ¹ | 37.5% ² | 37.5% ³ | 405-1 |
| | Women in Executive Management | % | 50% ⁴ | 31% ⁵ | 20.8% ⁶ | 405-1 |
| | Women in Workforce | % | 30% | 30% | 30% | 405-1 |
| OCCUPATIONAL HEALTH AND SAFETY | Lost Time Injury Rate ⁷ | Incidents per 100,000 hours worked | 0.11 | 0.07 | 0.07 | 403-2 |
| | Injury Rate ⁸ | Incidents per 100,000 hours worked | 0.24 | 0.21 | 0.25 | 403-2 |
| | Occupational Disease Rate ⁹ | Incidents per 100,000 hours worked | 0 | 0 | 0.006 | 403-2 |
| | Fatalities | Number | 1 ¹⁰ | 0 | 0 | 403-2 |

¹ As at April 10, 2016² As at March 31, 2017³ As at March 26, 2018⁴ As at April 10, 2016⁵ As at March 31, 2017⁶ As at March 26, 2018⁷ Includes lost time injuries >1 day, counting calendar days, beginning 24 hours after the injury⁸ Includes major injuries, lost time injuries >1 day and injuries requiring medical treatment beyond first aid⁹ Includes new cases of moderate to severe work-related ill health¹⁰ Due to a road traffic accident involving a male employee¹¹ FTE is higher than total headcount, due to the impact of overtime by temporary disaster relief workers in the United States.

Appendix B



Assurance Statement related to GHG Inventory Calendar Year 2017 prepared for WSP Global Inc.

Terms of Engagement

This Assurance Statement has been prepared for WSP Global Inc. (WSP).

Lloyd's Register Quality Assurance, Inc. (LRQA) was commissioned by WSP to assure its GHG Emissions Inventory for the calendar year 2017, (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 data sources, including raw data, internal reports and calculation data;
- Due to the significant amount of estimated activity data used in GHG emissions calculations, reviewed WSP's data estimation processes; 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 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 EIA 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;
- GHG emissions for the 2015 base year were not recalculated to account for acquisitions during calendar year 2017.

LRQA's Recommendations

WSP should:

- Consider allocating efforts to increase the data collection practices to improve accuracy in the WSP inventory; and
- Consider improving the accuracy of global stationary combustion and purchased electricity data estimations through updating intensity factors to correlate more closely with office locations.

Signed

Date: 21 May, 2018

Natali P. Garfer

LRQA Lead Verifier
On behalf of LRQA, Inc.
Houston, Texas
United States of America

LRQA reference number: CQA00000023

TABLE 1. SUMMARY OF WSP GHG EMISSIONS INVENTORY CY 2017

| Scope of GHG emissions | Without 2017 Acquisitions (Tonnes CO ₂ e) | From 2017 Acquisitions (Tonnes CO ₂ e) | Total (Tonnes CO ₂ e) |
|--------------------------------|--|---|----------------------------------|
| Total Scope 1 | 24,271 | 1,697 | 25,968 |
| Total Scope 2 – Location-Based | 25,983 | 4,736 | 30,719 |
| Total Scope 2 – Market-Based | 26,956 | 4,790 | 31,746 |
| Scope 3 – Business Travel only | 26,895 | Not Available* | 26,895 |

This Assurance Statement is subject to the provisions of this legal section:

This Assurance Statement is only valid when published with the Inventory to which it refers. It may only be reproduced in its entirety.

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Due to inherent limitations in any internal control, it is possible that fraud, error, or non-compliance with laws and regulations may occur and not be detected. Further, the verification was not designed to detect all weakness or errors in internal controls so far as they relate to the requirements set out above as the verification has not been performed continuously throughout the period and the verification carried out on the relevant internal controls were on a test basis. Any projection of the evaluation of control to future periods is subject to the risk that the processes may become inadequate because of changes in conditions, or that the degree of compliance with them may deteriorate.

The English version of this Assurance Statement is the only valid version. Lloyd's Register assumes no responsibility for versions translated into other languages.

In the case of any conflict between the English and other languages versions of this legal section, the English version shall prevail.

* Activity data from business travel for companies acquired during CY2017 was not available at the time that the inventory was compiled. These emissions will be included in future year's inventory.



Appendix C

Organizational Memberships

Asia

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

Australia-New Zealand

In Australia and New Zealand, we are members of more than 70 industry associations across all our business groups. Our involvement spans advocacy, direction, thought-leadership and networking. Please find a selection of our memberships below.

- Australian Water Association
- Business Council of Australia
- Clean Energy Council Limited
- Committee for Economic Development of Australia
- Consult Australia
- Council of Tall Buildings and Urban Habitat
- Engineers Australia
- Green Building Council of Australia
- Infrastructure New Zealand
- Infrastructure Partnerships Australia
- Infrastructure Sustainability Council of Australia

- Planning Institute of Australia
- Property Council of Australia
- Property Council of New Zealand
- Roads Australia
- Sustainable Business Australia
- Urban Development Institute of Australia

Canada

- Association des firmes de génie conseil du Québec
- Association of Canada Land Surveyors
- Association of Ontario Land Surveyors
- Association of Professional Engineers and Geoscientists of Alberta
- Association of Professional Engineers and Geoscientists of Saskatchewan
- Association of Professional Engineers of the Province of Prince Edward Island
- Canada Green Building Council
- Canadian Institute of Steel Construction

Colombia

- Cámara Colombiana de la Infraestructura



Germany

- Association of Berlin Merchants and Industrialists (VBKI)
- Association of Road and Traffic Engineers in Baden-Württemberg (VSVI)
- Berlin Capital Club
- Deutsche Gesellschaft für Nachhaltiges Bauen - DGNB e.V. (German Sustainable Building Council)
- German Association for Water, Wastewater and Waste (DWA)
- German Association of Consulting Engineers
- German Railway Industry Association
- Industry Association BTS Rail Saxony
- Professional Association for Railway Engineers
- Rail Construction Monitoring Association
- Road and Transportation Research Association (FGSV)
- Supporting member of the Pro-Rail Alliance
- Urban Land Institute (ULI)

Sweden

The following organizations have similar positions, working actively to reduce climate impact and promote innovation in the field of climate solutions. We are engaged in the development of their position.

- Swedish Federation of Consulting Engineers and Architects
- Sweden Green Building Council
- Sustainable Innovation
- The Swedish Centre for Innovation and Quality in the Built Environment

United States

- American Association of Airport Executives
- American Association of State Highway and Transportation Officials
- American Council of Engineering Companies
- American Institute of Architects
- American Planning Association
- American Public Transportation Association
- American Road and Transportation Builders Association
- American Society of Civil Engineers
- American Wind Energy Association
- Association of Climate Change Officers
- Business Network for Offshore Wind
- Business Renewables Center
- CDP (Global Environmental Reporting Group)
- Conference of Minority Transportation Officials
- Council on Tall Buildings and Urban Habitat
- Institute for Sustainable Infrastructure
- International Bridge, Tunnel and Turnpike Association
- ITS America
- National Association for Environmental Management
- National Association of Clean Water Agencies
- National Hydropower Association
- U.S. Green Building Council
- Water Environment Federation
- Women's Transportation Seminar

GRI Content Index



This report has been prepared in accordance with the GRI Standards: Core option, using the GRI Standards listed below, all of which were published and last updated in 2016. This index allows GRI report users to quickly find the disclosure information they are seeking.

General Standard Disclosures

| | SECTION | EXTERNAL ASSURANCES |
|---|---|---------------------|
| ORGANIZATIONAL PROFILE | | |
| 102-1 Name of the organization | Cover | No |
| 102-2 Activities, brands, products, and services | Overview, p.11-14 | No |
| 102-3 Location of headquarters | Overview, p.15 | No |
| 102-4 Location of operations | Overview, p.15 | No |
| 102-5 Ownership and legal form | Overview, p.12 | No |
| 102-6 Markets served | Overview, p.10-14 | No |
| 102-7 Scale of the organization | Overview, p.10-12 ; p.15 | No |
| 102-8 Information on employees and other workers | Employees and Communities, p.57-58 | No |
| 102-9 Supply chain | Overview, p.16 | No |
| 102-10 Significant changes to the organization and its supply chain | Overview, p.16 | No |
| 102-11 Precautionary Principle or approach | Strategy, Stakeholders and Governance, p.29 | No |
| 102-12 External initiatives | Overview, p.9 ; Strategy, Stakeholders and Governance, p.22 | No |
| 102-13 Membership of associations | Clients and Projects, p.43 ; Appendix C, p.76-77 | No |
| STRATEGY | | |
| 102-14 Statement from senior decision-maker | Overview, p.7-8 | No |
| ETHICS AND INTEGRITY | | |
| 102-16 Values, principles, standards, and norms of behavior | Overview, p.5-6 ; Strategy, Stakeholders and Governance, p.30 | No |

| | SECTION | EXTERNAL ASSURANCES |
|---|--|---------------------|
| GOVERNANCE | | |
| 102-18 Governance structure | Strategy, Stakeholders and Governance, p.28-29 | No |
| STAKEHOLDER ENGAGEMENT | | |
| 102-40 List of stakeholder groups | Strategy, Stakeholders and Governance, p.26-27 | No |
| 102-41 Collective bargaining agreements | Employees and Communities, p.59 | No |
| 102-42 Identifying and selecting stakeholders | Strategy, Stakeholders and Governance, p.25 | No |
| 102-43 Approach to stakeholder engagement | Strategy, Stakeholders and Governance, p.26-27 | No |
| 102-44 Key topics and concerns raised | Strategy, Stakeholders and Governance, p.25-27 | No |
| REPORTING PRACTICES | | |
| 102-45 Entities included in the consolidated financial statements | Overview, p.16 | No |
| 102-46 Defining report content and topic Boundaries | Strategy, Stakeholders and Governance, p.23-25 | No |
| 102-47 List of material topics | Strategy, Stakeholders and Governance, p.23-24 | No |
| 102-48 Restatements of information | Overview, p.16 ; Operational Excellence, p.45 , p.49 | No |
| 102-49 Changes in reporting | Strategy, Stakeholders and Governance, p.23-24 | No |
| 102-50 Reporting period | Overview, p.4 | No |
| 102-51 Date of most recent report | Back Cover | No |
| 102-52 Reporting cycle | Overview, p.4 | No |
| 102-53 Contact point for questions regarding the report | Back Cover | No |
| 102-54 Claims of reporting in accordance with the GRI Standards | Overview, p.4 ; GRI Content Index, p.79 | No |
| 102-55 GRI content index | GRI Content Index, p.79-83 | No |
| 102-56 External assurance | Overview, p.4 ; Appendix B, p.74-75 | No |

Specific Standard Disclosures

| MATERIAL TOPICS | DISCLOSURES | SECTION | OMISSIONS | EXTERNAL ASSURANCES |
|---------------------------|--|---|-----------|---------------------|
| ALL | 103-1 Explanation of the material topic and its Boundary | Strategy, Stakeholders and Governance, p.24 | No | No |
| ECONOMIC PERFORMANCE | 201-103 Management Approach | Overview, p.16 ; Strategy, Stakeholders and Governance, p.22, p.32-33 | No | No |
| | 201-1 Direct economic value generated and distributed | Overview, p.10-11, p.16 | No | No |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Strategy, Stakeholders and Governance, p.32-33 | No | No |
| INDIRECT ECONOMIC IMPACTS | 203-103 Management Approach | Clients and Projects, p.40 | No | No |
| | 203-1 Infrastructure investments and services supported | Clients and Projects, p.40 | No | No |
| ANTI-CORRUPTION | 205-103 Management Approach | Strategy, Stakeholders and Governance, p.30-31 | No | No |
| | 205-2 Communication and training about anti-corruption policies and procedures | Strategy, Stakeholders and Governance, p.31 | Yes | No |
| ENERGY | 302-103 Management Approach | Operational Excellence, p.45-46, p.52 | No | No |
| | 302-1 Energy consumption within the organization | Operational Excellence, p.49 , Appendix A, p.71 | No | No |
| | 302-3 Energy intensity | Operational Excellence, p.49 | No | No |

| MATERIAL TOPICS | DISCLOSURES | SECTION | OMISSIONS | EXTERNAL ASSURANCES |
|--------------------------------|---|--|-----------|---------------------|
| WATER | 303-103 Management Approach | Operational Excellence, p.45-46 | No | No |
| | 303-1 Water withdrawal by source | Operational Excellence, p.52 ; Appendix A, p.72 | No | No |
| EMISSIONS | 305-103 Management Approach | Operational Excellence, p.45-46 | No | No |
| | 305-1 Direct (Scope 1) GHG emissions | Operational Excellence, p.50 ; Appendix A, p.71 | No | Yes |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Operational Excellence, p.50 , Appendix A, p.71-72 | No | Yes |
| | 305-3 Other indirect (Scope 3) GHG emissions | Operational Excellence, p.50 , Appendix A, p.72 | No | Yes |
| | 305-4 GHG emissions intensity | Operational Excellence, p.50 | No | No |
| EFFLUENTS AND WASTE | 306-103 Management Approach | Operational Excellence, p.45-46 | No | No |
| | 306-2 Waste by type and disposal method | Operational Excellence, p.52 ; Appendix A, p.72 | No | No |
| EMPLOYMENT | 401-103 Management Approach | Employees and Communities, p.56 | No | No |
| | 401-1 New employee hires and employee turnover | Employees and Communities, p.59 ; Appendix A, p.73 | Yes | No |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Employees and Communities, p.60 | No | No |
| OCCUPATIONAL HEALTH AND SAFETY | 403-103 Management Approach | Employees and Communities, p.56 , p.63-64 | No | No |
| | 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | Employees and Communities, p.64 ; Appendix A, p.73 | Yes | No |

| MATERIAL TOPICS | DISCLOSURES | SECTION | OMISSIONS | EXTERNAL ASSURANCES |
|---------------------------------|--|---|-----------|---------------------|
| TRAINING AND EDUCATION | 404-103 Management Approach | Employees and Communities, p.56 | No | No |
| | 404-1 Average hours of training per year per employee | Employees and Communities, p.60 ; Appendix A, p.73 | Yes | No |
| DIVERSITY AND EQUAL OPPORTUNITY | 405-103 Management Approach | Strategy, Stakeholders and Governance, p.29 ; Employees and Communities, p.56 , p.61-62 | No | No |
| | 405-1 Diversity of governance bodies and employees | Strategy, Stakeholders and Governance, p.29 ; Employees and Communities, p.61-62 ; Appendix A, p.73 | No | No |
| | 405-2 Ratio of basic salary and remuneration of women to men | Employees and Communities, p.62 | Yes | No |
| NON-DISCRIMINATION | 406-103 Management Approach | Employees and Communities, p.56 | No | No |
| | 406-1 Incidents of discrimination and corrective actions taken | Employees and Communities, p.62 | Yes | No |
| LOCAL COMMUNITIES | 413-103 Management Approach | Employees and Communities, p.65 | No | No |
| | 413-1 Operations with local community engagement, impact assessments, and development programs | Employees and Communities, p.65-70 | Yes | No |

ABOUT US

As one of the world's leading professional services firms, WSP provides technical expertise and strategic advice to clients in the Transportation & Infrastructure, Property & Buildings, Environment, Industry, Resources (including Mining and Oil & Gas) and Power & Energy sectors. We also offer highly specialized services in project and program delivery and advisory services. Our experts include engineers, advisors, technicians, scientists, architects, planners, surveyors and environmental specialists, as well as other design, program and construction management professionals. With approximately 43,000 talented people in 550 offices across 40 countries, we are uniquely positioned to deliver successful and sustainable projects, wherever our clients need us.

WE WELCOME AND ENCOURAGE YOUR FEEDBACK ON OUR SUSTAINABILITY REPORT

corporatecommunications@wsp.com

WSP's [most recent global sustainability report](#)  was published in July 2017.

[WSP.COM/SUSTAINABILITY](https://www.wsp.com/sustainability) 