



**TRIDEL®**  
BUILT FOR LIFE

# CORPORATE SOCIAL RESPONSIBILITY

## IMPACT REPORT



At Tridel, being Built for Life® means going beyond the bricks and mortar to create healthy, vibrant, and sustainable communities for everyone who lives there. We have an amazing opportunity to make a transformational impact through our commitment to doing what's right.

With a diverse workforce of more than 400 employees, we believe in a 'triple-bottom-line' philosophy, aligning people, planet, and prosperity through responsible corporate policy, ethical business practices, a commitment to safety, and passion for positive change.

Our community-first approach is part of our greater WISE CSR vision that's supported by four foundational pillars: Workplace, Industry, Society, and Environment. From day one, we've never lost focus on community economic development and engagement, employee well-being, environmental sustainability, the customer experience, and innovation in our industry.

As a market leader, we understand that when we work collaboratively as an organization, within our industry, and with the broader community, we can uplift and support a more prosperous future, for everyone.

We are excited to share our latest Corporate Social Responsibility (CSR) Impact Report and hope you enjoy reading it.

- Social Impact Team

*"As a company, we strive to lead the way even during times of uncertainty. We break down industry barriers, innovate to maintain our promise of quality and give back to the communities where we build. We believe in thinking big, inspiring those around us, and taking ownership of everything that we do. We always endeavour to do the right thing."*

— Jim Ritchie, President,  
Tridel Group of Companies



## WORKPLACE

We differentiate ourselves as a best place to work employer.

## INDUSTRY

We invest in developing best practices to drive innovation that ensures positive sustainable growth and future opportunities.

## SOCIETY

We maximize our collective impact by fostering social and economic well-being that lead to vibrant and strong communities.

## ENVIRONMENT

We build communities that are sustainable, environmentally responsible, energy efficient, resilient and healthy places to live.







## WORKPLACE

“Success in developing great condominium communities starts with building a diverse and inclusive workforce.”

- Julia Kelly-Horowitz, Director, Human Resources



## INDUSTRY

“To build for a better tomorrow, we act as a catalyst for change in our industry by advancing new innovations in construction, leading to sustainable solutions to social and climate-related challenges.”

- Bruno Giancola, SVP, Project Management



## SOCIETY

“Tridel is proud of the work we do to go beyond the ‘bricks and mortar’ to build homes and communities where people feel welcomed, empowered, and healthy. We know that what we create shapes how people live, work, and play and will impact communities now and into the future.”

- Social Impact Team



## ENVIRONMENT

“At Tridel, we know it is a smart investment to commit to sustainable practices that are centred around people, our planet, and shared prosperity.”

- Graeme Armster, Director, Innovation & Sustainability

### OUR CULTURE, OUR COMMUNITY

The first community we build is our own. The positive social impact we make in our local communities is only made possible because of our passionate and talented people. Our employees, supported by our People & Culture Team, have cultivated a culture of engagement and active participation both at work and in our communities.

In this last year, two core initiatives were launched - Leadership 101 and Management Foundations - that advanced our company-wide understanding, awareness and tools to proactively support our community of employees. These programs provided leaders with impactful training and personal development focused on both individual and team success.

Innovating the employee experience remains an important commitment at Tridel. Through our first Culture & Engagement Study, with a **90% response rate**, employees provided insights that informed the implementation of new initiatives, policies, and practices.

Building our talent from within is one of the best ways to nurture and inspire the next generation of leaders and our future success.

**95% of employees** feel exceptionally high levels of pride in the company

**93% of employees** understand how their work contributes to the company's goals

**88% of employees** recommend us as a great place to work

### DIVERSITY, EQUITY, & INCLUSION AT WORK

We are committed to creating a workplace where everyone feels they belong, is physically and psychologically safe, and can reach their full potential. We believe everyone benefits when we welcome and value different thoughts, ideas, experiences, and identities.

**Built for Respect**, driven by our internal Diversity, Equity & Inclusion (DEI) Accountability Network, is our mandate that ensures DEI is ingrained into everything we do at Tridel.

### OUR COMMITMENT TO SAFETY

Employee safety always remains our priority. Our on-site Safety teams, Joint Health & Safety Committee, and COVID Action Team worked tirelessly to ensure the well-being and safety of our employees across all our workplaces. In 2021, our teams conducted over 30,000 rapid tests and hosted a vaccination clinic. Deltera was also recognized as a finalist for Canada's Safest Employers in the construction industry for ongoing efforts and training initiatives.

### WE TAKE ACTION

The Take Action Team is an employee-led volunteer group and since 2019 has contributed to the following:



### BUILT TO LEAD

We build amazing condominium communities for each of our valued customers. We believe our success is the result of our commitment to our guiding principles of quality, customer service and community that is reflected in every business decision we make. To remain a responsible leader, we need to continue to innovate and collaborate with industry partners to create a path for the next generation of homebuilders.



### CELEBRATING EXCELLENCE

We were honoured to receive the Urban Land Institute's Global Awards for Excellence with our partners at Toronto Community Housing Corporation (TCHC) for the Alexandra Park revitalization project. A cohesive mixed-income community, where construction quality and design are indistinguishable between market and affordable housing. The project was celebrated for its achievements in design, planning, economic impact, community engagement, sustainability, and equitable development.



### ADVANCING DEI IN THE INDUSTRY

Our **Built for Respect** campaign was launched in partnership with EllisDon, the Labourers' International Union of North America - Local 183 (LiUNA183), Residential Construction Council of Ontario (RESCON), and the Building Industry & Land Development Association (BILD) to raise awareness in the fight against racism within the construction industry. This is the first step of a long-term strategy to end discrimination through education, discussion, and honest evaluation.

Tridel was the proud recipient of BILD's first ever Diversity, Equity, & Inclusion Award. Our goal is to educate on the principles of DEI, challenge systemic barriers, engage employees to lead the charge, and create opportunities in the communities where we build.

### INNOVATIONS IN CONSTRUCTION

We contribute to the growth of the homebuilding industry by implementing innovations in our construction practices that better our communities. We also partner with industry associations to inspire other homebuilders to expand their vision and make a positive impact on people and the environment. Some innovative solutions and technologies include:

- Low carbon district energy solutions (e.g., deep lake cooling) to improve energy efficiency, resiliency and reduce operational carbon emissions
- Passive leak mitigation measures leveraging thoughtful architectural and mechanical design to contain or limit leaks/floods to the area of the building they occur in
- Active leak mitigation measures leveraging sensors and automatic shutoffs that will close when leaks are detected

We are now targeting net-zero carbon operational emissions for our buildings constructed in, or after, 2030 to help address climate-related challenges.

### BUILDING OPPORTUNITIES FOR LIFE TODAY



Tridel is the principal and founding sponsor of the BOLT Foundation – a dedicated charitable foundation with the mission of supporting vulnerable youth to pursue a career in construction. Through BOLT, hundreds of youth have been able to learn about our industry, the skilled trades and what it takes to begin their career journey. Proud accomplishments to date include:

**\$1.4M**  
IN SCHOLARSHIPS AWARDED

**430+**  
SCHOLARSHIPS

**200+**  
APPRENTICESHIPS STARTED

**100+**  
JOB SHADOWING PARTICIPANTS

**650+**  
DAY OF DISCOVERY PARTICIPANTS

**2000+**  
SPEAKOUT PARTICIPANTS

Living through a time of so much uncertainty, BOLT continued to fulfill its mission to create opportunities for youth who needed it most and help build a new talent pipeline to address growing labour shortages in the construction industry.

– Raly Chakarova, Executive Director of BOLT

### REVITALIZING LOCAL COMMUNITIES

Revitalization represents a unique, long-term private-public partnership between Toronto Community Housing Corporation (TCHC) and Tridel. These projects include the opportunity to create new pathways for employment, education supports, and career-awareness building for residents of these neighbourhoods to ensure the long-term sustainable wealth building beyond the build.

Tridel is the proud developer partner for three revitalization communities: Alexandra Park, Leslie Nymark, and the final phases (4 and 5) of revitalization in Regent Park.

### PARTNERS IN COMMUNITY

Building strong communities includes a shared commitment from everyone involved, which is why we now include a dedicated contract schedule to support Community Economic Development (CED) in every trade contract we tender for Tridel communities. The Partners in Community program provides a streamlined approach for our diverse network of trades, consultants, and contractors to make a greater impact in community through meaningful employment opportunities, support of resident-led businesses, and real-life work experiences.

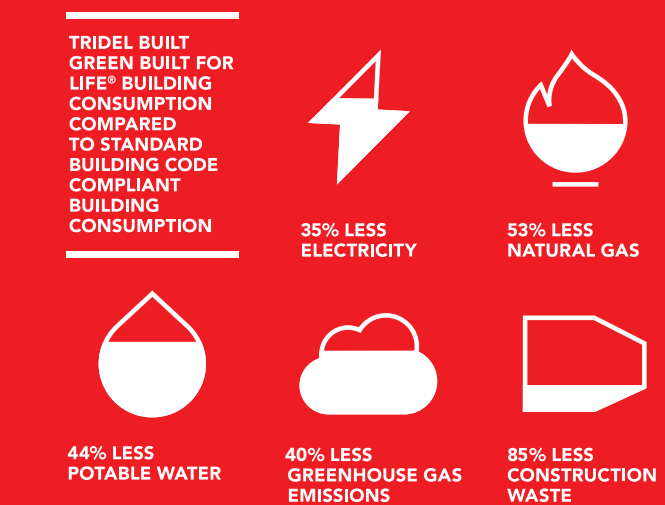
### TRIDEL COMMUNITY WORX

We created the Tridel Community Worx website (tridelcommunityworx.com) to be a dedicated resource that provides access and information to residents of revitalization communities facing barriers to job and training opportunities. Residents are also equipped with the support needed to find success at every step of their employment journey.


### OUR ENVIRONMENTAL IMPACT


We build with intentional and thoughtful design to conserve more energy, water and resources than any standard Building Code compliant building. We are proud to be the recipient of 13 Green Builder of the Year awards from BILD.

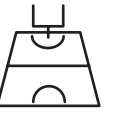
Tridel Built Green Built for Life® communities are high performing, meaning they use less energy to run while providing superior comfort to the homeowner.



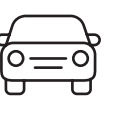
### ESTIMATED IMPACT TO DATE

**4.4** BILLION MJ OF ENERGY SAVED =  **29.8** MILLION 60W LIGHTBULBS TURNED OFF FOR A YEAR

**2.79** BILLION L OF WATER SAVED =  **1117** OLYMPIC SIZED SWIMMING POOLS

**91,026** SQUARE METERS OF GREEN ROOF INSTALLED =  **15.3** FOOTBALL FIELDS

**86.7** MILLION KG OF CONSTRUCTION WASTE DIVERTED =  **690** DUMP TRUCKS

**182.6** MILLION KG CO<sub>2</sub>E IN GHG SAVINGS =  **38,444** CARS OFF THE ROAD FOR A YEAR

\*Data was calculated by EQ Building Performance as of February 2022.



### MAINTAINING OUR LEAD WITH LEED®

OUR CERTIFICATIONS:		
Level/Type	Building Area (m2)	Suites
2 Platinum	63,018	591
26 Gold	695,372	7,531
9 Silver	240,701	2,050
7 LEED ND	246,527	3,296





**MEET THE SOCIAL IMPACT TEAM:**

At Tridel, Corporate Social Responsibility (CSR) is a commitment shared by everyone within our Company. We are always looking for new, innovative and effective solutions to make communities healthier, more engaging, and sustainable. We embrace and welcome the opportunity to continue making a positive impact in the communities where we build. We hope you enjoyed reading our latest Impact Report.

- Front: *Maggie Hall, Graeme Armster, Asal Afshar*  
Back: *Aiman Khan, Rahim Jumani*

**READ THE FULL REPORT ONLINE AT:**

[tridel.com/csr](https://tridel.com/csr)

**GET IN TOUCH:**

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