



Building Canada's Future  
Sustainability Report  
2024



Bantrel is Building Canada's Future as an engineering, procurement, construction, (EPC) and construction management (EPCM) services company. We proudly deliver quality energy, mining, nuclear, and infrastructure projects across Canada.

## Sustainability at Bantrel

Sustainability at Bantrel is driven by our Mission and Values. Our Mission of Building Canada's Future was purposefully created to encompass our commitment to a future where clean energy is sustainable. We commit to measuring our performance through transparent disclosure that supports our aspirations to be the sustainable EPC partner of choice.



## Leadership Message

In 2024, we proudly embrace our new Mission of **Building Canada's Future**. After 40-years of serving our Clients, it is nostalgic to look back at the impact Bantrel has had in shaping our resources, infrastructure and community. We look forward to continuing this positive impact and the integration of low-carbon solutions into our projects.

Bantrel has also adopted a new set of corporate values that shape and focus our decisions and relationships. The Values of Integrity always, Deliver as promised, and Care for what matters, define doing the right thing, make a promise — keep it, and prioritizing personal growth in our participation in our communities and protecting the environment.

We are committed to minimizing our environmental footprint, embracing social responsibility and governance into the core of our business strategy.

Our 2024 sustainability report highlights our achievements, and our impact to the environment, our projects and communities.

Join me in the following pages for highlights of our recent actions to help build Canada's future.

**Darren Curran, President & CEO**



## Feature Pages

Pillars of Sustainability	5
Our Values	7
Innovation at Work	11
Partners in Planting	14
Engineering Day of Caring	16
Spotlight on WIPP	19
Carbon in Our Commute	20
Spotlight on Jansen	22
Bantrel Celebrates 40 Years	24
Safety Leaders in the Field	25
Key Initiatives for 2024	26

## Operate with Integrity — 8

Throughout all aspects of the organization, Bantrel will foster our culture and expectations as captured in our Vision. We will comply with our Code of Conduct, providing the tools and processes to succeed. We will ensure all stakeholders are treated respectfully, fairly, and with the appropriate transparency.

## Cultivate Opportunity — 10

Bantrel will continue to embrace and build from the diversity of our team members, while driving personal growth through attractive assignments and developmental opportunities. We will enhance stability and target further growth by executing challenging projects in multiple industries and locales.

## Contribute to Society — 12

We will improve our industries, educational institutions, and communities by sharing our time, our talent, and through employee-directed donations. We strive to enhance development by supporting our Clients in delivering technological innovations and incremental facility improvements that reduce waste or risk to people and the environment.

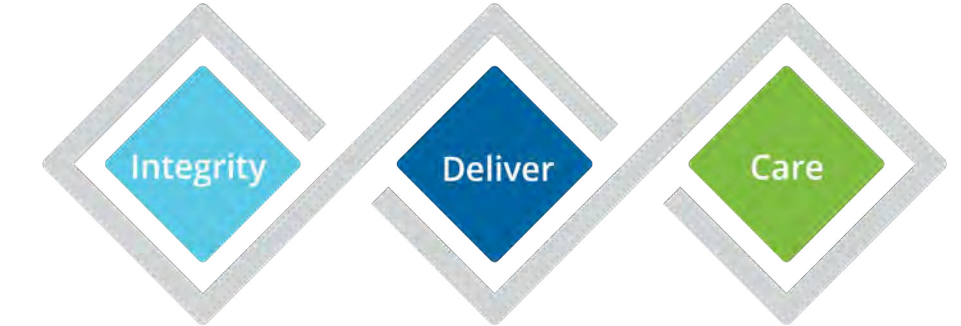
## Minimize Adverse Impacts — 18

Bantrel will drive towards zero harm in all its operations and project delivery. We will target efficiency improvements in our delivery and implement various means of reducing our footprint on the environment.

## Mission Statement

Building Canada's **Future**

## Our Values



1

### Integrity always

Integrity is **doing the right thing** even when the choice isn't always easy, convenient, or profitable.

2

### Deliver as promised

We execute for our Clients, leveraging our diverse expertise, global support network, and with an unwavering commitment to our work. **We make a promise. We keep it.**

3

### Care for what matters

We empower one another through personal growth, prioritizing **safety** and mental wellbeing. We participate in our **communities** and protect the **environment**.

# Operate with Integrity

## Culture Employee Engagement

Our annual employee culture survey was conducted and focuses on five key enablers of employee engagement, including meaningful impact, connection, safety, growth, and appreciation. The last survey had a 77 per cent response rate, an increase of six per cent over the previous year.

The highest metric of these enablers was meaningful impact, noting culture, and a strong sense of community contributing to a 71 per cent positive rating. Work/life balance was another key factor including a feeling of empowerment through the flexibility our hybrid and work from home program offers.

Connection, a metric that measures communication from our leadership, also

had a strong rating of 60 per cent, interestingly that number increased to 71 per cent in the field.

Corporate town halls continue to be key in delivering company information. A new communication medium — the *Tiny Hall* was introduced in 2023, delivering condensed video and Q&As in a small package.

## Culture Committee

A Culture Committee was created in 2023, to incorporate corporate, community and social events throughout Bantrel. This group created a unique opportunity to also host events in celebration of the many different cultures of Bantrel, including Lunar New Year, Diwali, and Nowruz.

The purpose of the committee was to share ideas and replicate events in all locations. Our 40<sup>th</sup> birthday celebration was

unique in that all locations shared in the same experience virtually.

## Appreciation Training

Appreciation training was delivered to our teams. The training focuses on four main objectives: understanding appreciation, differentiation appreciation and recognition, the five languages of appreciation and application strategies.

## Governance TSSA and High-Temperature

In March 2024, Bantrel successfully completed a renewal audit from the Technical Standards and Safety Authority (TSSA) of it's CSAN285.0 Pressure Boundary Quality Assurance Program.

In addition to construction installation of nuclear components, the new scope also includes provisions for fabrication of metallic piping sub assemblies and supports of high temperature reactor systems that is the first of a kind issued by TSSA.

This qualification is critical in support of our nuclear power new build ambitions in Ontario as well as in other provinces in their effort to deploy their first small modular reactors (SMR's)

## Independent Sustainability Audit

An independent sustainability advisory firm was engaged to conduct an audit on Bantrel's sustainability program. The audit included interviews with both leadership, sustainability committee members, and team members, as a thorough review of our policy and past sustainability reports.

The audit delivered a comprehensive report identifying key areas of improvement in our ESG governance model and performance management and suggested ways to incorporate ESG principles into our business model.

# Clean energy solutions for a sustainable future.

- Decarbonize existing infrastructure
- Develop blue and green hydrogen projects
- Carbon capture, utilization, and storage
- Reduce emissions across the project lifecycle
- Improve energy efficiencies
- Electrify facility systems

# Cultivate Opportunity

## Our People Women@Bantrel

On International Women’s Day 2023, we relaunched our Women@Bantrel program, with the aim to understand the unique barriers to success faced by women in the workplace and serve as an advocacy group that will seek to influence decision making, processes, and policies. We became a chapter of Women@Bechtel and part of the vision to see women *Join, Stay, Thrive* at Bantrel.

Bantrel advocated for development opportunities that resulted in sending a contingent to the Art of Leadership Conference. We started a Communities of Practice initiative partnering with BHP to collaborate and share experiences. Through University engagement we’ve met with engineering students to understand their drivers for employment. We shone a spotlight on the importance of Allyship with

a Bechtel panel discussion watch party, and of course, we’ve taken time to build community together within Bantrel, recognizing and celebrating our women in engineering.

## Self-Declaration

Our culture survey included a voluntary self-declaration on Indigenous identification.

## Promoting Sustainability

Sustainability at Bantrel is driven by our Mission and Values. We engage our team members in goal development, provide opportunities for volunteerism in our community, and foster an environment where small choices (take the train, don’t print the document) are commended.

To recognize Earth Day team members were gifted a small sunflower seed cup, also a small gesture, but with big impact, and bragging rights for the tallest sunflower.

Our annual sustainability report celebrates our accomplishments, and each year offers a unique and thought-provoking theme, promoting the importance of sustainability to our Clients and team members.

## Our Work Investing in Energy Transition

Our teams sponsored and participated in knowledge sharing in numerous conferences and technical tracks including: the Canadian Hydrogen Conference, Canadian Nuclear Association 2023 (CNA2023), Hydrogen Technology North American Expo, Canadian Carbon Capture Convention, Petrochemical Summit, CIM Capital Projects, PDAC, CIAC Alberta Chemistry and Plastics Day, the SME Annual Conference, and the CMP Conference.



# Innovation at Work

Bantrel, in collaboration with Bechtel and a number of vendors, proudly hosted the Mobile Innovation Expo at our Toronto and Calgary offices. The events featured live and interactive technologies aimed at enhancing the safety, quality, and efficiency of our projects.



# Contribute to Society

## Charitable Support Canstruction® Calgary

The Calgary Canstruction® team completed the *Mad at Heart* build on March 14, 2023. This event put on by the Calgary Food Bank, bringing teams of engineers, architects, and designers to create amazing structures out of non-perishables or cans. The design features nearly 2,000 cans and a conservative estimate would put our structure at around 160 complete meals of 10 servings each. That's 1600 servings of 493 calories! The build won the award for *Best Meal*.

## Canstruction® Edmonton

Our Edmonton Canstruction® team member participated in the Edmonton Food Bank event at West Edmonton Mall on May 6, 2023. Utilizing nearly 3,000 cans our team built the *Burj Khalifa*, a tall and beautiful awe-inspiring tower in the middle of Dubai. The build won the *People's Choice* award.

## YYC Kids Bike

#TeamBantrel biking enthusiasts volunteered their time rebuilding and tuning up bikes as part of the @YYC Kids Ride Program. The program, now in its sixth year, provides bikes for vulnerable and at-risk youth.



YYC Kids Bike



Burj Khalifa



Mad Hatter



Edgemont Team

## Calgary Pathway and River Clean up

#TeamBantrel participated in the 56<sup>th</sup> Annual Calgary Pathway and River Cleanup. On this sun filled day in May three teams cleared debris from Calgary communities of Edgemont, McKenzie Towne and Midnapore, making way for the promise and beauty of spring. This is the second year Bantrel has participated in this community event.



McKenzie Towne Team

## Charitable Support

### Tree Canada

Bantrel continues to support Tree Canada as a Partner in Planting. Tree Canada is a national non-profit dedicated to growing Canada's tree canopy. Together with partners like Bantrel, Tree Canada has planted more than 84 million trees. In the spring of 2023, #TeamBantrel planted trees in Callaghan Park in Edmonton, and our Calgary team planted near Spray Lakes in Cochrane.



Spray Lakes, Cochrane



Tour Alberta Team

### Enbridge Tour Alberta for Cancer

On July 22-23, #TeamBantrel joined over 1,200 cyclists in Strathmore, AB to ride over 200km in this year's 2023 Enbridge Tour Alberta for Cancer. With the help of #BantrelCares and the incredible generosity of friends and family, Bantrel's ride team surpassed its fundraising goals, raising over \$34,000 in support of the Alberta Cancer Foundation.



Callaghan Park, Edmonton



**Engineering Day of Caring**

Bantrel team members, joined by more than 65 volunteers for the Engineering Day of Caring. These volunteers revitalized two Edmonton John Howard Society transitional houses: facilities that offer assistance to those experiencing or at risk of experiencing homelessness.

The weather was perfect and being surrounded by positive, like-minded individuals who were committed and happy to be part of such a meaningful cause made all the hard work more than worth it. #TeamBantrel was part of the crew building the fence around one of the facilities. Other additions included a new barbecue, outdoor swing, gazebo, and steppingstone path.

**Canadian Council for Aboriginal Businesses (CCAB)**

Bantrel took another step on its path to reconciliation by achieving the Phase 1 Progressive Aboriginal Relations (PAR) Certification. This recognition demonstrates both the support and commitment of Bantrel Leadership and the PAR Working Committee to develop positive Indigenous relations and cultural awareness through the establishment of the following:

1. Indigenous Leadership Statement
2. Indigenous Engagement Policy
3. Aboriginal Communities of Interest and Stakeholder Identification
4. Employee Training Programs

Phase 1 of the certification process helped create a foundation upon which Bantrel intends to further build strategies and programs to engage with our Indigenous communities in the future.

**Truth and Reconciliation Guest Speaker**

Beverly Keeshig-Soonias, Psychologist, Indigenous People's Section Chairperson of the Canadian Psychology Association, and volunteer Elder shared her knowledge to the importance of building and understanding relationships from an Indigenous perspective, while offering valuable insights into Indigenous culture, traditions, and history.



# Minimize Adverse Impacts

## Health, Safety and Environment

**Safety Targets**  
We strive to eliminate injury and illness from recognized hazards through design, planning, and work execution. Bantrel believes every workplace incident is preventable, and no task is so important to justify injury to employees, damage to project property, or harm to the environment.

Bantrel finished 2023 with one recordable incident, no environmental incidents, and a Total Recordable Injury Frequency (TRIF) of 0.25.

Our philosophy is 100% safe. Bantrel leadership considers the protection of people and the environment as their responsibility and employs personnel and subcontractors who share this commitment.

**Wellness Events**  
The statue hunt was back in full force again this year. Teams were challenged to locate various statues in the downtown core taking video and photos to document various body weight challenges. With an immense amount of laughter and hysterical photos this event again proved successful.

In November, we held wellness lunch and learn sessions on Mindfulness, and Stress Management. The sessions focused on how to recognize stress, techniques to manage stress, defining mindfulness and how it can make you a better team player, and even breath work exercises. Wellness month concluded with an onsite yoga session putting breathing techniques and stretching into practice.

Bantrel has two leagues in sport play: badminton and golf, as well as a regular walking group that joins together to get that step count up on a weekly basis.

**Psychological Safety**  
A psychological safety awareness presentation was created and delivered to Bantrel leadership in the fall of 2023. The presentation encompasses mental health awareness strategies and offers insight into how to recognize mental health issues in your team members.

The basis of this presentation is now being extended into our 2024 goals, to develop a mental health and wellness plan and incorporate into our existing HSE management system.



## Waste Isolation Pilot Plant Carlsbad, New Mexico

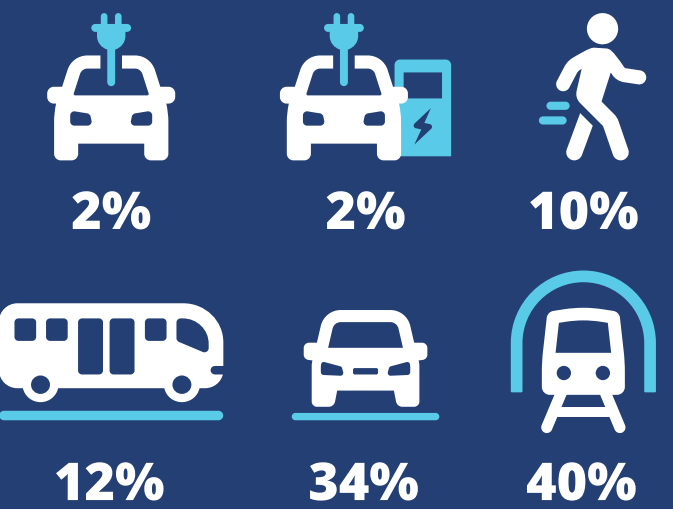
“The Waste Isolation Pilot Plant is the nation’s only repository for the disposal of transuranic waste generated by atomic energy defence activities. WIPP is located 33 miles southeast of Carlsbad, New Mexico, in the Chihuahuan Desert, far from major population centres. Waste is disposed of in a set of panels located nearly one-half mile below the surface in a deep geologic salt bed formed 250 million years ago.”  
Source: <https://www.energy.gov/em/waste-isolation-pilot-plant-wipp>

Waste Isolation Pilot Plant (WIPP) Management is being managed by Salado Isolation Mining Contractors (SIMCO). Bantrel , as a key partner with SIMCO, is providing our mining experience, including personnel, knowledge and leadership to deliver capital projects at WIPP, and to support the operations and maintenance of the United States Department of Energy and Environmental Management WIPP facility.

# Carbon Footprint in Our Commute

We conducted a commuter survey to determine the carbon footprint of each of our team travelling to work site. The average distance travelled to workplace is 26 km, with the longest distance at 200 km and the shortest at 1.2 km.

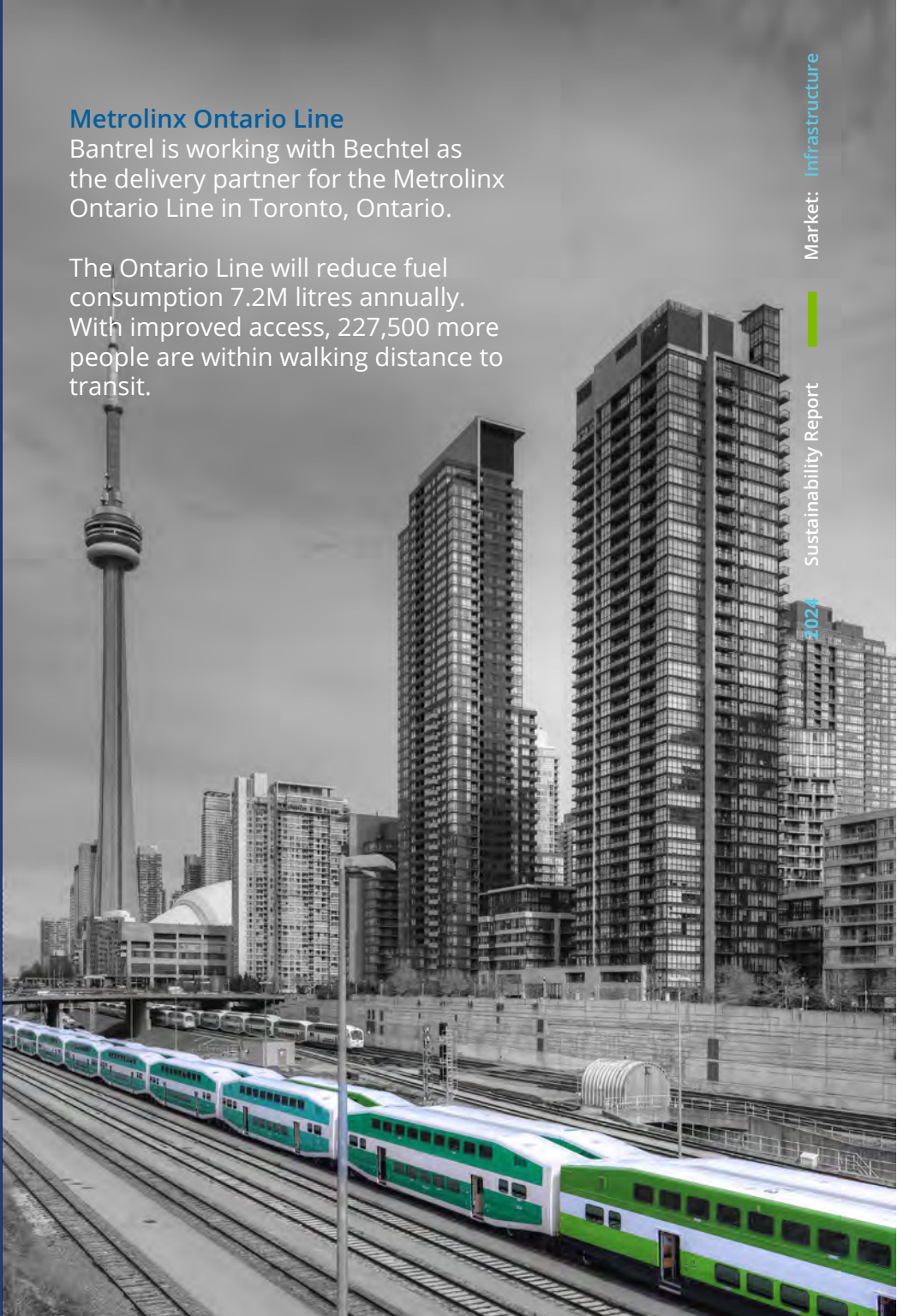
The highest public transportation numbers are found in the Calgary Stephen Avenue Place location with 58 per cent overall, with 40 per cent light rail transit (LRT) use.



## Metrolinx Ontario Line

Bantrel is working with Bechtel as the delivery partner for the Metrolinx Ontario Line in Toronto, Ontario.

The Ontario Line will reduce fuel consumption 7.2M litres annually. With improved access, 227,500 more people are within walking distance to transit.



Market: Infrastructure

Sustainability Report

2024

## Environment Footprint Reduction and Execution Efficiency

### Eco-Promotional Materials

Bantrel was successful in choosing limited and eco-friendly promotional clothing and products. Including opting for no individual packaging of items, and choosing products made from recycled and biodegradable materials.

### Integrated Project Delivery (IPD)

Bantrel has begun developing and testing a IPD solution starting with construction progression module .The initial version of this module is ready for use and can be deployed on future projects as a standard Bantrel solution.

Throughout the life-cycle of the project we will continue to develop pieces of the IPD, as the Bantrel innovative solution for the construction portion of project delivery.





## A New Kid in Town

A new environmental initiative utilizing sheep and goats to graze weeds, will begin in spring of 2024 at our Jansen Potash Project in Saskatchewan, reducing the need for herbicides. This will benefit the local ecosystem and community, promoting ecological balance, soil health, and community involvement.

Another Jansen Project initiative is our project-wide *Lights Out* campaign. By minimizing our light pollution we are substantially reducing the number of bird impacts with structures.



Team Jansen garden enthusiasts harvested nearly 900 lbs of produce from their site community garden. All produce was donated to the Humboldt Food Bank.

## Jansen Potash Project

The Jansen mine is planned to be the largest and most sustainable potash producing mine in the world and BHP's first potash asset. Potash is a potassium-rich salt used to improve agriculture production. It is also essential for plant health. Potassium naturally occurs in soil, but farming depletes this mineral faster than naturally occurring sources can replenish it. Regular use of potash helps maintain the productivity of fields that have lost nutrients from years of repeated nutrient removal through harvest.

Sustainability of the environmental, social, and economic impacts are pillars of the Jansen Mine construction and production life.

We are dedicated to reducing greenhouse gas emissions by promoting sustainable transportation solutions. Bantrel, together with our partners are conserving the surrounding environment by reducing our carbon footprint, properly handling waste, and incorporating sustainable design and materials into our project.



## Bantrel Celebrates 40 Years

Bantrel celebrated its 40<sup>th</sup> year of engineering through construction in 2023. #TeamBantrel, along with alumni and special guests gathered in multiple locations across Canada to share in the accomplishments and contributions of our people who have built trust with our Clients delivering successful projects.

“What we do is special. We create, we solve, we bring data, materials, equipment, tools, and people together. We build useful, durable, and safe things—real things we can see and touch,” said Darren Curran, President & CEO of Bantrel in his address.

Bantrel was featured in Business of Energy Magazine; [Bantrel Co's 40-Year Legacy is Just the Beginning](#), to celebrate this milestone.

Thank you to our Clients, partners, shareholders, and teams for your support in achieving this milestone.

40  
Engineering Through Construction  
Since 1983



## Safety Leaders in the Field

At Bantrel, we prioritize the well-being of our employees though fostering a safe and healthy working environment.

We prioritize the completion of HSE Competency Assessments for all personnel and conduct regular Health, Safety and Environment Management Systems (HSE MS) awareness sessions.

In September of 2023, Bantrel was recognized by Imperial Oil for achieving 3M work hours at the Strathcona site with no AHL/PHL 3+ events (no lost-time injuries).



**Metrolinx:** 5M hours without a Loss Time Injury

**IOL:** 3M hours without a Loss Time Injury

**BHP Jansen:** 3M hours without a Loss Time Injury



# Key Initiatives 2024

## Operate With Integrity Culture

Grow employee engagement focusing on the five key enablers of meaningful impact, connection, safety, growth, and appreciation.

## Governance

Conduct a third-party review of Bantrel’s nuclear quality manual (N299).

Review our sustainability pillars to ensure goal alignment with Bantrel values.

Publish our Fighting Against Forced Labour Report in alignment with our Child Labour Policy.

## Cultivate Opportunity Our People

Develop a Women@Bantrel documented training plan.

## Our Work

Develop marketing material and branding for the Carbon Capture Centre of Excellence.

Build our Indigenous engagement contacts by province in alignment with our business pursuits.

## Contribute to Society

### Charitable Support

Engage team members through external volunteerism and corporate philanthropic activities.

This includes our commitment to Tree Canada as a *Partner in Planting* and participation in Canstruction® for the Calgary and Edmonton Food Banks.

Obtain Committed Phase 2 PAR Certification with the Canadian Council for Aboriginal Business (CCAB)

to further Indigenous economic development and foster environmental stewardship.

## Knowledge Sharing

Participate in career fairs and continue to foster relationships with urban centre universities to attract young talent.

Engage in Science, Technology, Engineering, and Math (STEM) outreach programs.

## Minimize Adverse Impacts

### Health, Safety, and Environment

Safety Target Goals: TRIF 0.10, zero lost time injuries (LTI), and zero environmental incidents.

Launch mental health and wellness program to focus on both mental and physical well-being of our team. Deliver the psychological safety workshop for

#TeamBantrel.

## Environmental Footprint Reduction and Execution Efficiency

Make conscious choices for promotional clothing and products ensuring sustainable and recycled materials for fabrics, labels, limited or reduced packaging, and exercise integrity regarding product lifespans.

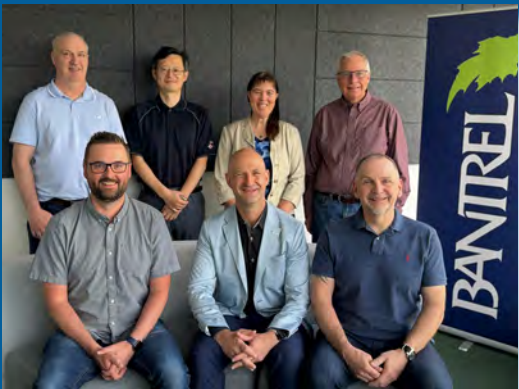
Participate in the Computers for Low-Income Calgarians (CLIC) program, re-purposing gently used electronic and computer equipment. In Ontario, electronics are recycled through the Electronics Recycling Association (ERA).



## Carbon Capture Centre of Excellence (CCCOE)

The Bantrel Carbon Capture Centre of Excellence was established in Calgary, bridging local EPC resources with global expertise to perform a series of pre and post combustion projects. Our teams work collaboratively to support Bantrel and Bechtel carbon abatement projects globally.

Application of the in-house developed, technology neutral, post-combustion template provided our Clients a reduced FEED schedule with greater cost certainty.



Carbon Capture SME's



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