

Multiplex Canada Environmental Social Governance

2023 Highlights



Multiplex is a premier construction company with a simple purpose: **to construct a better future.**

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Company Profile

Local Builder.
Global Reach.



Multiplex is a premier construction company with a simple purpose: to construct a better future.

We are a leading global contractor shaping skylines and creating thriving places around the world for more than 60 years.

With over 1,110 projects completed globally to date, Multiplex has an unrivalled depth of construction experience across all sectors and asset classes. We have established industry leadership and our clients benefit from the very best expertise, systems, processes, innovation, and experience. Our 2,700+ team members across three continents also gives us access to extensive construction resources and expertise from around the world. Our focus is on detailed construction planning, innovative problem solving, thorough risk management and creating a 'one team' approach between the client, consultants, supply chain, community stakeholders and the Multiplex team.



Canada
2011 Established in Canada
140+ People
US\$2.7bn Work to date
35 Current & Completed Projects to date

United Kingdom
1999 Established in UK
740+ People
US\$15.6bn Work to date
89 Projects to date

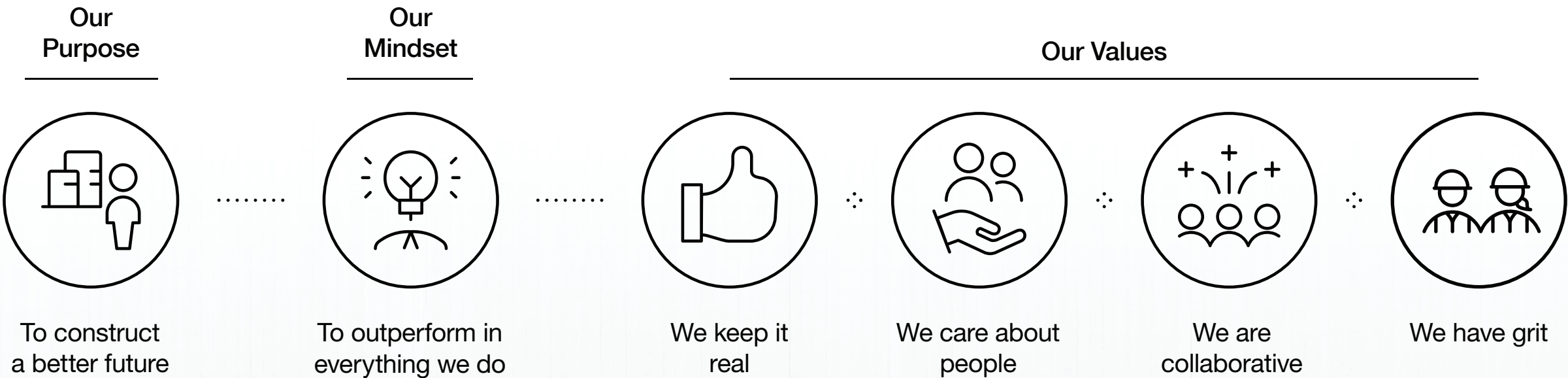
Australia
1962 Established in Australia
1,780+ People
US\$77.3bn Work to date
927 Projects to date



Our Purpose, Mindset and Values

Our clear purpose and ingrained values drive our ESG efforts now and into the future. They support our people to thrive in tackling the most complex challenges and outperforming in all they do.

We seek to construct a better future through ESG actions that harness opportunities and enable our people, projects, communities and industry to reach their full potential. In practical terms, that means focusing on actions that will deliver the greatest impact and materiality for everybody.



Foreword

At Multiplex Canada, our dedication to decarbonization, environmental protection and positive social impact is paramount. We prioritize these commitments across all our business functions, empowering our workforce to create positive change and collaborating with our supply chain to achieve our ambitious goals.

In 2023, we released our Decarbonization Roadmap detailing the actions we need to take in this decade in line with our long term goal of net zero for our supply chain by 2050. Our Decarbonization Roadmap lays out the path we need to follow to reduce emissions across all our spheres of influence, including onsite emissions, office emissions, embodied carbon and waste.

Our Social initiatives are built on three pillars: people, communities and partnerships. For our people, we promote a culture of diversity and inclusion and ensure a safe workplace for everyone on our construction sites. With our focus on community engagement, we aim to build positive relationships and add social value to the communities in which we build.

A key achievement for 2023 was the development of our Path to Reconciliation strategy defining our commitment in line with Call to Action 92 of the Truth and Reconciliation Commission. We are committed to raising awareness about our shared history with Indigenous Peoples and increasing Indigenous representation in the construction industry.

I am extremely proud of our progress to date and look forward to continuing our ESG journey.



Terry Olynyk
President & Managing Director | Canada



“As we present this report, we reflect on a year of significant strides in our ESG commitments at Multiplex Canada. This report is designed to highlight our tangible actions, backed by robust data and grounded in scientific research. We have taken bold steps to reduce our environmental impact, foster inclusive and thriving communities, and uphold the highest standards of transparency and integrity. We invite you to explore our achievements and join us in our commitment to making a positive difference.”

Mark Nolan
Director of Safety, Health, Environment & Quality (SHEQ)



“2023 was an impactful year at Multiplex Canada with significant achievements in our ESG initiatives. The release of our Decarbonization Roadmap represents an essential step in paving the path towards our long-term emission reduction targets. Our diversity and inclusion initiatives, including our Path to Reconciliation, are critical strides in enriching and enhancing the construction industry. Collaboration is key to our success and we welcome you to join us on our journey to construct a better future.”

Anya Barkan
Senior Sustainability Manager

Our ESG Principles and Strategy

With ESG embedded in our global business, we focus our efforts on five core principles - Environment, People, Communities, Partnerships, Governance and Operational Excellence. Within our core principles, we pursue actions where our opportunity for positive impact is the greatest and the impact of our efforts the most material.

Earliest involvement for maximum impact

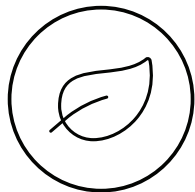
Following research across hundreds of our projects, we know our greatest opportunity for impact is in the pre-construction phase. With that in mind, we seek opportunities for early collaboration with our stakeholders, to understand how we can support each other's ESG goals and broaden our collective impact.

We have committed to having an upfront conversation with our clients about how we can value engineer the design and delivery of our projects to have a positive impact on ESG outcomes. We seek to have those conversations as early as possible.

Measuring success through impact

Our focus on impact and materiality also guides how we measure our success. While we have clear targets to help drive action, we are motivated by the depth and breadth of our impact and the stories behind what we have achieved. This applies across our business – from how we report on safety to how we measure our employee engagement.

E



Environment

Caring for the environment. Playing our part in the global carbon challenge.

FOCUS AREAS

- Decarbonization Roadmap
- GHG Emissions
- Embodied Carbon
- Circular Economy
- Environmental Protection

S



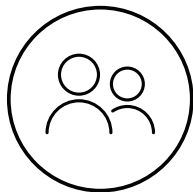
People

Caring for our people and those around us by:

- Keeping them safe.
- Attracting, developing, retaining & rewarding exceptional people

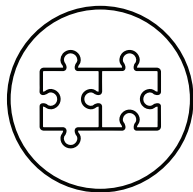
FOCUS AREAS

- | | |
|---------------------------|------------------------|
| Culture | Human Rights |
| Mental Health & Wellbeing | Community Engagement |
| Diversity & Inclusion | Path to Reconciliation |
| Health & Safety | Industry Engagement |



Communities

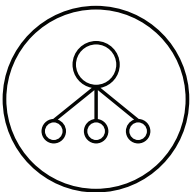
Connecting and enriching our communities



Partnerships

Building rewarding partnerships with our clients and supply chain

G



Governance and Operational Excellence

Having sound business practices to manage risks and realize opportunities

FOCUS AREAS

- Management Systems
- Model First
- Digital Dashboards
- Knowledge Sharing
- Quality Assurance

ESG Timeline



Environment

Decarbonization Roadmap


As we continue to face the challenges of climate change, sustainability has become more crucial than ever. Multiplex leverages its extensive processes, strategies, and years of experience in construction to address these challenges. Our approach is both innovative and practical, focusing on concrete steps to reduce energy consumption and promote sustainable practices through innovation. We recognize the urgent need to reduce global greenhouse gas (GHG) emissions to mitigate the devastating consequences of climate change.

In 2023 we released our Decarbonization Roadmap detailing the actions that we need to take in this decade on our path to a net zero supply chain by 2050. It outlines our strategy for transitioning from fossil fuels to clean, low-carbon energy sources, addressing goals related to GHG emissions, embodied carbon, and circular economy pathways. Our focus for 2023 was building awareness and capacity both internally and externally as well as forging collaboration with our partners in the industry.

Aligned with the United Nations Sustainable Development Goals (SDGs), we ensure that each focus area of our strategy is relevant to our business and identifies opportunities for improvement. Sustainability and responsible business practices are not only ethical imperatives but also key to our long-term success. By assessing the SDGs, we understand where we can make the greatest impact and drive meaningful change.


[Click here to learn more about the DECARBONIZATION ROADMAP](#)

1




Zero onsite emissions by 2030

2




Zero office emissions by 2030

3




30% reduction in embodied carbon intensity by 2030

4



Zero avoidable waste and 50% reduction in waste intensity by 2030

5



Single use plastic free offices by 2025



Environment

Emission Reduction Targets

Science Based Target

Reduce absolute scope 1 and 2 GHG emissions
This comprises of emissions from our purchased electricity, natural gas, fuel and propane.

Reduction Target

63% by 2035
from 2020 base year.

Reduction Achieved

89% in 2023
compared to 2020 base year.

Progress

Fuel and utility consumption fluctuate year-to-year depending on the number of our active projects and their stage of construction. Multiplex is actively exploring and implementing low carbon equipment and alternative fuels to maintain low emissions output regardless of these variables.

WorldGBC Net Zero Carbon Buildings Commitment

Multiplex commits to only owning and occupying assets that are net zero carbon in operation by 2030.

Target

Net zero carbon assets by 2030

Progress

We continue to identify opportunities to reduce emissions and reach our net zero target by 2030, including purchase of Renewable Energy Certificates (REC) for electricity from renewable sources and renewable natural gas for heating.

Emissions Data

Our carbon inventory follows the Greenhouse Gas Protocol Corporate Standard and has been consolidated based on operational control. We track fuel, propane, electricity and natural gas consumption on all our sites and head office. There is an increase in Scope 1 emissions since 2020 due to fluctuation in the number and size of our active construction projects and the increased use of diesel and propane for winter heating. Scope 2 emissions are reduced since 2020 due to natural gas being supplied directly by clients and covered under Scope 3.

Scope Breakdown	Scope	Emissions (tCO2e)				Annual Physical Intensity Emission kgCO2e/m²			
		2020	2021	2022	2023	2020	2021	2022	2023
Scope 1	Purchased fuel and propane gas	103.45	82.09	183.77	367.42	0.59	0.36	0.76	3.05
Scope 2	Purchased electricity and natural gas	3,501.45	281.46	70.24	42.26	15.89	1.31	0.35	0.35
Scope 3	Category 3 - Fuel and energy-related emissions	1,568.81	110.56	26.41	69.89	7.12	0.52	0.13	0.58
	Category 6 - Business travel	9.32	19.62	39.76	39.25	-	-	-	-
	Category 7 - Employee commuting	32.95	33.71	208.2	198.52	-	-	-	-
	Category 8 - Gas and electricity not bought by Multiplex	-	142.29	668.63	627.66	-	0.62	3.51	7.43
Scope 3 Total		1,624.71	306.19	942.00	935.32	7.12	1.14	3.86	7.76
Total (Scope 1, 2 and 3)		5,256.49	669.74	1,197.01	1,345.00	23.6	2.81	5.19	11.16

Environment

Energy Use

We report fuel, gas and electricity on all our sites. We use Canada’s National Inventory Report and industry-specific figures, where available, as carbon conversion factors to calculate the associated carbon footprint.

SOURCES	2020	2021	2022	2023	
Electricity (kWh)	419,226	351,159	271,183	287,532	Electricity purchased directly by Multiplex is primarily for office operations.
Electricity (kWh/m²)	1.86	1.44	1.34	2.22	
Natural Gas (m³)	1,846,142	141,397	27,436	17,809	Significant reduction in natural gas under Scope 1 due to natural gas being billed directly to the client on current projects.
Natural Gas (m³/m²)	8.38	0.66	0.16	0.13	
Diesel Oil (Litres)	11,921	29,892	50,194	88,501	Diesel use has increased for winter heating.
Diesel Oil (Litres/m²)	0.05	0.13	0.25	0.73	
Gasoline (Litres)	60	-	40	0	Multiplex does not have a vehicle fleet and gasoline use is minimal.
Gasoline (Litres/m²)	0.0003	-	0.0002	-	
Propane (Litres)	64,934	1,289	34,413	84,599	Propane is predominantly used for winter heating.
Propane (Litres/m²)	0.29	0.004	0.17	0.70	

Raising awareness onsite with sustainability expos showcasing electric and low carbon equipment.



Piloting B20 Bio-diesel at OmniaBio project site.



Environment

Water and Waste



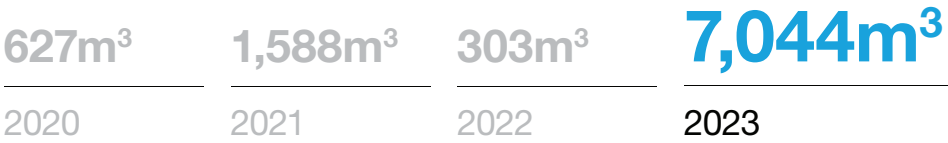
Onsite Water Consumption

We use water in our offices on our sites for various purposes, including: construction activities, commissioning, cleaning and dampening down dust. The reduction since 2020 is due to the number and size of active construction projects and the need for water use at the stage of construction.



Onsite Water Discharge

We measure the discharge volume of groundwater and trade effluent on all our sites and report this information to the relevant water regulatory body, where applicable. The increase since 2020 is due to the number and size of active construction projects and the dewatering needs at the projects.



Responsible and Circular Resourcing

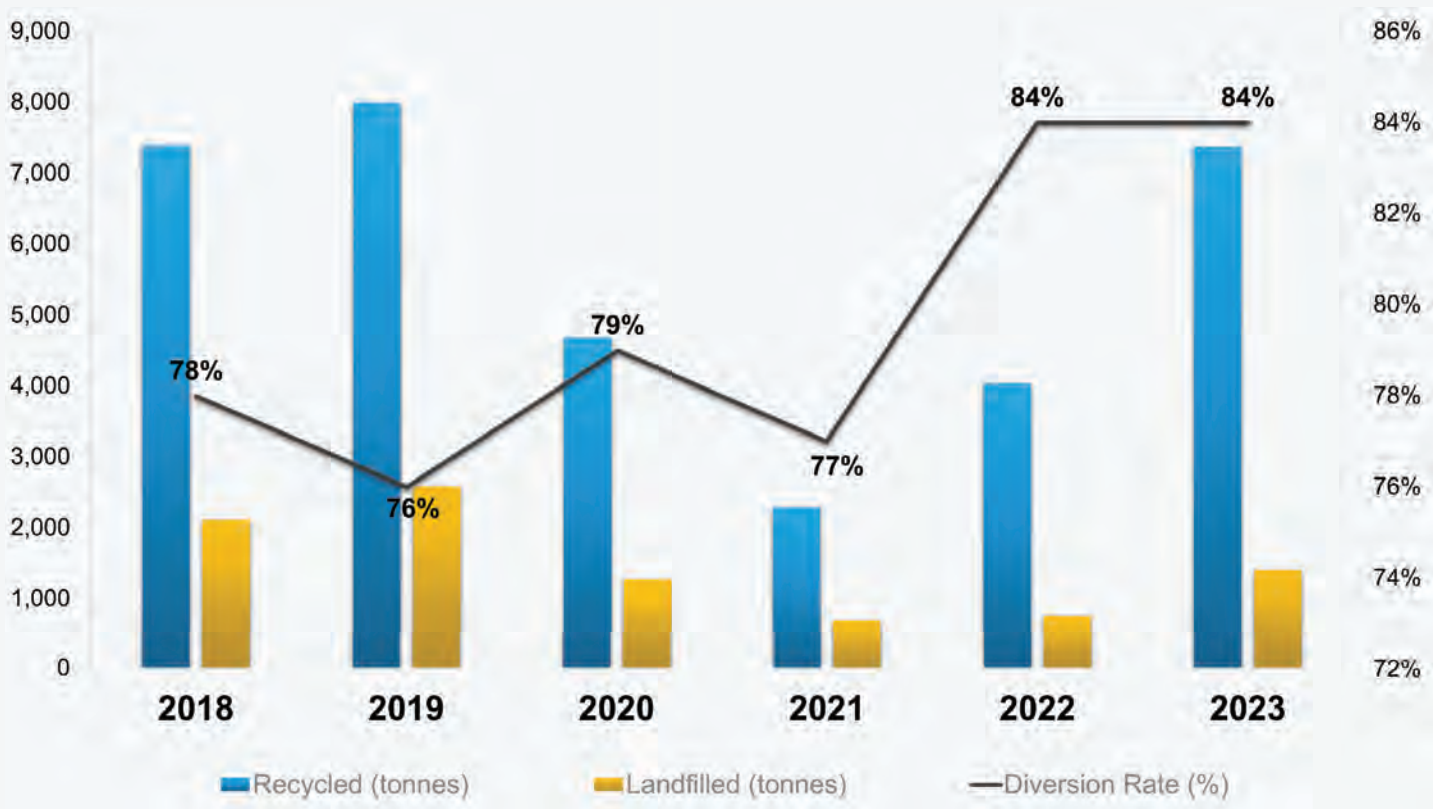
We have seen a steady increase in the diversion rate from landfill and are actively looking for opportunities to reduce waste (through reduced packaging) maintaining housekeeping to avoid damage to materials, and achieving quality requirements to avoid rework.

WASTE GENERATED BY WASTE STREAM

Year	2020	2021	2022	2023
Wood	45%	61%	40%	41%
Rubble	44%	27%	44%	29%
Drywall	1%	2%	2%	7%
Steel	7%	5%	2%	2%
Cardboard	0%	3%	6%	6%
Plastic	4%	2%	5%	4%
Fill				9%

The information in the tables above is taken from our Waste Reporting system.

VOLUME OF NON- HAZARDOUS WASTE BY DISPOSAL ROUTE (TONNES)



Social

Health, Safety and Wellbeing

Our vision is to create the safest and the most desirable workplaces in our industry. We are committed to providing a culture where health and wellbeing shares equal status with safety.

Multiplex is on a continuous journey to boost safety culture and standards across our business and industry. For our projects, our robust ‘Safer by Design’ strategy focuses on eliminating critical risks that will have the greatest consequences. This means working with clients to design out safety risks and design in safety controls in the early stages of projects, because we know we stand to have the most impact when we plan upfront.

For our people, we resource and promote programs to support their physical and mental health – from flexible working programs that are recognized as industry leading, to mental health first aid training that equips our people to support each other.

Serious Potential Incident (SPI) 2023

Incident Classification	Type of Incidents	
Hazardous Substances	1	
Property Damage	1	
Under ground and Overhead Services (Excavation)	1	
Other (Plant and Equipment)	1	
Lifting Operation	3	
Falling Object	1	
TOTAL SPI (2023)		8

Physical Health Data 2023

We selected the data available for our 4 key reportable accidents during 2023.

Classification	Location of Injury
Hazardous Substances	Face
Other (Plant and Equipment)	Leg
Lifting Operation	Leg
Lifting Operation	Leg

2,905

hours of external training

1,759

hours of internal training

58

Critical Risk Meetings 2023

1,131

Toolbox Talk Sessions



6,791

Attendees

1,094

Project Site Orientations



2,341

Attendees

Mental Health Data 2023

Multiplex has a Mental Health First Aider (MHFA) in each workspace.

23

Mental Health First Aiders

Critical Risk Workshops

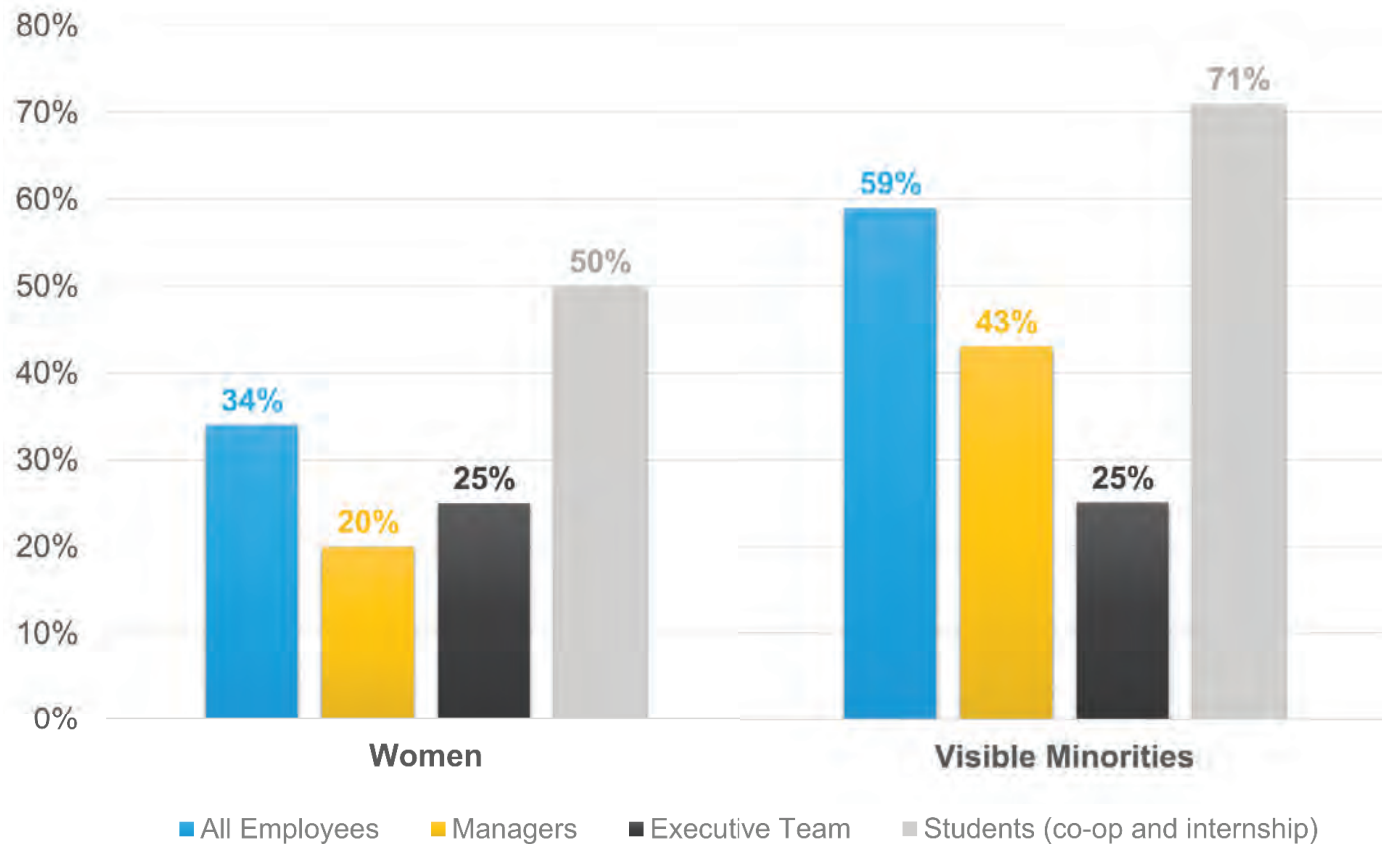
Critical risk workshops are structured sessions designed to identify, assess, and mitigate high-risk activities and hazards within an organization. These workshops bring together key stakeholders, including managers, safety professionals, and frontline workers, to collaboratively analyze potential risks that could lead to serious incidents or harm. The goal is to develop a comprehensive understanding of these critical risks, implement effective control measures, and ensure that all participants are aware of their roles and responsibilities in managing these risks. By focusing on proactive risk management, critical risk workshops help organizations enhance their overall safety performance and create a safer work environment.



Social

Diversity and Inclusion (D&I)

Multiplex’s initiatives underscore our dedication to cultivating a diverse and inclusive workplace. Through inclusive practices, promoting representation, supporting social groups, and providing training and support networks, our goal is to establish an environment where every employee feels valued and empowered.



Women’s Network

Multiplex Canada’s Women’s Network fosters a supportive environment for members to share aspirations, develop skills, and navigate challenges.

In 2023, we held bi-monthly meetings covering topics on leadership, work-life balance, and confidence building. For International Women’s Day we held celebrations at head office and on sites.

Beyond our organization, we supported a women’s shelter with essential-filled shoe boxes for Christmas. We highlighted women’s achievements through social media and featured a special episode on Multiplex’s podcast The Good, The Bad and the Built Environment.



Social

Tackle Your Bias

In 2023, we launched *Tackle Your Bias*, an in-house course to support our diversity and inclusion strategy. Featuring 12 Multiplex colleagues, this 5½-hour, self-paced course builds awareness of workplace bias and offers practical strategies to address it.



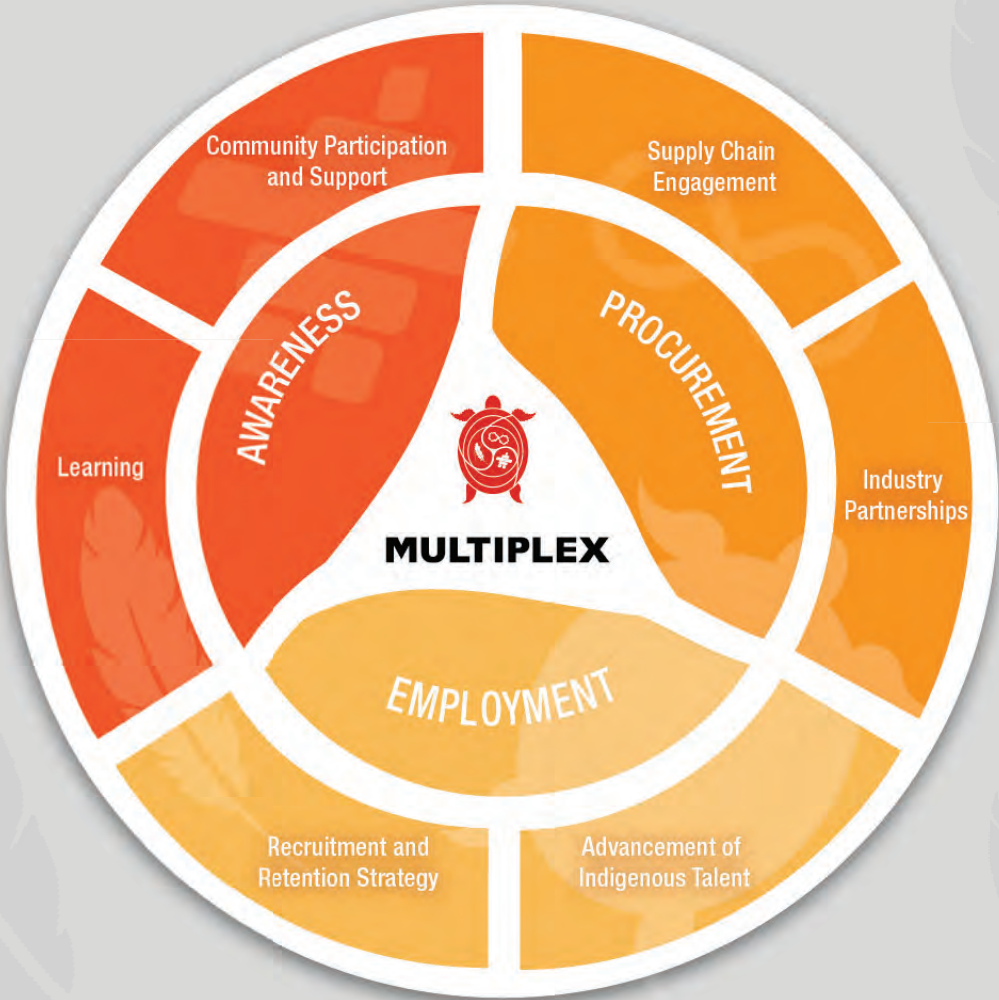
Future Construction Professionals

At Multiplex, we prioritize the growth and development of the next generation of construction professionals. We are committed to providing a supportive environment where aspiring individuals can thrive, build their careers, and become the leaders of tomorrow. In 2023 we hosted the Multiplex Canada Open House for local students and career advisors and partnered for the Career Hub at the Building Show.



Respecting our Communities

Our goal is to have a positive impact on the local community on every project. We ensure the community is informed and engaged throughout the construction process, including distribution of quarterly newsletters, hosting town halls and conducting community clean-ups on all our project sites.



Path to Reconciliation

We developed our Path to Reconciliation strategy in line with Truth and Reconciliation Commission's Call to Action 92. We are committed to raising awareness, advancing Indigenous talent and diversifying our supply chain.

In 2023, our team participated in a Kairos Blanket exercise, an immersive journey through Indigenous history in Canada. This experience deepened our understanding and strengthened our commitment to being allies for a more inclusive future.





CERTIFICATE NO. OHS 602153



CERTIFICATE NO. 0123



CERTIFICATE NO. EMS 711563



CERTIFICATE NO. FS 689093



0026

ISO 27001: 2013
CERTIFICATE NO. 18132-ISMS-003

Governance

Multiplex is dedicated to continuously enhancing standards across our business and the broader industry. We collaborate with our clients to design and integrate controls during the earliest phases of our projects to minimize or eliminate risks on our sites.

Our relevant registrations, certificates and awards include:

- ISO 45001:2018 OHS Management System certificate
- ISO 14001:2015 Environmental Management System
- ISO 9001:2015 Quality Management system
- ISO 27001:2013 Information Security Management of IT services, systems, and applications
- Recognized Safe Employer by Ontario’s Chief Prevention Officer
- COR™ Certificate of Recognition 2020

MULTIPLEX

Built to outperform.

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