

MULVEY & BANANI



ESG POLICIES

MULVEY & BANANI 2024

TABLE OF CONTENTS



Page	Policy Title
03	Governance Policy
17	Environmental Policy
32	Social Policies
	Diversity, Equity & Inclusion:
34	Diversity, Equity, Inclusion & Belonging
37	Employee Engagement
38	Full-Time Employment
39	Pay-Scale Equity
41	Freedom of Association
42	Living Wage
43	Gender Pay Equity
	Employee Health & Benefits:
44	Physical Health & Well-Being
46	Health Care & Group Insurance
48	Retirement Provision
49	Family/Medical Leave
50	Training/Education
	Stewardship Policies:
52	Local Communities
54	Volunteering
55	Charitable Giving
56	Positive Products
	Purchasing & Supply Chain Policies:
57	Equitable Purchasing
58	Supply Chain



GOVERNANCE POLICY

MULVEY & BANANI 2024

GOVERNANCE POLICY SECTIONS



Page	Sections
05	01 Statement of Commitment
06	02 Mission Statement
08	03 Organizational Structure
10	04 Compliance and Risk Management
13	05 Diversity, Equity, and Inclusion
15	06 Succession Planning

1. STATEMENT OF COMMITMENT

At Mulvey & Banani, we are committed to maintaining a strong internal governance framework that upholds the highest standards of corporate conduct. We recognize the vital role of robust internal governance practices in driving our long-term success and aligning with our Environmental, Social, and Governance (ESG) objectives. This commitment is reflected in our comprehensive Governance Plan, which consists of the following key policies:

- Mission Statement
- Organizational Structure
- Compliance and Risk Management
- Diversity, Equity and Inclusion
- Succession Planning

By adhering to these policies, we ensure transparency, accountability, and the responsible management of our company.





2. MISSION STATEMENT

Our Mission Statement articulates our core purpose and overarching principles that guide our decision-making and operations.

Mulvey & Banani provides engineering and design excellence in the most optimal and holistic manner, achieving functional goals and maximizing system potential within a projects' given budget and timeline. Our daily approach emphasizes thorough system design investigation, resource conservation, and anticipation of future modifications. These priorities ensure we deliver competitive, efficient, reliable, and maintainable systems.

Mulvey & Banani's corporate purpose statement is an inspirational statement that guides our company: **Empower human experience with light, systems, and technologies.**

Five cornerstone values anchor Mulvey & Banani's global firm conduct throughout the provision of all engineering and design services: Acuity, Equity, Passion, Excellence, and Impact. These Company Values are a set of guiding principles and fundamental beliefs that have shaped and continue to shape our business, culture, and community.

ACUITY

We have the insight and wisdom required to be agile in how we champion our leadership and drive success.

EQUITY

We prioritize harmony and integrity when managing and performing responsibilities, both as individuals and as a company.

PASSION

We are passionate about what we do and strive to uphold the generations of hard work that is integral to our success.

EXCELLENCE

We continuously push to exceed, nurture and maintain excellence in our service and attitude.

IMPACT

We are committed to the betterment of humanity, and believe that together, engineering and design can drive positive change.

3. ORGANIZATIONAL STRUCTURE

This section offers an insight into the company's organizational framework, delineating the roles and responsibilities of the board, shareholders, and different areas of management and staff. By doing so, it establishes transparent channels for decision-making and operational efficiency while promoting a collaborative environment.

Our practice is founded on continuous and effective communication and management to provide clients with exceptional customer service. Each project is headed by a Principal, who contributes significantly to the project's conceptual stage and remains involved throughout the life of the project.

The Principal's role is supplemented by the Project Director, a member of our staff who acts as the single point of client contact throughout the project.

Organizational Structure:
Within Mulvey & Banani, individuals function within several positions. They may function in the Capacity of one, several or even all of the following positions: shareholder, board member, senior management team member, project principal or manager, professional service staff, etc.



3. ORGANIZATIONAL STRUCTURE

Governance (The Board):

Domenic Bonavota, Eric Cornish and Shaili Patel

The board of directors for MBII, MBAV and MBL has the ultimate decision-making authority and responsibility for directing and controlling the affairs of Mulvey & Banani. The board is responsible for the overall strategic direction of the Company and ensures that effective management is in place to manage the day-to-day operations of the Company.

Shareholders of Mulvey & Banani:

Domenic Bonavota, Eric Cornish, Shaili Patel, Mike Prsa, Nick Manesis, Remus Banulescu, Kevin Pattison, Peter Lee, Angad Koacher and Jeffrey Tran.

- Refers to all individuals who hold shares in the Company. They participate in establishing the Company strategic direction and receive updates on major undertakings (e.g. acquisitions, new directions etc.) by the board.

Senior Management of Mulvey & Banani:

Domenic Bonavota, Eric Cornish, Shaili Patel, Mike Prsa, Nick Manesis, Remus Banulescu, Kevin Pattison, Peter Lee, Angad Koacher, Jeffrey Tran, Zdravko Crne and Nick Bonadie.

- The Senior Management Team is responsible for the day-to-day operations of the Company.

- The Senior Management Team of MBII consists of the following individuals:
 - President
 - Executive Vice President
 - Senior Vice President
 - Seven (7) Vice Presidents
 - Two (2) Vice Presidents Communications

Shareholders of Mulvey & Banani

Lighting: Stephen Kaye and Alan McIntosh

Shareholders of Mulvey & Banani Audio

Visual: Greg Rushton

Associates:

- Senior Associates: Rick Rogers, Ron Kwong, Ian Ma, Moe Pourgholam, Alex Zheng, Charles Park, Travis Gregory, Olumide Joseph, Michael Yan, Jordan Perrier, and Harsharan Sohal;
- Associates: Mehrdad Haghighi, Eugenio Antoni, Liam Green, Shaghayegh Riazzi (MBL), Mimi Shao, Michelle Skelsey, Marina Bae, Darian Brandolino, Sagar Dharamshi, Niusha Eshghi, Nishat Fatima, Brett Francis, Renaldo Jo, Michael Mikolainis, Alex Muller, Bhargav Prajapati, Ayat Saleh, and Tom Yick;

Staff: The remainder of MBII, MBL and MBAV employees that are not Senior Management, Senior Associates or Associates.

Employees: All of those employed by MBII, MBL and MBAV including Senior Management, Senior Associates, Associates and Staff.



4. COMPLIANCE AND RISK MANAGEMENT

This section outlines our comprehensive approach to mitigating risks, ensuring legal and regulatory compliance, fostering a culture of integrity, actively preventing corruption and bribery, and implementing robust disaster recovery measures.

Intent – Mulvey & Banani has adopted this policy to ensure the ongoing success of our organization, and to protect the best interests of all of our employees, vendors, customers, and the company from illegal or damaging actions committed by individuals either knowingly or unknowingly.

This policy is to ensure that our staff refrain from and are prepared to identify bribery, fraudulent activity and corruption in order to report these activities appropriately. These procedures are to provide general guidance with respect to the prevention, investigation and remediation of bribery, fraud, and corruption.

Mulvey & Banani will not tolerate any wrongdoing or impropriety and will immediately take the appropriate disciplinary actions to correct the problem.

4. COMPLIANCE AND RISK MANAGEMENT

Guidelines – Unethical Behaviour:

- Mulvey & Banani will not be party to the intent or appearance of unethical or compromising practices in its business relationships by means of bribery, fraud or corruption.
- Harassment or discrimination of any kind will not be tolerated.
- Improper use of company trade secrets will not be tolerated.
- Employees shall not use corporate assets or business relationships for personal use or gain.
- Employees, corporations, or other entities associated with Mulvey & Banani must not, directly or indirectly, provide or propose any form of value to a Public Official with the intent to influence any official act, encourage the recipient to breach their legal obligations, or persuade the recipient to leverage their influence within any government tier to impact any government act or decision for the purpose of acquiring, maintaining, or directing business, or gaining any improper advantage.
- Our Anti-Corruption Policy is intended to ensure that Mulvey & Banani does not receive an improper advantage in our business dealings and that all payments and expenses are properly recorded in our financial books and records. The policy expresses our zero- tolerance stance towards bribery and any form of corrupt behaviour on the part of any of our employees, officers, directors and third parties with whom we conduct business.



4. COMPLIANCE AND RISK MANAGEMENT

Prevention and Detection of Bribery, Fraud and Corruption – Mechanisms used in the prevention and detection of these prohibited activities include, but are not limited to:

- Process monitoring;
- Supervision and review;
- Provision of appropriate training for new and existing staff;
- Written policies and procedures;
- Segregation of duties;
- Reconciliation of accounts; and
- Review of audits and financial records.

Bribery, Fraud and/or Corruption Response Plan – In the event that any employee encounters or suspects bribery, fraudulent activity or corruption, they are required to report this information immediately to a member of Senior Management. This shall be investigated thoroughly, and maintained confidential. Disciplinary actions will include, up to and including termination of employment and/or report the incident(s) to the appropriate authorities.

Employee Expectations

- Management & Executives:
 - In all business dealings, Senior Management and Associates are required to set a prime example showing honesty and integrity.
 - Shall have an open door policy allowing for the free discussion of suggestions and concerns from employees.
 - Must report any conflicts of interest regarding their position at Mulvey & Banani.
 - Must report suspected violations.
- Employees:
 - All employees are expected to work together to promote a workplace built on trust, accountability and openness.
 - Disclose any conflicts of interests.
 - Report suspected violations.
- Retaliation against employees who use these reporting mechanisms to raise genuine concerns will not be tolerated.
- Violations – In the event that a violation of this policy occurs, Mulvey & Banani will employ disciplinary measures that reflect the severity of the offence up to and including termination of employment. Some violations may indelibly affect our business in a negative fashion. In this case, legal action may be pursued

5. DIVERSITY, EQUITY AND INCLUSION



Our Diversity, Equity and Inclusion Policy highlights our commitment to fostering a diverse and inclusive workforce, promoting equal opportunities, and creating an environment that values and respects individual differences.

25%

of Mulvey & Banani staff
identify as women

33%

of Mulvey & Banani's Board of
Directors identify as women

37

number of different languages
spoken by Mulvey & Banani staff

5. DIVERSITY, EQUITY AND INCLUSION

It is important to recognize our Diversity, Equity and Inclusion policies in our governance plan as it signifies our unwavering commitment to establishing a strong and sustainable organization.

By explicitly recognizing DEI within this plan, we communicate to stakeholders that it is an integral part of our corporate values, decision-making, and long-term strategy.

This commitment ensures an inclusive culture, attracting diverse talent, fostering innovation, providing equitable opportunities, and upholding legal compliance, ultimately enhancing our reputation as a socially responsible organization.

Please refer to our full Diversity, Equity and Inclusion (DEI) Policy .





6. SUCCESSION PLANNING

The Succession Planning Policy emphasizes our strategic approach to safeguarding organizational continuity and leadership transition. Our strategy encompasses identifying essential roles, implementing development programs, and enabling knowledge transfer to secure the firm's long-term success and commitment to delivering superior consulting engineering services.

Identifying and Aligning Talent: We pinpoint key roles within the organization that require a strategic succession approach. This involves assessing our internal talent pool for readiness, performance, skills, and alignment of career goals with available opportunities, ensuring we match organizational needs with employees' ambitions.

Development and Mentorship: We offer structured programs that enhance the skills and competencies of potential successors, which includes leadership development, technical training, and diverse project exposure. Additionally, we establish mentorship relationships between current leaders and potential successors to facilitate skill development and career guidance.

Knowledge Transfer and Continuous Improvement: Processes are in place to capture and transfer critical knowledge from outgoing leaders to successors, minimizing disruptions to ongoing projects or client relationships. Additionally, we continuously assess and refine the succession planning process based on feedback and evolving organizational needs.



7. CONCLUSION

In conclusion, our Governance Plan reflects our unwavering commitment to excellence, integrity, and sustainability at every level of our organization. By integrating these critical elements into our Governance Plan, we reaffirm our commitment to responsible and sustainable business practices.

We strive to create long-term value, promote transparency, foster innovation, and enhance stakeholder trust. Through continuous improvement and adherence to these governance principles, we are poised for success in an evolving business landscape while making a positive impact on our employees, clients, and the communities we serve.

MULVEY & BANANI



TORONTO REGION CONSERVATION AUTHORITY (TRCA) HEADQUARTERS, TORONTO, ON

ENVIRONMENTAL POLICY

MULVEY & BANANI 2024

ENVIRONMENTAL POLICY SECTIONS



GRENADIER SQUARE, TORONTO, ON

Page	Sections
19	01 Statement of Commitment
20	02 Objectives & Goals
21	03 Implementation Categories:
22	a. Sustainable Design & Engineering
24	b. Carbon Footprint Reduction
25	c. Sustainable Mobility
26	d. Waste Management
28	e. Water Conservation
29	f. Green Procurement
30	04 Environmental Reviews
31	05 Conclusion

1. STATEMENT OF COMMITMENT

At Mulvey & Banani, we view environmental sustainability as both an essential duty and responsibility. Recognizing the environmental implications of our operations and our designs, we are determined to weave sustainability into all our work aspects. Our Environmental Plan is a pledge to reduce our ecological footprint, foster sustainable growth, and champion a greener, resilient future. In adhering to our values, we aim to spearhead sustainable engineering, influencing our industry positively.

The Environmental Plan is central to our comprehensive ESG program, incorporating social responsibility, ethical business practices, and corporate governance. These elements craft our identity and underscore our dedication to sustainable value creation while responsibly addressing environmental challenges.



UNIVERSITY OF TORONTO MISSISSAUGA – ARTS, CULTURAL AND TECHNOLOGY (ACT) BUILDING, MISSISSAUGA, ON



T3 BAYSIDE, TORONTO, ON

2. OBJECTIVES & GOALS

Mulvey & Banani's Environmental Plan details objectives and goals in Section 3's Implementation Categories for a holistic approach to sustainability. These categories target key areas for significant environmental improvement.

Our objectives, defined to address crucial environmental impacts, align with our continuous improvement commitment. Clear, measurable goals in each category provide a roadmap for progress tracking as we strive for a sustainable future.

3. IMPLEMENTATION CATEGORIES



MOHAWK COLLEGE – THE JOYCE CENTRE FOR PARTNERSHIP & INNOVATION,
FENNEL CAMPUS, HAMILTON, ON

To achieve our environmental goals, Mulvey & Banani has created a set of strategies covering 7 crucial areas, each with a distinct objective for guiding sustainable practices throughout our operations. Each strategy targets specific environmental challenges to stimulate positive change within our organization and communities.

Through these strategies, we seek to cultivate innovation, resource efficiency, and environmental stewardship in our everyday work and projects.

6 Environmental Implementation Categories:

- A. Sustainable Design & Engineering
- B. Carbon Footprint Reduction
- C. Sustainable Mobility
- D. Waste Management
- E. Water Conservation
- F. Green Procurement

A. SUSTAINABLE DESIGN & ENGINEERING

Objective: Integrate sustainable design principles and engineering practices into all projects to minimize environmental impact and promote long-term ecological resilience.

Mulvey & Banani's greatest contribution to the environmentally conscious society is the execution of our engineering services. Mulvey & Banani has always recognized the need for energy-efficient buildings, but in today's world, sustainable design requires one to go beyond simple efficiency measures.

Some of our environmental involvement and industry leading contributions include:

- Membership in industry organizations:
 - Canadian Green Building Council (CAGBC); including LEED Certification through the CAGBC
 - Canadian Standards Association (CSA) Group: Adherence to various CSA standards, which provide guidelines and best practices for environmental sustainability in various industries
 - WELL Accredited Professional (WELL AP): Accredited under the WELL Building Standard, emphasizing expertise in health and well-being in building practices.
- Participation in government-sponsored task groups:
 - Model National Energy Code (MNEC)
 - C2000 Advanced Building Program
- Encouraging the use of green building certifications and standards:
 - Significant LEED™ projects: Many of our projects are certified LEED projects, contributing to 6 of the 7 topics addressed under LEED Canada in New Construction and Major Renovations, including Sustainable Sites (SS), Energy and Atmosphere (EA), Materials and Resources (MR), Indoor Environmental Quality (IEQ), Innovation in Design (ID), and Regional Priority (RP). [More information at <https://www.cagbc.org/our-work/certification/leed/leed-canada/>]
 - Significant WELL Building Standard® projects: Our scope of services contributes to 5 of the Seven Concepts of the WELL Building Standard®, focusing on attributes that impact occupant health, including Air, Light, Fitness, Comfort, and Mind. [More information at <https://standard.wellcertified.com/>]
- Engineering and design expertise:
 - Engineering of Net Zero buildings and spaces.
 - Expertise in Alternative Power Sources such as Photovoltaics (PV), Combined Heat and Power (CHeP), and advanced Battery Energy Storage Systems (BESS).
 - Ingenuity in lighting systems and controls.
 - Design of intelligent buildings and spaces utilizing data, analytics, and machine learning for maximizing energy and operational efficiencies.
 - Accredited SmartScore Certified APs among our staff, allowing us to evaluate and accredit projects for SmartScore certification, emphasizing sustainability, efficiency, and carbon reduction.

- Continuous promotion of sustainable design practices and energy-efficient engineering solutions, including:
 - PV systems.
 - Reduced interior lighting power density.
 - Wireless web-based, time-based, sensor-based, and remote-control dimming lighting control systems.
 - Electronic Digital Metering Systems.
 - Central Dashboard.
 - Efficient power distribution schemes.
 - Electric Vehicle charging infrastructure.
 - Electrification of buildings.
 - Leveraging AI and machine learning for energy efficient building operations
 - Developing mobile apps for users to manage resource consumption, promoting environmental awareness and gamification.
- Incorporating lifecycle assessments and environmental considerations into project planning:
 - Conduct thorough environmental impact assessments for projects.
 - Ensure compliance with environmental regulations and guidelines.
 - Assess climate risks and incorporate resilience strategies into project planning.
- Natural Resource Management:
 - Consider/promote responsible resource management in project development.
 - Encourage the adoption of sustainable materials and resource-efficient technologies.

Goal: Our aim is to ensure that all our projects embody sustainable design principles and engineering practices. We plan to achieve this by employing verified methods to quantify and monitor the reduction of environmental impact for each project. This commitment extends to ongoing professional development for our team in sustainable practices and technologies, maintaining our position at the leading edge of environmentally responsible engineering.



FIRST NATIONS TECHNICAL INSTITUTE – NEW ACADEMIC BUILDING, TYENDINAGA AERODROME CAMPUS, TYENDINAGA MOHAWK TERRITORY, ON

B. CARBON FOOTPRINT REDUCTION

Objective: To devise and implement robust strategies that actively reduce our greenhouse gas emissions and optimize energy consumption. This will be achieved through the integration of energy-efficient technologies, practices, and renewable energy sources across our operations.

These concerted efforts contribute to global climate change mitigation, and lead to substantial energy savings, enhancing our overall environmental sustainability.

Technology/Energy Usage:

- Ensure that electronic equipment is turned off at the end of the day, and if not possible, turn off monitors;
- Office utilizes occupancy-based lighting control, ensuring lights are active only when needed;
- Use 'Energy Star' computers, office equipment and appliances;
- Extend use of high-efficiency luminaires including LED technologies; 100% of office lighting uses high-efficiency LEDs

Smart Energy Management:

- Use programmable thermostats, automatic standby power-downs, and energy management software to manage energy use efficiently.
- Enhance energy efficiency with expanded use of automatic lighting controls, dimming systems, and integrated building management technology, including mobile apps and multi-purpose sensors.
- Our internal office Building Intelligence supports carbon offset initiatives and records all data for audit purposes.

Goal: Our commitment to reducing our carbon footprint involves ongoing initiatives. We will regularly assess our energy efficiency through audits and explore opportunities to improve. This includes increasing the use of 'Energy Star' appliances, upgrading lighting to high-efficiency LEDs, and educating our employees about sustainable practices.

We have implemented automatic lighting controls throughout our entire office, incorporating occupancy/vacancy sensors in all circulation areas, offices, meeting rooms, and general office spaces. This initiative ensures that lighting and HVAC systems are set back in areas not in use, reflecting our commitment to sustainable practices and reducing our carbon footprint.



C. SUSTAINABLE MOBILITY

Objective: Reduce the carbon footprint of transportation by promoting the adoption of sustainable transportation modes and supporting the development of infrastructure that facilitates active transportation, public transit, and electric vehicles.

Here are the current initiatives we have established:

- Encourage sustainable commuting options for employees (e.g., carpooling, public transportation, walking, biking)
 - Mulvey & Banani provides Presto Cards for transit required trips for work related activities
 - New head office strategically located for accessibility: Transit score of 92, walk score of 94, with amenities like bicycle parking and showers
 - The choice of location for company related events considers transit accessibility or walking distance to the office

- Piloting a hybrid working model, combining in-office and remote work to potentially reduce transportation-related carbon emissions.
- Promote the use of electric or hybrid vehicles with charging stations offered by the Landlord. These charging stations are free to the individual staff member and covered by a shared fee included in the lease rate of all building tenants.
- Please refer to the Crown Properties 90 Sheppard Avenue East building information brochure for more building amenities: [Brochure Link](#)

Goal: Strive to notably reduce our transportation-related carbon emissions over the next few years by endorsing sustainable transit modes, fostering infrastructure for active and public transit, and augmenting the use of electric vehicles in our company fleet.

D. WASTE MANAGEMENT

Objective: Mulvey & Banani aims to manage materials and waste responsibly to minimize environmental risk. Our strategy prioritizes source reduction, followed by reuse, and recycling/recovery. We've implemented separated collection for garbage, recycling, and green bin to support this. Disposal is used only as a last resort.

Paperless Office:

- Whenever possible, avoid printing of documents.
- Invested in printing equipment with print tracking and user-mandated release to reduce unnecessary printing.
- When documents must be printed, all documents shall be printed on both sides. This will reduce paper usage, conserve energy and save waste;
- Reuse paper whenever possible;
- Hold paperless meetings by utilizing technologies such as virtual meeting platforms, pdf editing software and material display and review via projector instead of handouts;
- Diligently recycle all paper, cardboard, glass, tins, PC's and recyclable plastics.

Source Reduction:

This is the company's most preferred method and includes, but not limited to, material elimination, inventory control and management, material substitution and process modification. Staff are expected to explore these methods first prior to disposing waste. Day-to-day housekeeping measures also include:

- Use reusable mugs, dishes, glasses and flatware instead of disposable;
- Ensure that the dishwasher is full before usage.
- Utilize purified drinking water stations to reduce reliance on single-use plastics.
- Implemented upgraded coffee systems that avoid the use of single-use pods or disposable items, further minimizing our waste footprint.



Reuse:

Staff are encouraged to reuse materials upon verifying that this method is appropriate and will not cause a negative effect to the environment, quality of work, themselves or others. Reuse is the use of a product more than once for the same or different purpose, either on-site or off-site.

Recycle/Recovery:

Upon Management approval, items that are no longer wanted by the company are available to staff to recycle/re-use. Recycle/recovery is the process by which materials otherwise destined for treatment or disposal are collected, processed, and/or remanufactured into the same or different product either on-site or off-site.

Disposal:

Disposal being the least favourable method in waste management will be considered last after source reduction, reuse and recycle/recover. Staff are expected to minimize their share of this last resort.

Goal: Aim to significantly reduce waste generation through proactive source reduction initiatives. Strive to increase reuse and recycling efforts, while limiting disposal as the least preferred method. Plan to audit our waste management processes annually to ensure safety and minimal environmental risk.



E. WATER CONSERVATION

Objective: To implement effective water management strategies and practices that optimize water usage, minimize water waste, and promote water conservation across our operations.

Here are some efforts to demonstrate our efforts to reducing water usage:

- **Building Selection for Water Efficiency:** We've taken steps to enhance water conservation from the very start by choosing a building with water-saving features such as automated faucets for both sinks and toilets. Our commitment to water conservation begins with the selection of our facility.
- **Filtered water system:** Mulvey & Banani saves approximately 120,000 plastic water bottles a year through our filtered water system. These results provide an estimate of the amount of plastic saved through using the following formula:
 - Plastic Savings = Number of Staff Members × Number of Water Bottles Saved per Person × Duration
 - Plastic Savings = 160 × 3 × 250*

*The average number of working days in a year in Canada is typically around 250, accounting for weekends, holidays, and vacation days. These metrics are based on the information that on average, a person may consume around 1.5 to 2 liters (or 0.4 to 0.5 gallons) of water per day; a standard water bottle typically holds around 500 milliliters (or 0.5 liters) of water; therefore, an average person may consume approximately 3 to 4 water bottles per day.

Goal: Enhance our water conservation practices by investigating and implementing advanced water-efficient technologies within the next two years. Additionally, reinforce staff education on water conservation to further reduce water consumption and waste across our operations.



F. GREEN PROCUREMENT

Objective: To integrate sustainability considerations into our procurement processes, promoting the sourcing and use of environmentally friendly products and services, minimizing environmental impact throughout the supply chain, and supporting the development of a more sustainable marketplace.

Here are a list of our internal office vendors and their Environmental Policies:

- Astley Gilbert (printing and paper resource reduction): [Being Green Statement](#)
- Costco (paper and other office supplies): [Sustainability Commitment](#)
- The Brew Centre (coffee): [Sustainability Statement](#)
- Amazon (office supplies): [Environmental Policy](#)

Goal: Establish a more rigorous research, vetting, and tracking process for our suppliers to ensure sustainability compliance. We aim to integrate environmentally responsible choices into our procurement processes, focusing on suppliers that share our commitment to minimizing environmental impact and fostering a sustainable marketplace.

4. ENVIRONMENTAL REVIEWS

Mulvey & Banani will periodically audit and evaluate office practices and processes as part of our commitment to decrease our environmental impact. Staff are encouraged to participate in this audit by reporting any concerns about the environmental impacts made by the company to Senior Management directly or to your Immediate Supervisor. Immediate Supervisors are then to relay concerns brought forward by staff to Senior Management.

This will involve environmental reporting and transparency on internal operations as well as updates on external sustainable design efforts.





5. CONCLUSION

At Mulvey & Banani, our Environmental Plan is an integral part of our broader ESG strategy. We understand that environmental sustainability is interconnected with social responsibility and good governance. By aligning our environmental goals with our overall ESG framework, we adopt a holistic approach that recognizes the interplay of environmental, social, and economic factors. We acknowledge the urgency of addressing environmental challenges and the role businesses play in creating a sustainable future.

Through this policy, we've outlined our objectives and actions across environmental categories, showcasing our commitment to minimizing our ecological impact and promoting environmental stewardship. By embedding sustainability in our operations, engaging stakeholders, and monitoring our performance, we aim to lead in the engineering industry and contribute to a sustainable and resilient world for future generations.

MULVEY & BANANI



SOCIAL POLICIES

MULVEY & BANANI 2024

SOCIAL POLICIES SECTIONS



SICKKIDS PATIENT SUPPORT CENTRE, TORONTO, ON

Page	Social Policies
	Diversity, Equity & Inclusion:
34	Diversity, Equity, Inclusion & Belonging
37	Employee Engagement
38	Full-Time Employment
39	Pay-Scale Equity
41	Freedom of Association
42	Living Wage
43	Gender Pay Equity
	Employee Health & Benefits:
44	Physical Health & Well-Being
46	Health Care & Group Insurance
48	Retirement Provision
49	Family/Medical Leave
50	Training/Education
	Stewardship Policies:
52	Local Communities
54	Volunteering
55	Charitable Giving
56	Positive Products
	Purchasing & Supply Chain Policies:
57	Equitable Purchasing
58	Supply Chain



GENDER DIVERSITY, ETHNICITY, EQUITY, INCLUSION & BELONGING IN THE WORKPLACE

Mulvey & Banani is dedicated to promoting diversity, ethnicity, equity, inclusion, and belonging in the workplace. We celebrate and welcome the diversity and ethnicity of all employees, stakeholders, and external personnel.

The company has adopted this policy as part of its commitment to foster an environment where everyone feels as though they belong and that their dignity, beliefs, and identity are respected. We embrace and celebrate the unique backgrounds, cultures, and perspectives of our employees, recognizing that it is through diversity that we thrive and achieve greatness. We strive to create a workplace that celebrates diversity, fosters inclusivity, and eliminates any form of discrimination or bias based on ethnic origin or background. The company will comply with all applicable legislation in pursuit of these endeavours.

Our retention and promotion strategies are focused on providing a culture and work environment where racially and ethnically diverse employees have the opportunity to be successful in their careers and to be represented at all levels of the organization including senior leadership.

The purpose of this policy is to:

1. Establish a commitment to gender diversity, inclusion, and equity throughout the organization;
2. Establish a commitment to ethnicity and unique backgrounds inclusive of different cultures, languages and ethnic origins;
3. Eliminate any form of discrimination based on prohibited grounds as per Human Rights Code Canada, including but not limited to hiring, promotions, compensation training, and opportunities for professional growth;
4. Ensure equitable and fair access to resources, benefits, and developmental opportunities for all staff.

Equitable Opportunity

1. It is Mulvey & Banani's policy to provide equal employment opportunity for all qualified applicants and employees without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability and to promote the effective utilization of all qualified applicants and employees through a positive and continuing program of affirmative action. This policy applies to all areas of employment, including hiring, promotion, advancement, assignment, compensation, training, and discharge.
2. Equitable development opportunities will be available to all employees and will have clear criteria for promotions. Personnel decisions will be made based on the qualifications and performance of employees. A protected characteristic will not be used against a person in consideration for a promotion, and no opportunities will be unfairly withheld from any employee.

Recruitment

1. Mulvey & Banani is dedicated to recruiting and retaining a qualified workforce and is committed to hiring practices that are fair and equitable. The company and its hiring managers will always seek to hire the most qualified candidate for a position. A protected characteristic will not be used against a person during the hiring process.
2. The company will ensure that the search and hiring processes are fair and equitable so that each candidate has a fair opportunity throughout the process regardless of any protected characteristic they may have. The company will also offer any necessary and reasonable accommodations to candidates throughout the recruitment process.

Training

1. Mulvey & Banani may use various training initiatives to foster a diverse and inclusive workplace. Every employee will receive training about diversity, equity, inclusion, and belonging as part of their onboarding and whenever the company identifies a need for a refresher or new training on the subject. All training will be inclusive and will not be unfairly administered to or withheld from employees.

Accommodation

1. Mulvey & Banani will make reasonable accommodations for individuals with specific needs related to inclusivity, equity, and gender identity and expression, in accordance with applicable laws and regulations.

Reporting and Grievance

1. If an employee feels that this policy has been breached, they may file a verbal or written complaint with the Human Resources Department. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. Occurrences of violence or harassment should be reported in accordance with the company's Human Rights, Workplace Violence, and Sexual Harassment Policy.

This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



EMPLOYEE ENGAGEMENT

Mulvey & Banani is committed to fostering a workplace environment that promotes employee engagement, satisfaction, and overall well-being. Our employees are our greatest asset, and we recognize that their dedication, creativity, and passion are crucial to our success. We believe that engaged employees are the heart and soul of our organization.

We strive to create a work culture that values open communication, collaboration, and personal growth. We actively seek opportunities to involve our employees in decision-making processes, empowering them to contribute their unique perspectives and ideas. We encourage feedback and suggestions, and we listen attentively to ensure that every voice is heard and equally valued.

We strive to create an environment where employees are motivated to give their best each day, feel committed to the organization's goals and values, and contribute to organizational success with an enhanced sense of their own well-being.



FULL-TIME EMPLOYMENT

Mulvey & Banani is committed to offering full-time employment as the primary basis of our workforce. We recognize the importance of providing meaningful and sustainable employment opportunities for our workforce. We are committed to promoting full-time employment as a foundation for stability, growth, and prosperity for our employees. All employees are classified as either regular full-time or temporary. Our dedication to offering quality full-time positions reflects our commitment to the well-being and success of our workforce.

We abide by the Employment Standards Act and all relevant provincial laws and regulations pertaining to full-time employment. We ensure compliance with employment standards, including those related to working hours, compensation, benefits, and other entitlements. We understand that full-time employment offers numerous advantages, such as access to comprehensive benefits packages, consistent work schedules, and opportunities for advancement within the organization.

In our recruitment and hiring processes, we aim to provide full-time and equitable employment opportunities to qualified candidates. We also consider factors such as work-life balance, job security, and career progression to ensure that full-time positions align with the diverse needs and aspirations of our workforce.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



PAY-SCALE EQUITY

At Mulvey & Banani, we are committed to promoting pay equity to ensure fair compensation practices for all employees. This policy establishes guidelines to ensure continuous elimination of wage gaps and discrimination in pay based on gender, race, age, or any other protected ground under the Human Rights Code Canada. We strive to create a workplace where employees are compensated fairly and equitably for their skills, qualifications, and contributions.

Mulvey & Banani is dedicated to adhering to the principles of pay equity, which includes equal pay for work of equal value, regardless of gender, race, age, or any other protected ground. Compensation decisions are based on objective and job-related factors, such as job responsibilities, required qualifications, skills, experience, performance, and industry practices.

Jobs are classified based on their skill requirements, responsibilities, and other relevant factors. Job evaluation is conducted using objective and unbiased criteria, ensuring fairness and consistency throughout the business. Salary ranges are regularly reviewed and updated to ensure competitiveness in the job market and reflect changes in job requirements and responsibilities.

Pay-Scale Analysis

Regular pay-scale analysis is conducted to identify and address any potential wage gaps or pay disparities. Pay-scale analysis considers factors such as gender, race, age, and other protected grounds. If pay disparities are identified, appropriate actions are taken to rectify them, ensuring equal pay for work of equal value.

Reporting and Accountability

Mulvey & Banani has established mechanisms to monitor and evaluate pay-scale equity within the organization regularly. Employees are encouraged to report any concerns or suspected pay disparities to their supervisor, the Human Resources department, or another designated authority. Reports will be treated with high confidentiality.

Policy Review

This Pay-Scale Equity Policy will be reviewed periodically to ensure its alignment with Employment Standards Act and applicable laws, regulations, and organizational objectives. Amendments or updates to the policy will be communicated to all employees and stakeholders as appropriate. This policy does not preclude the firm from making discretionary bonus payments to any employee based on their performance or other merit-based factors.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. Occurrences of violence or harassment should be reported in accordance with the company's Human Rights, Workplace Violence, and Sexual Harassment Policy.



FREEDOM OF ASSOCIATION

We are committed to providing a supportive environment that encourages employees to exercise their rights to freedom of association without interference or intimidation. We prohibit any form of discrimination, harassment, or retaliation against employees based on their decision to join or support employee associations. We strive to provide adequate resources and opportunities for employee-representative organizations to fulfill their roles effectively.

Reporting and Grievance

If an employee believes that they have been unlawfully harassed as a result of joining or failing to join an association, they should submit either a verbal or written complaint in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations.

This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



LIVING WAGE

Mulvey & Banani is committed to paying a fair and above minimum wage to all our employees following guidelines of the Employment Standards Act and Canada Labour Code. A living wage is defined as financial compensation that reflects the amount an individual needs to support themselves and their families' basic needs above the poverty line, based on the actual costs of living in a specific region or community.

Mulvey & Banani has established mechanisms to monitor and evaluate wages and total compensation within the organization regularly. We strive to pay a living wage to all employees. Living wage benchmarks that are most appropriate to the geographic region of our office are used to ensure the most appropriate levels of pay are applied. We take into account living wage considerations as well as market-rate pay when establishing total compensation for each position.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. The living wage will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



GENDER PAY EQUITY

Mulvey & Banani is committed to gender pay equity in our total compensation and employment practices. Our goal is to eliminate systemic bias and discrimination with respect to pay and compensation practices. Pay scales are established according to the guidelines of the Employment Standards Act and the Pay Equity Act. All individuals performing the same or similar work or work of equal value are compensated within the same compensation.

Reporting and Accountability

Mulvey & Banani has established mechanisms to monitor and evaluate pay-scale equity within the organization regularly. Employees are encouraged to report any concerns or suspected pay disparities to their supervisor, the Human Resources department, or another designated authority. Reports will be treated with high confidentiality.

Policy Review

This Pay-Scale Equity Policy will be reviewed periodically to ensure its alignment with the Pay Equity Act and Employment Standards Act and other applicable legislations. Amendments or updates to the policy will be communicated to all employees and stakeholders as appropriate. This policy does not preclude the firm from making discretionary bonus payments to any employee based on their performance and/or other merit-based factors.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. Occurrences of violence or harassment should be reported in accordance with the company's Human Rights, Workplace Violence, and Sexual Harassment Policy.



PHYSICAL HEALTH & WELL-BEING POLICY

Mulvey & Banani recognizes the importance of physical well-being and encourages employees to participate in accredited/recognized programs. As a demonstration of this support, the Company may subsidize a portion of the costs incurred. We are committed to creating a culture that is employee-centered and allows for a physical environment where safety is ensured. This commitment is reflected in our employment, recruitment, retention, compensation, and wellness practices. As a demonstration of this support, the Company may subsidize a portion of the costs incurred.

The purpose of this policy is to:

1. Promote a workplace culture that prioritizes employee physical health and encourages healthy habits;
2. Provide resources and support for employees to maintain and improve their physical well-being.
3. Reduce workplace-related injuries and illnesses through preventive measures and awareness initiatives.

Well-Being Program

Mulvey & Banani is committed to promoting and prioritizing the mental health and well-being of our employees. We recognize that mental health is integral to overall well-being and believe that it is important to promote the emotional and psychological well-being of our employees along with their physical well-being.

We strive to raise awareness and reduce the stigma surrounding mental health. We provide resources and support systems to help employees manage stress, maintain work-life balance, and seek assistance when needed. We encourage open and respectful communication, ensuring that employees feel safe discussing mental health concerns.

We have established programs, resources, and initiatives to promote well-being. These include but are not limited to:

Work Arrangements and Mental Health:

- Wellness benefits – including therapy and counseling
- Right to Disconnect from work as per Working for Workers Act
- Paid time off
- Flexible hours
- Half-day Fridays throughout the year
- Paid Christmas/New Year shutdown

Professional Development:

- Financial support for employee's continuous professional development
- Career progression plan/professional development program

Office Environment:

- Circadian Lighting – using lighting that mimics natural daylight to improve mood and sleep, enhancing overall well-being
- Clean office space – cleanliness maintained every day
- Multi-faith prayer area on-site
- Outdoor work and social patios/environments
- Open door policy

Communication and Inclusivity:

- Coffee Chats with the Executives Program
- Cultural Holidays celebration

By prioritizing mental health, we aim to create a workplace culture that supports and nurtures the mental well-being of our employees, fostering a positive and productive work environment.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint with the Human Resources Department. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



HEALTH CARE & GROUP INSURANCE

Mulvey & Banani prioritizes the health and well-being of our employees and recognizes the importance of accessible healthcare. We offer comprehensive Group Insurance Coverage to all full-time employees at no cost.

The corporate group insurance covers Life Insurance, Accidental Death and Dismemberment, Health, Dental coverage, drug coverage, Travel insurance, and Long-Term Disability Benefits. Benefits are subject to change without notice as insurance policies are renewed, and business conditions change, and the employee acknowledges and agrees that any such change will not result in the termination of the employment agreement. Upon successful completion of the probationary period, you will automatically be added to the Company Benefit Plan, under the terms and conditions of the plan.

1. Participation and entitlements under the Benefit Plan remain subject to the terms and conditions of the Benefits Plan and other requirements established by the insurer.
2. For details on each benefit, refer to the Company Group Benefits Package.

Eligibility

Employees become eligible for our group benefits plan after successfully completing their probationary period.

We comply with the Occupational Health and Safety Act and all other applicable federal and provincial health and safety regulations regarding healthcare coverage and benefits. We work with reputable healthcare providers to ensure that our employees receive prompt and reliable medical attention when needed.

In addition to providing healthcare benefits, we promote health awareness and preventive measures. We encourage our employees to prioritize their well-being, engage in healthy lifestyles, and take advantage of available resources for preventive care.

We are continuously evaluating and enhancing our healthcare offerings to meet the evolving needs of our employees. We value their feedback and input to ensure that our healthcare benefits align with their expectations and support their physical and mental well-being.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint with the Human Resources Department. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations. This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



RETIREMENT PROVISION

Mulvey & Banani recognizes the importance of retirement planning and financial security for our employees. The company has a plan that allows employees to make voluntary contributions toward Registered Retirement Savings Plans (RRSP) and Tax-Free Savings Accounts (TFSAs).

We provide resources and information to educate our employees about retirement planning and the importance of saving for the future. We encourage them to seek independent financial advice to make informed decisions tailored to their individual needs and goals.

We understand that retirement planning is a personal journey, and we respect the diversity of our employees' preferences and circumstances. We remain committed to fostering a work environment that values long-term financial security.

Confidentiality and Privacy

All retirement-related discussions and documentation will be treated with strict confidentiality, in compliance with applicable privacy laws.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations.

This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



FAMILY/MEDICAL LEAVE

Mulvey & Banani understands the importance of family and personal well-being. We are committed to supporting our employees by offering family and medical leave options in compliance with the Employment Standards Act, Canada Labour Code, and all relevant provincial laws and regulations pertaining to family/medical leave.

Mulvey & Banani provides flexible work arrangements by default, allowing employees to set their weekly work hours in accordance with our core hours to suit their personal needs while meeting project obligations. All full-time employees have access to the following job-protected leaves:

- Pregnancy and Parental/Adoption leave
- Family Caregiving Leave
- Family Responsibility Leave
- Family Medical Leave
- Medical Appointments
- Compassionate Leave
- Sick Leave
- Critical Illness Leave
- Child Death Leave
- Crime-Related Child Disappearance Leave
- Domestic or Sexual Violence Leave
- Organ Donor Leave
- Bereavement Leave
- Stress Leave
- Jury Duty
- Leave of Absence
- Long Term Disability Leave

In addition to the above, we offer flexible hours and half-day Fridays throughout the year. We respect the privacy and confidentiality of personal circumstances that may require leave, and we encourage open communication between employees and their supervisors and/or HR representatives to facilitate the necessary arrangements.

By providing family and medical leave, we demonstrate our commitment to work-life balance and the well-being of our employees. We strive to create a culture that supports the diverse needs and responsibilities of our workforce, enabling them to prioritize their family and personal health.



TRAINING/EDUCATION

Mulvey & Banani values the continuous growth and development of our employees. We believe that it is important to support, sponsor, and contribute to the continuing education, training, and professional development of our employees.

We actively seek opportunities to collaborate with external and internal training providers, educational institutions, and industry experts to offer diverse learning experiences. Furthermore, we encourage employees to pursue continuous learning through professional certifications, conferences, seminars, and online courses. Training and education opportunities provided include but are not limited to:

- Training sessions by influential industry experts
- Internal ongoing training sessions for all employees
- Internal lunch and learning opportunities
- Professional certifications and designations
- Conferences, seminars, and online courses
- Access to technical codes and standards
- Industry organization memberships
- Product demonstrations, factory tours, site visits, etc

Equitable development and training opportunities are available to all employees. Personnel decisions are made based on the qualifications and performance of employees. A protected characteristic is not used against a person in consideration for a promotion, and no opportunities are unfairly withheld from any employee.

We understand that investing in our employees' development not only benefits them individually but also strengthens our organization. By equipping our workforce with the necessary skills and knowledge, we foster innovation, improve job satisfaction, and enhance our overall performance.

Equitable Opportunity

Equitable development opportunities are available to all employees. Personnel decisions are made based on the qualifications and performance of employees. A protected characteristic is not used against a person in consideration for a promotion, and no opportunities are unfairly withheld from any employee.

We understand that investing in our employees' development not only benefits them individually but also strengthens our organization. By equipping our workforce with the necessary skills and knowledge, we foster innovation, improve job satisfaction, and enhance our overall performance.

Reporting and Grievance

If an employee feels that this policy has been breached, they may file a verbal or written complaint in accordance with our office policy. All complaints will be thoroughly investigated while maintaining confidentiality and appropriate action will be taken to address any violations.

This policy will be reviewed periodically to ensure its effectiveness and alignment with legislative requirements and best practices. All employees will be notified of any updates. Mulvey & Banani requests your cooperation regarding these efforts.



LOCAL COMMUNITIES

At Mulvey & Banani, we recognize the importance of being a responsible corporate citizen and contributing to the well-being and development of the communities in which we operate. This Local Communities policy is part of our greater Stewardship goals and outlines our commitment to engaging with and supporting the communities we serve.

Community Engagement

1. **Collaboration:** We will actively engage with local communities, stakeholders, and indigenous groups, where applicable, to foster open and transparent dialogue. We actively seek and value the input of indigenous groups in relevant project contexts, ensuring their needs and concerns are understood and integrated. This approach helps us to respect and support all local communities in our projects.
2. **Partnerships:** We will strive to develop partnerships with local organizations, community groups, local small businesses and non-profit entities that share our commitment to community development. Through these partnerships, we will support initiatives that address community needs, enhance local capacity, and promote sustainable development.

Local Employment and Supplier Diversity

1. **Job Creation:** We will prioritize local employment opportunities and seek to hire and develop talent from within the communities in which we operate. This approach promotes economic growth, reduces unemployment rates, and strengthens community resilience.
2. **Supplier Diversity:** We will strive to engage local suppliers and businesses, including those owned by underrepresented groups, indigenous communities, and women entrepreneurs. By actively promoting supplier diversity, we contribute to local economic development and foster a more inclusive business environment.

Skills Development and Education

1. **Education Partnerships:** We will collaborate with educational institutions and organizations to support initiatives that enhance access to quality education and vocational training in our local communities. We will contribute resources, expertise, and mentorship opportunities to promote skills development and empower individuals to succeed in their chosen fields.
2. **STEM Programs:** We support Science, Technology, Engineering, and Mathematics (STEM) programs in schools and communities, aiming to inspire and cultivate interest in these disciplines among students. By fostering a passion for STEM, we contribute to the development of a skilled workforce and promote innovation in our communities.

Reporting and Continuous Improvement

1. **Transparency:** We are committed to reporting on our community engagement activities, partnerships, and the impact of our initiatives. We will provide regular updates to stakeholders, shareholders, and the public to demonstrate our involvement and commitment.
2. **Continuous Improvement:** We will regularly review and evaluate the effectiveness of our Local Communities Policy and associated practices. By setting measurable goals, monitoring performance, and seeking feedback from stakeholders, we will strive to continuously enhance our positive impact on local communities.

Compliance and Ethical Conduct

1. **Legal Compliance:** We will comply with all relevant laws, regulations, and local requirements governing our operations and community engagement activities.
2. **Ethical Conduct:** We will uphold the highest ethical standards in our interactions with local communities, respecting their cultural heritage, customs, and rights. We will ensure that our employees understand and adhere to our code of conduct, fostering a culture of respect.



VOLUNTEERING

At Mulvey & Banani, we believe in the power of giving back to our community and supporting our employees in their efforts to make a positive impact. We encourage all our employees to engage in volunteer activities that resonate with our organizational values and contribute to our community goals. Our aim is to support and recognize the efforts of our team members in making a positive impact in the community, aligning with our commitment to social responsibility. Guidelines will be developed to ensure these activities are in harmony with our values and adhere to health and safety standards, while respecting the professional commitments of our employees.

We not only encourage individual volunteerism but also collaborate with local charities to identify group volunteering opportunities and provide resources about local volunteer needs. Recognizing and celebrating our employees' contributions is a significant part of our commitment, and we strive to foster an environment that supports inclusivity, diversity, and equality.

Safety is a priority in our volunteering endeavors. We expect all employees to follow the safety guidelines provided by the organization they are supporting and consult with their supervisor or Human Resources if they have concerns about potential risks. Additionally, we uphold a strong stance against discrimination in all volunteer activities, reflecting our broader commitment to equity and fairness.

By endorsing this policy, Mulvey & Banani aims to cultivate a workplace culture that not only values corporate social responsibility but actively engages in the upliftment of the community. We view our support for employee volunteering not simply as a policy but as a reflection of our collective identity and shared desire to create positive change.



CHARITABLE GIVING

At Mulvey & Banani, our commitment to corporate social responsibility and community impact is reflected in our Charitable Giving Policy. We not only support and celebrate individual employee philanthropy but also maintain an annual budget for company charitable giving, focusing on areas like education, environmental sustainability, community development, and health. We actively encourage staff to be involved in and share the charitable causes they are passionate about.

Additionally, we strive to engage our employees through volunteer events and initiatives such as fundraising drives and donation collections. These coordinated efforts foster a unified approach to giving back and provide opportunities for personal involvement in causes that resonate with our team. Monitoring and reporting of all charitable activities ensure transparency and highlight the collective impact of our efforts.

By embracing this policy, Mulvey & Banani aims to instill a culture of philanthropy and community stewardship. Our commitment to charitable giving isn't merely an organizational practice, but an essential expression of our values and dedication to making a difference. Together, we strive to contribute positively to our communities and inspire others to join us in these meaningful endeavors.

Our charitable giving policy at Mulvey & Banani spans a diverse array of causes. In the past five years, we've supported sectors such as healthcare and medical research, community development, aid for vulnerable populations, and health and wellness initiatives. This includes, and is not limited to, contributions to notable charities like the Red Cross, YWCA, and the Heart and Stroke Foundation, along with other significant local and global organizations. Our selections reflect a commitment to addressing a wide range of societal needs and challenges.



POSITIVE PRODUCTS

At Mulvey & Banani, our Positive Products Policy embodies our commitment to a future where social, environmental, and economic considerations are integrated into every stage of our products' lifecycles. From incorporating sustainability in design and innovation and prioritizing responsible sourcing to ensuring transparent communication and maintaining high ethical standards, we strive to design and specify systems, equipment, devices and products that truly resonate with our values.

We place great importance on working closely with manufacturer representatives and suppliers who share our dedication to responsible practices and environmental stewardship. This extends to our marketing and advertising, where we pledge to communicate our products' features, benefits, and impacts accurately, without misleading claims or greenwashing.

In embracing this policy, Mulvey & Banani aims to set an example for responsible corporate conduct, aligning our products with our commitment to enhancing quality of life, reducing environmental impacts, and contributing positively to society. Together with our stakeholders, we aspire to lead in this space, reflecting our belief that positive products are a vital part of a sustainable future.



EQUITABLE PURCHASING

At Mulvey & Banani, we recognize the importance of equitable purchasing and are dedicated to influencing and mandating equitable purchasing practices on behalf of our clients. While procurement is not a core function of our business, we play a crucial role in designing and specifying systems, equipment, devices, and products that provide equal access and opportunity for equitable purchasing by our clients and contractors. Our process involves generally vetting each manufacturer's and contractor's products and services to ensure it aligns with principles of equity, transparency, and ethical sourcing.

We work collaboratively with contractors to ensure compliance with laws, human rights, fair labor practices, and environmental stewardship. Our commitment to continuous monitoring and assessment helps uphold these standards, allowing us to identify areas for improvement and ensure alignment with our policy's standards. We expect manufacturers, distributors, contractors and suppliers to demonstrate adherence to our values, and we have established channels for reporting any concerns or violations. This vigilance reinforces our dedication to fairness, transparency, and ethical conduct within the supply chain.

By embedding transparency and ethical considerations into our processes, Mulvey & Banani is taking tangible steps toward a more responsible and sustainable business model. We see this not only as an ethical imperative but also as a strategic opportunity to foster positive change within our industry, supporting community development, environmental sustainability, and a more inclusive and equitable future.



SUPPLY CHAIN

At Mulvey & Banani, we are dedicated to influencing ethical and responsible supply chain management within our engineering services. Although we do not directly engage in procurement, we play a crucial role by specifying products, recommending vendors, and evaluating bids. Our policy is to guide relationships with collaborators, vendors, and subcontractors based on quality, integrity, and sustainability. We prioritize partners committed to social responsibility, environmental stewardship, and local procurement, even though our direct role in purchasing is limited. Our approach is transparent and collaborative, emphasizing regular compliance monitoring and the promotion of joint initiatives such as training, knowledge sharing, and innovation.

In specifying products, we ensure equal access and opportunity for equitable purchasing by our clients. We vet each manufacturer's product for equity, transparency, and ethical sourcing, collaborating with contractors to ensure compliance with laws, human rights, fair labor practices, and environmental stewardship. We have established channels for reporting concerns or violations, reinforcing our dedication to ethical conduct and continuous improvement in the engineering services industry.

By incorporating these principles into our processes and recommendations, Mulvey & Banani contributes to a more responsible and sustainable business model. This approach reflects our commitment to fostering positive change, supporting community development, environmental sustainability, and a more inclusive and equitable future.

At Mulvey & Banani, we exercise full control over our internal operations supply chain, ensuring that all necessary resources, from office supplies and equipment to employee amenities, are procured ethically and responsibly to support our staff in delivering services effectively and efficiently.

MULVEY & BANANI



For more information about our commitment to sustainability, responsible governance, and social responsibility, please contact us at connect@mbii.com

Empower human experience with light, systems, and technologies.

MULVEY & BANANI

90 Sheppard Avenue East, Suite 500, Toronto, Ontario M2N 3A1

Electrical | ICT | Security | AV | Lighting | Building Intelligence

WWW.MBII.COM

