



PC Urban Sustainability Vision

At PC Urban, we've built our reputation on challenging assumptions and re-thinking existing ways of doing business. We take the same approach to the issues surrounding environmental impact, social responsibility, and corporate governance.

We have initiated a cross-business Environmental, Social, and Governance (ESG) strategy, with the intention of fully implementing that strategy by the end of 2028. We'll start by setting concrete, achievable goals within our own organization, and will continue that effort by reviewing projects against relevant industry certifications.

We are committed to enhancing the way we develop our business, our buildings, and our partnerships. By improving the way we do business—environmentally, socially, and ethically—we can build a legacy every team member can be proud of.

Environmental stewardship

We believe our projects provide solutions to the critical housing challenges presently facing our communities. At the same time, we recognize those projects can have a negative impact on our environment. We are committed to reducing that impact, and steadily minimizing the environmental footprints of our buildings over time.

Our stewardship efforts encompass a number of areas:

Project sustainability

PC Urban will work on systems to request pricing options on local suppliers and non-local suppliers to ensure that local suppliers are provided an opportunity to quote on local projects.

We will review third-party environmental certification programs such as LEED, Fitwel, WELL, Wired Score, Smart Score, and GRESB based on their fit and application to our specific projects. We will review other rating systems as appropriate.

Our team

We will provide our team members with incentives to be directed toward reducing our personal carbon footprints. Team members could use this benefit for a variety of purposes:

- Payment for an e-bike.
- Subscription to a bike share program.
- Contributions to a monthly transit pass.
- Funding for a Renewable Energy Credit for Bullfrog Power in an effort to reduce home energy carbon emissions.
- Purchasing vehicle carbon credits for fuel / carbon offsets.
- Funding a company car share program using Evo or Modo for inter-city travel.

Inter-city and distant travel

We will encourage more meetings to be conducted via Zoom, Teams or other video conferencing apps in order to reduce the need for commuting or inter-city travel. We'll purchase carbon credits from airlines and other accredited organizations to offset CO₂ generated by long-distance air travel.

Office and workspace

In addition to setting a zero corporate waste target for our organization, we will implement the specific programs to help minimize the environmental footprint of our offices and workspaces:

- Employee training to divert waste and reduce site / water contamination.
- Work with our purchasing team to purchase more sustainable office products.
- Emphasize local purchasing and local suppliers whenever possible.
- Set policies with suppliers that support local, sustainable, recycled, and circular economy products that will help support the environmental economy.
- Choose packaging that can be refilled, reduced, reused, re-manufactured or recycled in all areas of our business.

Social responsibility

We recognize our responsibility to our community goes beyond the projects we build. We conduct frequent company-wide meetings to discuss our existing sustainability initiatives, and also to review next steps for our ongoing sustainability planning.

We encourage our trades, our suppliers, and our client partners to enact policies that demonstrate a commitment to paying a living wage to all employees and sub-trades. Our goal is to promote fair hiring and fair wages; only then can workers afford to be valued, productive members of our communities.

We will work to include affordable or social housing in all our residential buildings, in an effort to create complete communities that are both more inclusive and more livable.

Going forward, we will work to identify and review worthy causes that will help make our communities better: currently, our focus is on charities and organizations that clean up waste from our lands, oceans, and atmosphere. We aim to conduct corporate sponsorship activity to support those charities.

Governance

PC Urban will develop an Ethics & Conduct policy that we will ask all our employees to review and sign. In the immediate term, our goal will be to bring attention to protect and nurture our company's reputation for top-quality work from top-quality people. Over the longer term, we want to ensure questionable practices are completely removed from our work environment.

More specifically, our goals will focus on the following areas:

Ethics and Conduct policy - all existing team members will be trained on the policy, and all new team members will be onboarded with this policy. If substantial changes are implemented in the future, our team members will be re-trained and updated on what those changes mean, and why they're important to our business.

Board diversity and structure - we will continue our commitment to employing more women and bringing ethnically diverse talent to our business, throughout all roles and departments.

Donations and political lobbying - we will review any corporate donations and political lobbying in a clear, transparent manner that not only complies with local laws, but fairly and accurately reflects our corporate values.

PC Urban - ESG Strategic Plan

Goals:

- I. Develop and implement an ESG strategy for PC Urban that is easy to understand and communicate to stakeholders, employees, and customers.
- II. Ensure brevity of the ESG strategy to ensure its success in being effectively implemented.
- III. Develop a culture that fosters a Net Positive company.
- IV. Ensure the ESG strategy is a win/win/win for all parties to ensure a cost-effective plan the works for all parties involved in the Triple Bottom Line of Planet, People, and Prosperity.

	1-2 Year Strategy	3-5 Year Strategy (Continue with Year 1-2 Goals)	6-10 Year Strategy (Continue with Year 1-5 Goals)
Environmental			
		Zero operational carbon through electrification of building systems or other renewable fuels.	
	Adopt an Indoor Air Quality program that meets LEED requirements for all buildings.	Look to start tracking and reporting emission data with companies such as SBTi or CDP	
	Track Embodied Carbon as per City of Vancouver Guidelines based on their targets. (Essentially meeting their code/development regulations)	Develop a target for project waste reductions based on LEED or TRUE waste reduction systems.	Target 10% reduction from baseline of Embodied Carbon as per City of Vancouver Guidelines based on their targets.
	Develop a target for project waste reductions based on LEED or TRUE waste reduction systems.	Continue to work with Carbon emission reductions with regards to Energy Carbon and Embodied Carbon emissions. Track emissions and report to a verifier such as SBTi or CDP (climate disclosure project).	Look to start tracking and reporting emission data with companies such as SBTi or CDP
	Adopt LEED Gold, equivalent or better as a standard for all building for 90% of our Commercial & Residential new build projects.	Work to reduce waste by 30% minimum on each project.	Work to reduce waste by 50% minimum on each project.
	Adopt LEED Silver, equivalent or better, as a standard for 90% if our Industrial new build projects.	Work to reduce embodied carbon emissions by 30% by 2028	Work to reduce embodied carbon emissions by 40% by 2028
Social			
	Adopt a form of carbon credit for employee company travel	Regenerate: Plant or purchase verified carbon credits equal to or greater than the embodied and energy carbon emissions for PC Urban buildings developed in the past 5 years.	
	Implement social activities such as ocean clean up days where employees work to volunteer in cleaning up beaches	Create an incentive policy that reimburses or subsidizes travel via a low carbon transportation such as bike, e-bike, bus, electric car up to a specified amount such as \$500.00/year OR an amount that would go to a carbon company for the employees' home such as Bullfrog for their home carbon credit.	
	Implement a Buy Local program for all internal with suppliers of materials from technology to office furniture to help find ways to reduce carbon and purchase local materials for office such as office supplies, coffee, and other materials that support local recycled office furniture to non-paper supplies such as Sugar Paper. Buying local materials and supplies supports local employees and employers to spend money on local business rather than on international markets.		

Governance			
	<p>Notify as part of an environmental declaration that PC Urban will support all suppliers that demonstrate they are paying Living Wage to all employees in the defined living area. For example, all employees in Kelowna are paid a Living Wage as define for Kelowna.</p> <p>Suppliers for all materials need to be verified - including but not limited to all suppliers of metal rebar from off-shore, interior suppliers such as carpets, hardwood floors and other materials that don't originate in North America or the raw materials are sourced offshore.</p>	<p>Look for ways to increase diversity among workers for contract work that supports minorities, women in trades, and other roles.</p>	
	<p>Define an Ethics policy for all employees and have them read and sign it.</p>		
	<p>Donations and political lobbying policy are made transparently.</p>		