



Photo: Dan Bewley

CORPORATE SOCIAL RESPONSIBILITY

2017 Annual Report



Hatfield
CONSULTANTS

OUR MISSION

To provide innovative, science-based solutions that address the environmental and natural resource management needs of our clients. We work collaboratively and respectfully with clients and partner organizations, and support the professional goals and development of our employees

OUR VISION

To provide high quality environmental services to private and public sector clients throughout the world

OUR CORE PURPOSE

To enhance environmental stewardship and improve people's lives

OUR CORE VALUES

- Do your best (technical excellence, creativity)
- Do the right things (honesty, integrity, positive influence)
- Help out (supportive, collaborative)
- Be a goob (caring, good humour)

LETTER FROM THE PRESIDENT

I am proud to introduce the first edition of Hatfield's Corporate Social Responsibility (CSR) report. CSR has been an integral part of Hatfield culture since the inception of the company in 1974; promoting environmental and social sustainability is at the core of the business services we offer, and the community and employee initiatives we support. The purpose of this annual report is to more formally document how our passion for a science-based approach to environmental stewardship is helping people and our planet.

In 2017, we focussed on supporting a number of charitable organizations assisting women in our communities while also making measurable progress towards achieving our environmental goals. In addition to providing direct financial assistance to local charities, we took steps to reduce waste and provide staff with opportunities for volunteering in local communities.

None of these outcomes would be possible without the dedication of our amazing staff, who make all of these initiatives happen. We've challenged and empowered our employees to integrate environmental sustainability and social considerations into everything they do for Hatfield and we continue to invest in the tools, skills, and resources to support staff in these efforts.

We truly believe that what is good for the world and good for business are deeply connected. Our leadership role as a corporate citizen and an environmental steward is fundamental to what Hatfield does, and will be a key driver of our long-term success.

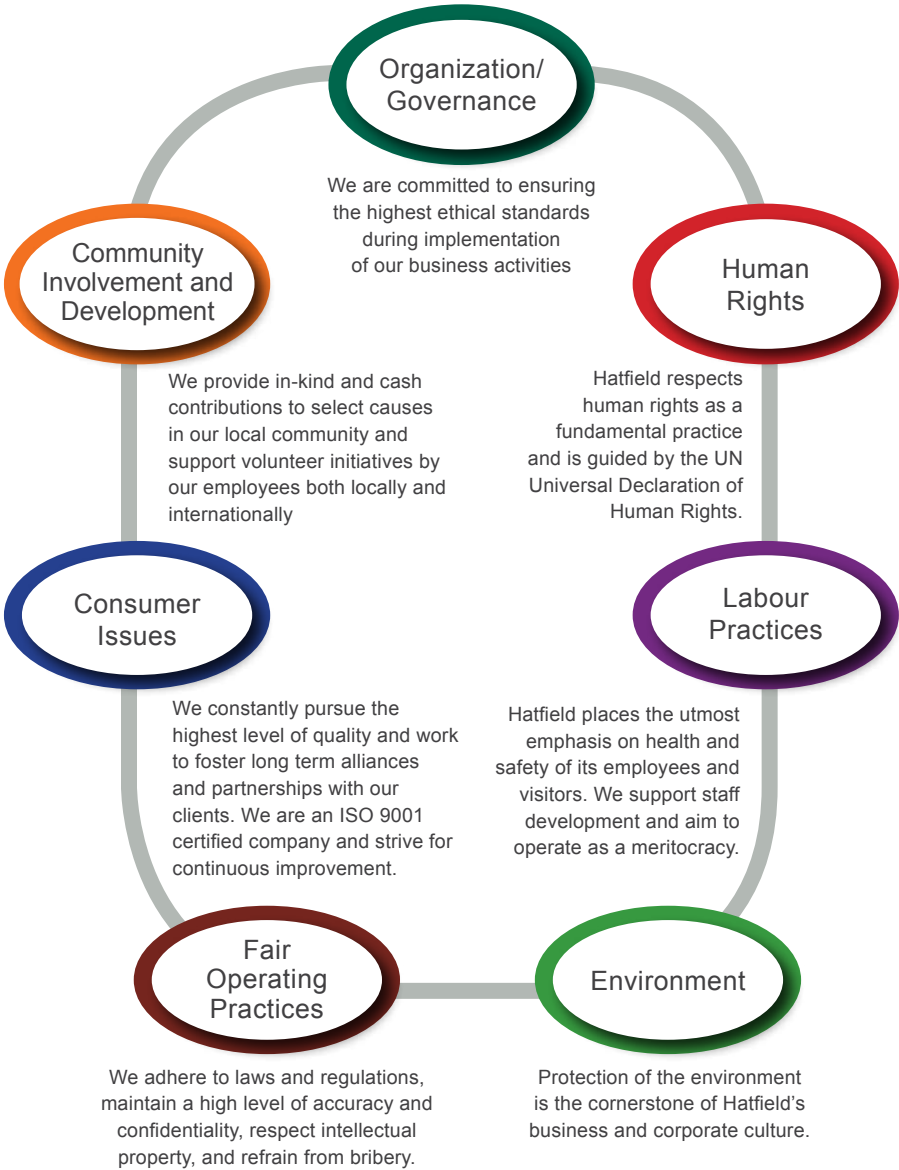
As this is the first year of this CSR reporting initiative, we acknowledge the various gaps that currently exist in our information and reporting. We are committed to continuous improvement and I look forward to working with the Hatfield team on this important work in the years ahead.

- *Garth Taylor, President*
Hatfield Consultants

HATFIELD'S CSR VISION



Hatfield recognizes the connections between how we operate and the impact we have on the world around us. We aim to create positive environments for the people and planet around us. For Hatfield, corporate social responsibility (CSR) is defined as activities undertaken: to maintain economic, social and environmental sustainability; and, to encourage shared values and build social license. We aim to achieve this through managing and monitoring seven basic pillars that reflect ISO 26000 core social responsibility subject areas.



ORGANIZATIONAL GOVERNANCE



We are committed to the following principles:

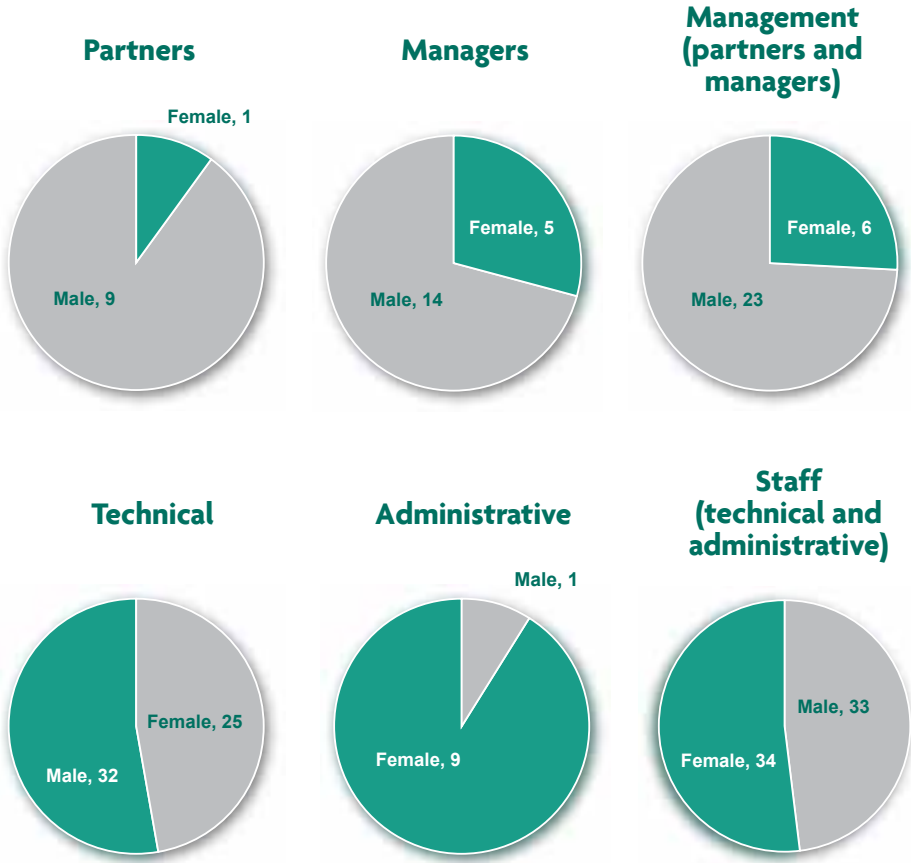
- Hatfield does not provide financial support to any political party.
- Information regarding volunteer support, charitable donations and sponsorships will be reported on in the annual CSR report (see page 7).
- Hatfield staff are asked to report potential conflicts of interests to their managers or through the Hatfield Anonymous Feedback tool on the intranet. Hatfield has refused the opportunity to partner or bid on several projects in 2016, to avoid potential conflicts of interest with existing clients and projects.
- Hatfield staff are encouraged to promptly report any potentially illegal, improper and/or unethical conduct that they become aware of in their workplace or in connection with their work (see the Anti-Bribery and Anti-Corruption Policy).

HUMAN RIGHTS



Hatfield is committed to the promotion of diversity and non-discrimination. Discrimination based on gender, age, race, religion, disability, culture, language, social or economic status will not be tolerated. We will review our hiring practices on an ongoing basis and ensure that opportunities for advancement are fostered in a fair and unbiased way.

Staff Demographic



Total Workforce by Age Group



LABOUR PRACTICES



Health and safety

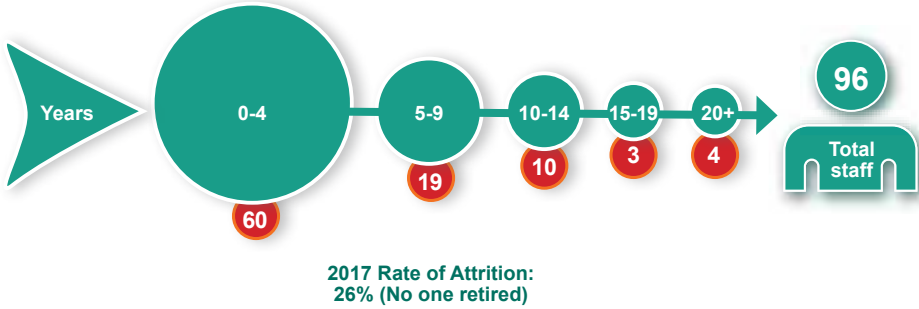
Hatfield aims to ensure a safe and healthy working environment for our employees, outside contractors and visitors, not only on Hatfield premises, but also for staff and contractors working on client sites. The company aims to comply with relevant local legislation or regulations, and best practice guidelines recommended by WorkSafe BC, Work Safe Alberta or other appropriate regulatory authorities. Staff are required to be aware of our policies and practices to ensure we can continue to maintain a healthy, safe and enjoyable environment.

Hatfield is a CORE-Enform and Workers Compensation Board certified company. We are committed to high standards of health and safety. We review and monitor our health and safety statistics for continuous improvement in accordance with CORE-Enform values.

Sick days statistics – year 2017



Staff Tenure

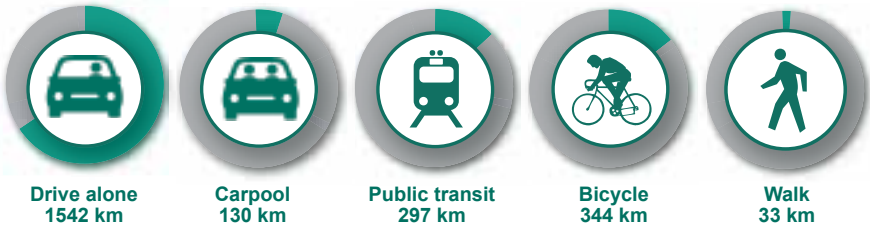


THE ENVIRONMENT

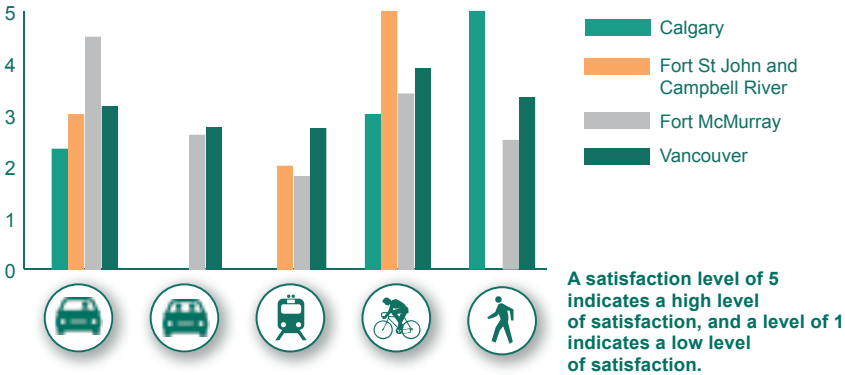


Commutes by Mode

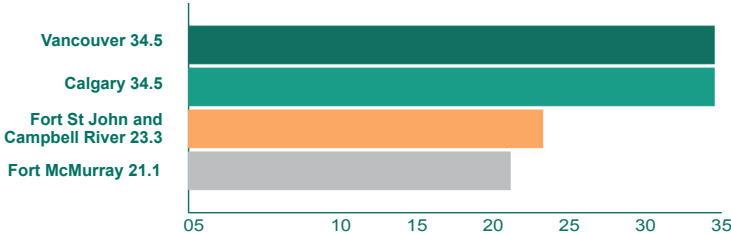
Well over half of our commutes (in kilometres) to and from work at Hatfield is accomplished by driving, either alone or in a carpool.



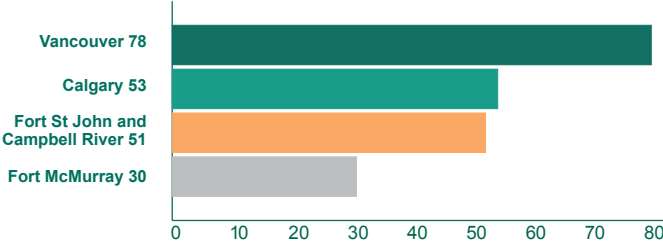
Average Level of Satisfaction



Average Distance (round trip in km)



Average Commute Time (round trip in minutes)*



* When staff provided a range of average commute times, the lowest number was used.

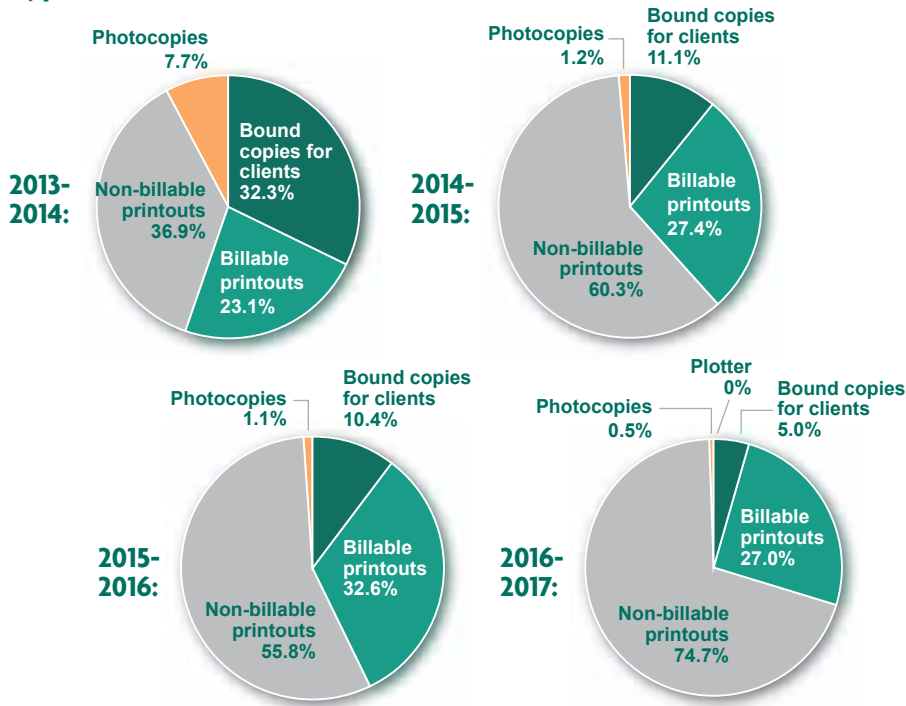
THE ENVIRONMENT



Paper use

During the 2016/2017 fiscal year, Hatfield used at least 107,405 sheets of paper for printing and photocopying. Photocopying from the main printer ceased being tracked in September 2014 and represents an unknown additional amount of paper (note that this is the main reason for the drop in photocopies from 2013-2014 to present). Of all the sheets that were printed, only 10% were destined for clients as hard copy deliverables.

Type of Print Job



Recycling

Hatfield also recycles electronics, batteries, plastic and glass containers, and organics.

COMMUNITY INVOLVEMENT AND DEVELOPMENT



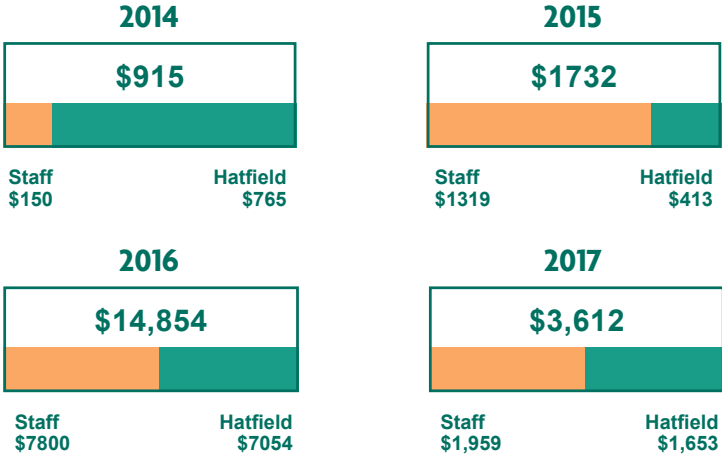
Total volunteer hours

2014 = 72.25
2015 = 97.75
2016 = 233.75
2017 = 97.5



in 2017, Hatfield volunteered an average of 1.04 hours of time per employee.

Charitable donations



Hatfield supported 6 charitable organizations in 2017, including:

- Highland Valley Copper to hold an ice fishing derby.*
- Movember to support men's health initiatives.*
- Vancouver Rape Relief Society and Women's Shelter to help fund their daily operations.*
- BC Children's Hospital during their Slo-Pitch fundraising event.*
- Kwikwetlem First Nation during their first annual golf tournament and gala.*
- Christmas Hamper as a way to support the Big Brothers and Big Sisters of BC.*

CONSUMER ISSUES



The feedback Hatfield receives from clients is positive. Hatfield maintains regular contact with clients and partners throughout every project cycle and can manage issues before they arise. Below is a selection of quotes from clients over the past year:

Just a quick thank you for your extra hard and timely work to get the Cambodia Disaster Risk Management safeguards package successfully delivered. This is the sort of timely safeguards support delivery and smooth team work we want and can be proud of. Many thanks again.

SEA Environmental Safeguards Coordinator, World Bank

The Parks staff were really pleased with all the work including how smoothly everything went with the river work with you. Thanks for making it easy and straightforward for us, it was a pleasure to work with you! It's nice to work with people that take a common sense approach to environmentally sensitive projects.

AM MacKay Construction

Our MC7A wildlife camera took a picture of your crew in July, figured you might want an action shot for your records. Way to wear all your PPE while working in 29 degrees!!!

Suncor

From my perspective Hatfield did a great job. It's not easy or fun doing night work and Ann was always great to deal with. I appreciated the clear and prompt emails and frequent check in. Thanks for working with us on this and we'll keep you in mind if any more work comes up.

Vancouver Airport Authority

I appreciate your imagery products and services.

Dudly Thompson Mapping

I would like to express my appreciation for the work you and your team is doing at Meikle Wind Energy Project. Yesterday I had the privilege of participating in environmental awareness training, conducted by your team. Over the years I have participated in such training and can state beyond doubt the training conducted by the Hatfield Group was simply outstanding.

Pattern Energy

Every year, USAID does a performance review of their contractors and we received comments yesterday on Bien Hoa. I wanted to pass along their comments on Quality, which were related to the field sampling program and received an "Exceptional" rating (as Carl Brown put it – an exceptional rating from USAID is as rare as a Cubs World Series championship).

Chief of Party, CDM Smith

FAIR OPERATING PRACTICES



We are committed to the following principles:

- Hatfield will understand and comply with laws and regulations relevant to our business in countries we operate in.
- Bribery of officials (within Hatfield, in other organizations, or in government) will not be tolerated. This includes the offer of any money, entertainment or gifts which may result in personal profit.
- Hatfield will not use third party intellectual or actual property without their permission, nor abuse Hatfield's own property.
- Hatfield will not share personal or confidential information without the consent of the 'owner' of that information.
- Hatfield will not engage in collusive or unfair bidding practices.
- Information released to the public, to potential clients or to existing clients will be based on accurate, fact-based, and in accordance with applicable laws and regulations.