Hatfield

CORPORATE SOCIAL RESPONSIBILITY

2025 ANNUAL REPORT





















A Message from our president

When approaching and practicing social responsibility, the overarching goal for an organization is to maximize its contribution to sustainable development (International Organization for Standardization. 2010. ISO 26000:2010, Guidance on social responsibility. Geneva: ISO)

Welcome to Hatfield's ninth annual Corporate Social Responsibility report. We are a purposeful, owner-operated organization engaged in social sciences and environmental management. We strive to operate our business in ways that optimize the environmental sustainability of our operations and are supportive of our staff, clients, stakeholders, and rights-holders that we work with, and the communities that we work in. This report describes our overall performance and ongoing progress toward operating a socially responsible business with respect to the environment, health and safety, fair labour practices and human rights, and community involvement.

At Hatfield we do our best to live our core values which centre on doing high quality, ethical work, collaboration and mutual support, shared success, and humility. We are justifiably proud of our excellent health and safety record and the long tenures and ongoing professional development of many staff. We maintain a hybrid work policy, which allows many staff to better manage work and life commitments and reduce their transportation footprints; many staff that do commute to offices do so using active transportation or transit. Hatfield's commitment to honest work practices and anti-corruption is a foundation of our work at home and abroad. Hatfield and our staff supported several community organizations and charities in BC and Alberta through paid volunteering opportunities and donation drives in 2025.

Thank you for taking the time to read this report and learn more about Hatfield and our efforts to operate an environmentally and socially sustainable business.

Martin Davies, President, Hatfield Consultants LLP



OUR GUIDING PRINCIPLES

Over the years Hatfield has built a unique culture and set of values that underpins how we approach our work and relate to our corporate, government, and Indigenous clients. The basis of this culture is described in our vision, purpose, mission, and values.

Vision

A healthy planet that allows nature and people to flourish harmoniously.

Purpose

Advancing sustainable development that supports thriving ecosystems and communities.

Mission

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

Values

Our values include focusing on excellence in science-based solutions, collaborative partnerships, and principles over profit, while inspiring and enriching lives inside and outside of our organization.



Corporate Social Responsibility at Hatfield

THE CSR COMMITTEE

Hatfield's Corporate Social Responsibility (CSR) committee was established with the aim of promoting policies and practices that align with our CSR vision. The CSR committee includes members with varying levels and types of professional and technical experience, representing each of our Canadian offices. The committee meets monthly to coordinate implementation of Hatfield's CSR Policy and Vision and foster interaction and collaboration with staff members on a variety of CSR related initiatives.

HATFIELD'S CSR VISION AND IMPLEMENTATION

"Environmental and social scientists advancing sustainable development"

At the heart of our CSR vision is the integration of sustainable practices into our business operations. CSR is a guiding tool that helps us incorporate environmental and social concerns into our decision-making process and interactions with our employees, clients, Indigenous Nations, and stakeholders. Our aim is to anticipate and manage reputational risk, attract and retain staff who share our values, and increase our operational efficiency, creativity, and competitiveness.

We operationalize this vision through a series of specific CSR goals and associated actions or commitments inspired by the seven core subjects defined in the International Standards Organization (ISO) 26000 CSR guidance and summarized in Table 1:

Table 1 CSR Core Subjects and Hatfield's Commitments

ISO 26000 Core Subjects	Commitments
Organization and Governance	We are committed to ensuring the highest ethical standards in decision-making associated with our business activities.
Human Rights	We are guided by the UN Universal Declaration of Human Rights and are deeply respectful of human rights as fundamental to our practice.
Labour Practices	We place the utmost emphasis on the health and safety of our employees and visitors. We support staff development and strive to operate as a meritocracy.
Environment	Protection of the environment, biodiversity, and restoration of natural habitats is the cornerstone of our business and the heart of our corporate culture.
Fair Operating Practices	We adhere to laws and regulations, maintain a high level of accuracy and confidentiality, respect intellectual property, and refrain from bribery.
Consumer Issues	We pursue the highest level of quality in our work and strive to foster long-term alliances and partnerships with our clients. We are ISO 9001-certified and seek continuous improvement.
Community Involvement and Development	We provide in-kind and cash contributions to select causes in our local communities and support volunteer initiatives by our employees both locally and internationally.



Organizational Governance

Hatfield's governance structures, policies, and protocols ensure that business activities meet the highest level of ethics, accountability, and transparency. Key examples of these measures include:

- Our committees encourage diverse points of view and promote transparency in corporate management, planning, and decision-making. Our most important and active committees include health and safety, quality, human resources, and social.
- Hatfield's Code of Ethics to which all employees are required to abide.
- Hatfield does not provide financial support to political parties.
- Hatfield staff are empowered to report any potential conflict of interest to their supervisor, one of the partners, or confidentially through our Anonymous Feedback mechanism available on the Hatfield intranet.
- We are committed to the highest standards of professional conduct and integrity in all our business dealings and relationships. Staff are encouraged and empowered to promptly report any suspected illegal or unethical conduct in the workplace. Hatfield's Anti-Bribery and Anti-Corruption Policy provides guidelines on how to report unethical conduct.
- Hatfield staff are supported to seek accreditation from provincial, national, and international professional organizations and licencing bodies. Professional designations require members to establish a high level of competency in their field, demonstrate integrity and accountability in their professional practice, and adhere to all applicable laws, regulations, industry standards, organizational policies and codes.



Human Rights

We believe in and uphold basic human rights as defined in the United Nations (UN) Universal Declaration of Human Rights. We are committed to promoting diversity and inclusivity, commitments supported by company policies including, our Equal Employment Opportunity Policy and our Anti-bullying and Anti-harassment Policy. Our Indigenous People's Policy, founded on the principles defined in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), is a further reflection of our commitment to human rights.

We enforce these policies in our hiring and career advancement practices to ensure everyone at Hatfield has an equal opportunity to succeed.

Discrimination based on gender, age, race, sexual orientation, religion, disability, culture, language, social or economic status is not tolerated at Hatfield.

We are committed to improving gender balance in all staff categories (Figure 1). In 2025, 46% of our all staff were female. Across the four broad categories of roles in the company gender balance is closest among technical staff (46% female) and managers (50% female). Our partners remain predominantly male (Figure 2).

We had a diverse age range across the company, although most of our staff fall within the 31-45 range (Figure 3).

We continuously review our hiring practices and provide opportunities for advancement in a fair and unbiased manner. In 2023, we made a commitment to employment equity under the Canadian government Federal Contractors Program (FCP) which we continued to implement in 2025.

Figure 1
Total workforce by gender



Figure 2 Gender distribution within job category or role

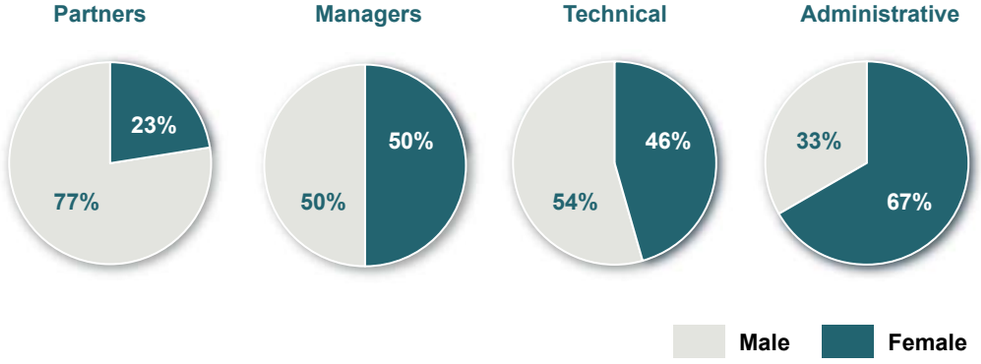
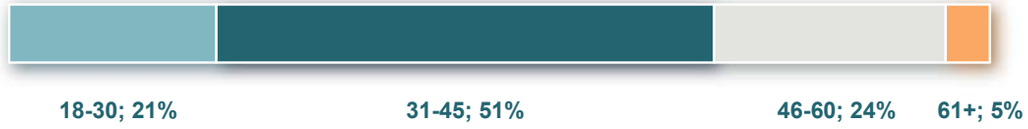


Figure 3 Total workforce by age range



Human Rights

Hatfield also takes an active approach to protecting and promoting human rights in the work we do with our clients. We carefully consider the human rights performance of our potential and existing clients, partners, and subcontractors. We will not knowingly sign on to projects that may involve conflict minerals or projects that pose a risk of using child labor, forced labor, or forced resettlement.



Labour Practices

Health and Safety

Hatfield places a high priority on ensuring a safe and healthy work environment for all personnel, including employees, outside contractors, and visitors both on our premises and at client sites. We strive for zero reportable health or safety incidents.

Table 2 provides a summary of the health and safety recordable incidents between 2017 and 2025. We comply with all relevant legislation and regulations and closely adhere to regulatory guidelines and best practices recommended by WorkSafe BC and the Workers' Compensation Board of Alberta. Our staff receive annual and periodic training to meet the requirements of other regulating bodies.

As a Certificate of Recognition (COR) certified company we carefully monitor health and safety statistics for continuous improvement consistent with COR values. Health and safety updates are a standing agenda item at monthly staff meetings to keep our policies and practices front of mind for all staff and deepen our commitment to maintaining a healthy, safe, and enjoyable work environment.

We support the personal mental and physical health of our employees by offering an extended health benefits plan, paid sick days, mental health supports, and provisions for fatigue management.

Table 2 Summary of health and safety recordable incidents, 2017 to 2025

Health and Safety Recordable Incidents	2017	2018	2019	2020	2021	2022	2023	2024	2025
Hours worked	195,833	202,054	244,164	270,630	313,263	348,731	383,608	393,462	423,305
Near-misses	6	11	14	10	9	10	8	5	5
Vehicle Incidents	0	0	0	1	0	1	0	2	0
First Aid Incidents	8	5	8	4	3	6	6	9	7
Medical Injury	1	0	2	1	0	1	0	1	0
TRIF[1]	**1.02**	**0**	**1.64**	**0.74**	**0**	**0.57**	**0**	**0.51**	**0**

[1] Total Recordable Injury Frequency (TRIF) is an industry standard measure of the frequency of injuries per 100 employees.
Source: https://www.trainanddevelop.ca/blog/total-recordable-injury-frequency-formulas-all-you-need-to-know-about-trifs

Labour Practices

Training and Professional Development

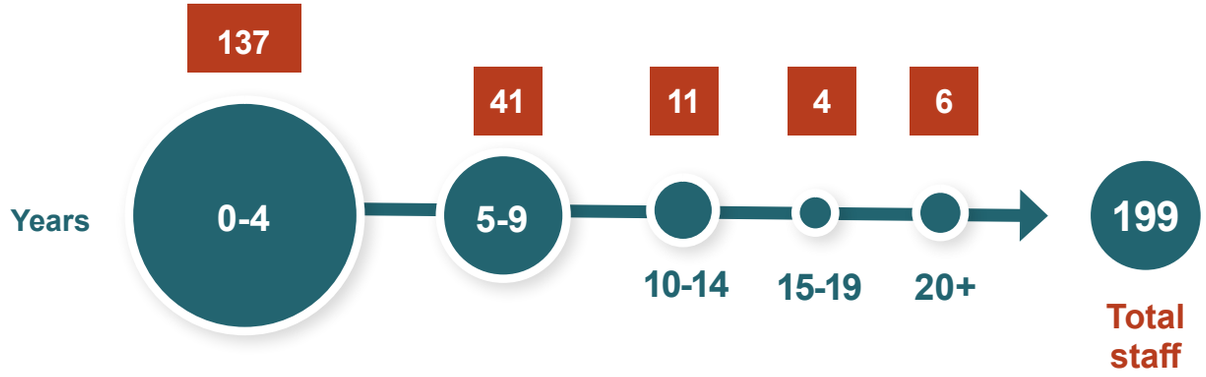
At Hatfield, we are committed to the growth and development of our staff to help ensure everyone derives as much professional satisfaction from their work as possible and understand the invaluable contribution they make to the success of the business. Hatfield partners and managers work closely with their teams to establish personal professional objectives that align with the company's strategic vision and that individuals.

Hatfield provides a range of personal and professional development programs, technical mentorship, training opportunities and succession planning initiatives. In 2025 Hatfield employees dedicated 9,517 hours to training and development – an average of almost 50 hours per employee. Regular performance reviews provide a structured platform for staff to review their objectives, assess their career progression, and their overall satisfaction with their professional growth.

Staff Tenure

In 2025, Hatfield implemented additional employee-focused initiatives and flexible work arrangements to support the overall wellbeing and retention of staff, including implementing alternative options to the traditional 5-day work week as part of our Earned Days Off (EDO) policy. In 2025, over 30% of our staff had been with us for five years or more (Figure 4).

Figure 4 Staff tenure





The Environment

Protection of the environment is a cornerstone of Hatfield's business and corporate culture. We are committed to minimizing the impact of our activities on the environment and supporting our clients' efforts to protect the environment. Most of Hatfield's direct environmental impacts originate from commuting to our offices and work sites, use of resources and electricity, and waste generation. The following are initiatives we implemented and tracked in 2025.

General

Given the nature of our business and people, it is unsurprising our collective level of environmental awareness and commitment to sustainability is high. We strive to support sustainability initiatives and put these beliefs into practice through a range of actions and measures to promote environmental awareness, responsibility, and best practices throughout Hatfield and in the work we do with our clients.

Project Objectives

Our core values drive us to find sustainable, resilient solutions for our clients. Many, if not all the projects Hatfield worked on in 2025 had a direct focus on supporting sustainability. We uphold environmental and sustainability objectives in our project work by:

- Minimizing environmental risk in the delivery of our services, for example through:
  - » implementing controls to avoid spills of harmful chemicals while sampling; and
  - » opting for non-lethal sampling of organisms wherever possible.
- Upholding principles of environmental stewardship and social responsibility by ensuring that research and recommendations we undertake for our clients is unbiased and scientifically supported;
- Supporting the environmental initiatives of our clients and encouraging the implementation of environmentally sustainable practices.





The Environment

Transportation

Most staff embraced our flexible hybrid work environment, balancing time working from home and in the office. This maintains reduced commuting from levels prior to March 2020.

Hatfield main offices provide bicycle storage and shower facilities to support cycling as a healthy, emission-free option for commuting. In 2025, North Vancouver staff were active participants in Go by Bike Week and a small, committed, group cycled to work regularly. Hatfield's North Vancouver Office has two designated electric vehicle charging stations.

In 2025 technical staff logged over 390,674 km driving to and from project sites, an approximately 30% decrease from 2024. We attribute the decrease to a combination of factors, but especially to a few large projects updating their site access so teams are commuting less distance to get to the project.

Resource Use

Hatfield's procurement practices and office operations are consistent with our environmental responsibility policies. We vet our suppliers to ensure we are purchasing products and services from companies with high environmental standards such as supplying FSC-certified paper or Fair-trade coffee.

Hatfield offices have aimed to reduce paper use through investment in accounting and administrative software tools. The transition to digital processes continues in all areas of our business drastically reducing consumption of paper and printing supplies.

Waste Reduction

We have systems in place to decrease waste generation by recycling paper products, batteries, plastic and glass containers, and organics. We generally aim to eliminate single-use plastic waste by providing staff with reusable cups, plates, utensils, and water bottles.

We are particularly careful with computers and electronics and use a recognized service provider to properly recycle all components in a socially and environmentally responsible way. We extend the opportunity to recycle unused equipment to all staff who are invited to bring their e-waste to the office on designated collection days.



Fair Operating Practices

We remain resolute in our commitment to ethical and fair business principles and practices. We work to ensure that we understand and adhere to all applicable laws and regulations in the countries where we operate.

Specific practices and commitments include:

- Zero-tolerance with respect to any form of bribery including the offering of money, entertainment, or gifts to officials, whether within Hatfield, other organizations, or government that may result in personal or corporate gain.
- Hatfield will not use or infringe on third party intellectual or real property rights without documented permission.
- Hatfield will not share personal, confidential, or sensitive data and information without the owner's free, prior, and informed consent.
- Hatfield is committed to fair and transparent bidding practices and prohibits collusion.
- Information released to the public or to potential or existing clients will be accurate, fact-based, and in accordance with applicable laws and regulations.



Consumer Issues

At Hatfield, we strive for strong and long-lasting relationships and partnerships with our clients. Our approach is based on building mutual trust by adhering to and practicing our core values (Section 2.0). We are committed to consistently delivering high-quality and professional services that meet or exceed the expectations of our clients worldwide. As a certified ISO 9001 company, we have a corporate quality management program that promotes continuous improvement across the organization.

Regardless of position, we encourage collaboration and communication between all staff, teams, and business units to improve the quality of our services and enhance customer satisfaction and trust. We understand the importance of investing in our staff's professional development, as it ensures that our services remain relevant while fostering innovation and collaboration.

We place great value on the feedback we receive from our clients. This feedback helps us to continually improve our services and ensure their quality. In 2025, we received 30 responses from clients, primarily focused on the expertise, professionalism, and positive attitude of our staff and the high quality of our deliverables.



Community Involvement

Community Involvement

To better support and build relationships among the communities in which we work, Hatfield offers paid time off for staff to volunteer with causes they feel passionate about. In 2025 our employees volunteered a total of 208.5 hours with a range of organizations (Table 3). The CSR committee is actively pursuing ways to increase the use of this time by our staff.

Table 3 Volunteering organizations in 2025

Greater Vancouver Food Bank	Calgary Food Bank
Wildlife Rescue Association of BC	Surfrider Canada Beach Cleanup
Lower Fraser Fisheries Alliance and Sumas First Nation	Freshwater Conservation Canada
Squamish Streamkeepers Society: Herring Restoration Project	Lakelse Watershed Stewards Society: Fish Fry Counting
Society of Environmental Toxicology and Chemistry Conference	Peninsula Stream Society
NorthLife Soup Kitchen	Cleveland Elementary School Science Fair
Seymour Salmonoid Society	





CLOSURE

We hope this report provides insight into Hatfield's efforts to be a good corporate citizen and demonstrates our commitment to treating our staff, the environment, and communities in which we work with the respect they deserve. We welcome any comments or feedback from anyone who has read this report. You may email our President, Martin Davies, directly at mdavies@hatfieldgroup.com or, if you are a Hatfield employee, you may also respond through our anonymous feedback portal on the intranet.