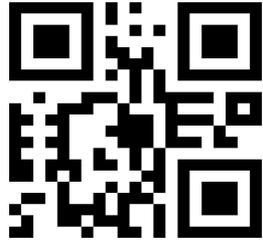


Progressive  
Aboriginal  
RELATIONS

COMMITTED

Canadian Council for  
Aboriginal Business



# JPS Construction Group Ltd. Inaugural ESG Report

“Transparent & Dependable Pipeline, Civil and Maintenance Services In Alberta”



Workplace Safety  
Certificate of  
Recognition



Alberta Construction  
Safety Association



ACCREDITED  
BUSINESS



EDMONTON  
CONSTRUCTION  
ASSOCIATION



ContractorCheck



ISNetworld®

MEMBER CONTRACTOR

# Content Outline

- ❖ About Us
- ❖ About The Report
- ❖ ESG Targets & Highlights
- ❖ Environmental
- ❖ Social
- ❖ Governance
- ❖ Safety & Security
- ❖ Contact Information





# Sustainability At JPS

**“Our vision is to be the first Carbon Net Negative, Metis-owned, PAR Gold company in Canada and continue to provide unprecedented construction, reclamation and maintenance services with an absolute commitment to safety and sustainability”.**

Hello, my name is Joseph Johnston. As the CEO of our company, it brings me great pride to publish JPS Construction Group's inaugural Environment, Social & Governance report.

At JPS, we believe sustainability starts with every team member being adequately trained and equipped with the knowledge to respond to anything that threatens or endangers our people and poses environmental risks.

We promote a positive ‘Carbon Culture’ by incorporating new technologies and practices into our daily work routines to eliminate or minimize our emissions to the highest extent possible. By reviewing environmental impact reduction strategies, we ensure that our activities meet or exceed current standards on every project."

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**Joe Johnston**

- 
- ❖ Pipeline Reclamation & Post Construction Maintenance
  - ❖ Major Projects & Operations Support
  - ❖ Land & Environmental Consulting
  - ❖ Civil & Infrastructure Project Support

## Who We Are

“ We look to set the standard as one of the safest and most effective contractors in our industry” - Joe Johnston



JPS Construction Group is a uniquely positioned Alberta-based reclamation and construction group focusing on the energy, infrastructure, and maintenance needs of Western Canada.

We are committed to a robust and effective health and safety culture. We have strong relationships, relentless work ethic, great business practices and as result we are experiencing very consistent growth.

**We specialize in supporting major pipeline projects and operations groups throughout all phases of construction, reclamation and asset custody.**

# What We Do

## Major Project Services

- ❖ Final Cleanup Reclamation Services
- ❖ Environmental & Land Services
- ❖ Land Clearing & Forestry
- ❖ Fencing Installation & Removal
- ❖ Erosion Control & Soil Containment
- ❖ Dewatering & Water Management
- ❖ Remote Access Solutions & Matting
- ❖ Roadway & Approach Construction
- ❖ Vegetation Control & Management

*\*For all construction phases.*

## Operations & Maintenance

- ❖ Post Construction Monitoring and Custom Maintenance Programs
- ❖ Pipeline Deficiency Programs
- ❖ Integrity Programs
- ❖ Facility Maintenance
- ❖ Pipeline Abandonments
- ❖ AER Compliance Programs
- ❖ Custom Seeding and Dirt Work
- ❖ Material Sourcing
- ❖ +All Major Project Services

# Our Guiding Principles

1. Maintain a culture that promotes safety, personal growth and open communication.
2. Provide all personnel with an equal opportunity to succeed.
3. Deliver exceptional service with integrity.
4. Mitigate environmental impacts by adhering to, or exceeding regulatory requirements.

## Our Mission

To grow trusted partnerships with Canada's energy sector by providing industry leading solutions as a carbon negative company.

## Our Vision

To provide unprecedented construction, reclamation and maintenance services with an absolute commitment to safety and sustainability.

# Our Culture

- ❖ **Integrity** - Great business starts with having Integrity. Integrity encompasses moral character, ethics, and the commitment of always acting in good faith. Keeping our word and executing the job safely.
- ❖ **Inclusion** - The sky's the limit when everyone feels appreciated, heard, understood, and cared for. At JPS inclusion removes limiting factors and grows our knowledge base daily.
- ❖ **Innovation** - Growth is not possible without the innovation and at JPS we're constantly adapting to new and better ways of doing business through innovation. It's also a big factor in reducing our GHG emissions.
- ❖ **Safety** - Our daily work practices ensure our team always feel safe which is integral to our success and without safety, we have nothing.

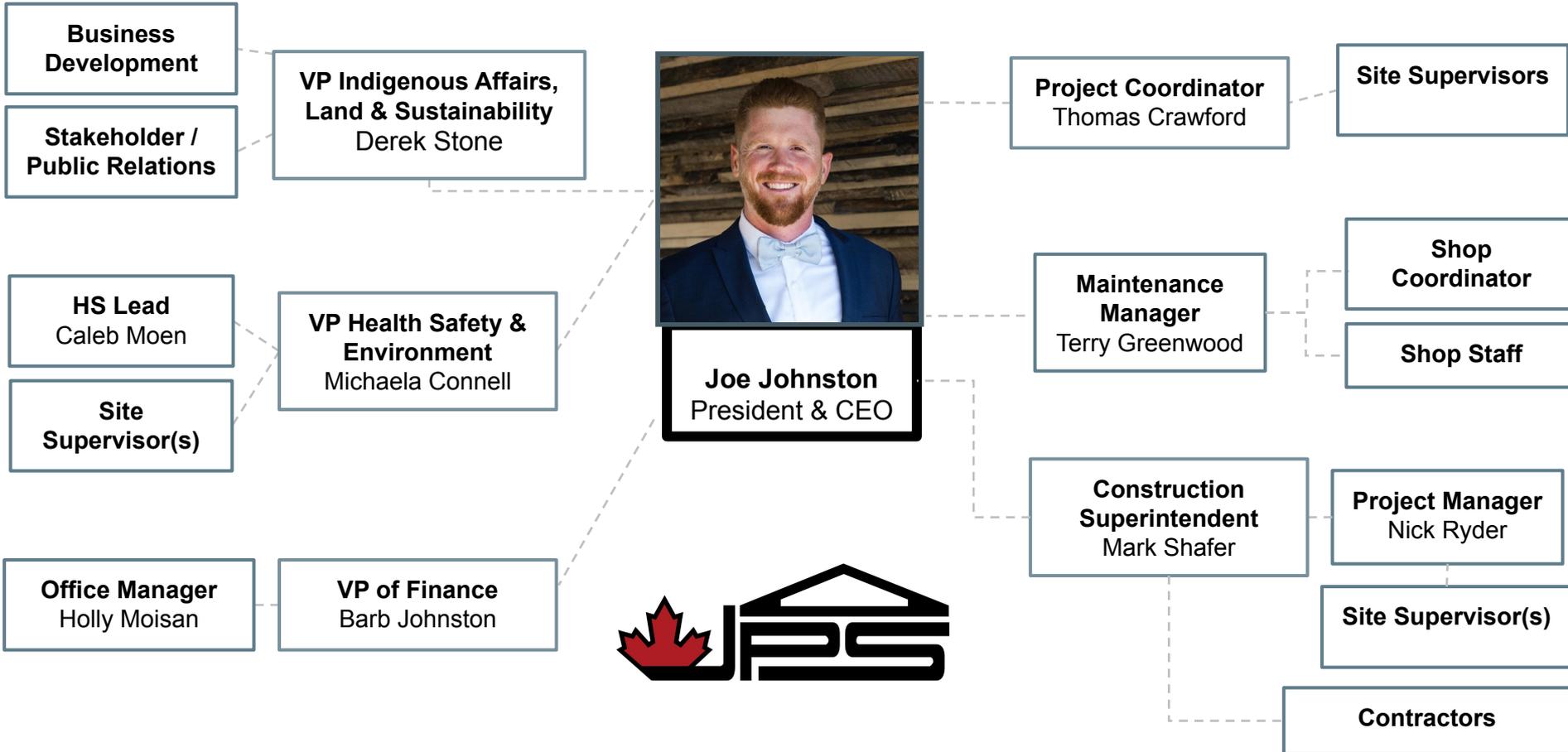
## Our Core Values

- ❖ Integrity
- ❖ Inclusion
- ❖ Innovation
- ❖ Safety

## Memberships & Awards

- ❖ COR
- ❖ PAR Committed - CCAB
- ❖ ISNETWORLD
- ❖ Construction Safety Assoc.
- ❖ A+ Rating with BBB

# Our Team



# ESG Report Overview



The following report outlines all relevant disclosures that pertain to our high-level Environmental, Social, and Governance targets, investments, and commitments.

The targets, investments, and commitments are specific to our business type, industry, and sector and align with our core values and guiding principles.

Disclosures are diligently selected to ensure maximum relevance to outline risk within our ESG framework and promote transparency from the past 2 calendar years.

\*Relevance to the company targets: Likelihood of the ESG topic to represent a material risk to JPS Construction Group Ltd.

# Environmental, Social & Governance Highlights

**WE PLEDGE TO BE CARBON NEGATIVE BY 2030**

**376,338L**

of hazardous fluids handled with 0 recordable spills



**11.5%**

Reduction in Vehicle Idle Time



**50%**

of board held by women

**0% TRIF**

Maintain and exceed Cor, ISNET requirements. Total recordable incident frequency of 0.



Invested into sustainable innovation & technology



**\$20k**

Reinvested into Indigenous relations, procurement and education programs for staff.

Implement Smart contracts to provide a secure execution of an agreement so that all participants have clear communication of supply chain, financial and other project requirements.

**QR System**



Integration of QR system to streamline operations and reduce paper usage by 50% year 1

# Environmental, Social & Governance Targets



## Environmental

- Carbon Net Negative 2030
- Plant 10k trees by 2025
- 90% Paperless by 2025
- Maintain 0 recordable spills
- Increase innovation budget by 10 % a year
- Continued investment into renewable energy/offsets
- Convert 5% fleet to battery / alt fuel

## Social

- Obtain PAR Gold status by 2025
- Invest into communities near project footprints
- Grow social impact board to 6 members by 2025
- Grow to 18% avg of Indigenous staff
- All staff have cultural awareness training
- Grow diversity of Indigenous partnerships

## Governance

- Increase Indigenous procurement & spending
- Maintain <1% TRIF
- Grow ESG systems
- Supply chain efficiency
- Grow and improve internal/external policies to align with our diversity, ethics and engagement strategies
- Grow external audit frequency

“These initiatives have allowed us to offset consumption and reduce costs to our clients.”

# Environmental Overview

JPS has pledged to reduce the impact of our daily operations by utilizing proven innovations and strategies to reduce our energy/water consumption and slash our carbon footprint until we are net negative. After careful consideration and analysis, we have outlined our plan to net negativity.

With the help of industry professionals and consultants, we have identified synergistic and straightforward ways to reduce our overall footprint and implement more evergreen strategies.

From biodiversity to water and waste, our initiatives have created momentum within our company, and our team is committed to our bold promises.

# Environmental Statistics

## Waste Management

- 376,338L of hazardous fluid safely used & stored
- Zero recordable spills
- Goal to recycle 90% of waste

## Water, Biodiversity & Carbon

- Pledge to be carbon negative by 2030
- Reduced vehicle idle time by 11.5%
- Pledge to Plant 10,000 trees by 2025

## Offsets & Renewable Energy

- Converted all-season tractor hydraulic fluid to vegetable oil
- Implemented solar battery charge systems
- Pledge to be 90% paperless

## Investments & Innovation

- 50k invested into sustainable innovation
- Implemented QR System to reduce paper usage
- Implemented LED's, timers & small solar units

# Social Overview

Our culture is unique to our industry, and we are proud to create a social fabric that aligns with our vision, mission, and values. The past two years have been challenging but during these times, our company has adapted and grown.

We have hit some new milestones in 2021. We celebrate our safety track record and are pleased to maintain another incident-free year with 0% (TRIF).

We are members of the Canadian Council for Aboriginal Business, achieving PAR committed status and pursuing PAR bronze in 2022. These achievements are an integral part of our growth strategy, and it has allowed us to grow relationships and foster change in our industry. We have also established a social impact board.



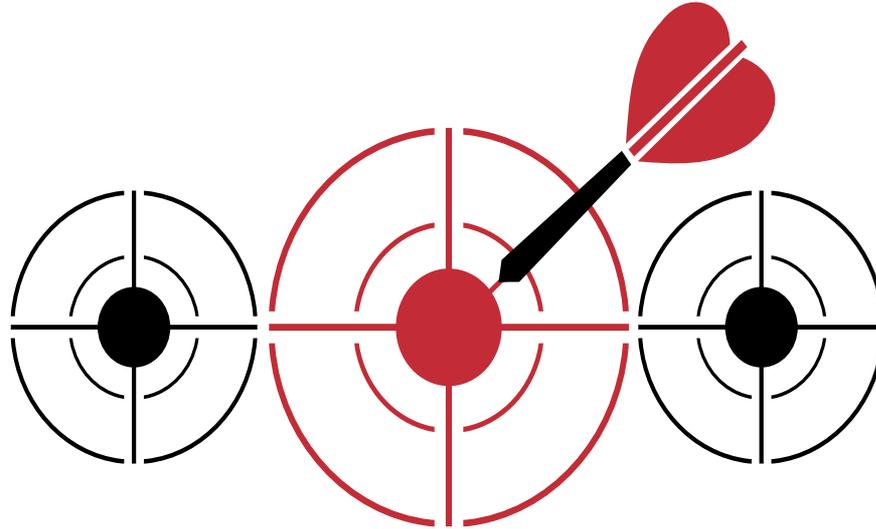
**“These past couple years have proven difficult, but we have doubled down on our team and our mission.”**

# Social Impact Board Targets

“We will continue to grow the memberships of various associations such as the CCAB and ISNET.”

1. Established to align our leadership actions and demonstrate our impact through tangible actions intended to benefit Indigenous people, communities, businesses and foster the growth of an inclusive culture.

2. Serve our staff and manage social initiatives, identify training opportunities, and aid in the development of an inclusive and diverse team of multi talented people.



3. Drive the growth of the JPS team and project opportunities through our values by aligning our leadership actions and company needs with our culture.

# Social Highlights



\$20K Reinvested into Indigenous relations, procurement and education programs for staff.



**New Partnership Commitment & Donations** to various Indigenous, youth and women's shelters in both local and project areas. Sr. Management Volunteer efforts for Kids Kottage Covid-19 relief fundraiser.



15% Indigenous staff



**Achieved** PAR Committed status with Canadian Council for Aboriginal Business

97% on COR Safety Audit



**Creation of Social Impact Board**

The board will oversee Indigenous relations, procurement, and education programs for staff. Diversity, equity, inclusion, and cultural awareness training are available for our team.

# Social Impacts

## Diversity, Equity & Inclusion

- All staff have access to cultural awareness training
- Creation of Social Impact Board
- 50% of board members are women

## Internal

- Growth of Indigenous workforce by 5%
- Training provided: Safety, DEI, Leadership
- Updated Indigenous and stakeholder policies

## External

- Members of Canadian Council for Aboriginal Business
- Obtained a safety score of 97% on COR audit by A.C.S.A.
- Donation of resources, materials and funds to charities

## Investments

- Professional development training
- \$20K invested into Indigenous relations, procurement
- Compliance monitoring memberships: ISNet, COR, CCAB & BBB

# Indigenous Relations

The majority of projects occur on or near First Nations and Métis lands, therefore, compliance and proper consultation processes are imperative to any successful project.

We are committed to engaging in professional, thoughtful, and respectful cultural best practices as we continue to learn from the long-standing relationships which have grown over time through mutual trust.

Our organization is committed to meaningful and mutually beneficial relationships with all Indigenous partnerships. JPS pledges to working with Indigenous communities with a vision to learn, build and maintain successful long-lasting partnerships.

CCAB Profile [HERE](#)



**“Engaging in a mutually beneficial manner is essential to learning from and collaborating with Indigenous communities and partners”.**

# Governance Overview

Our commitment to rigorous governance ensures that our Environmental, Social and Governance structures are synchronized with our internal and external operations and strong financial health. Our strategic purpose, corporate visions, and governance serve our company, our board, and our partners by transparent communication and sustainable growth.

**This means we direct our attention to good governance, anchored through safety, equity, inclusiveness, quality, efficiency, and accountability.**

These principles are key drivers so that our team, clients, partners, and stakeholders are equipped to be effective and succeed safely. We strive towards continuous improvement and growth in our governance systems and strategies.



**Governance is defined as “The system by which entities are directed” - To us this means ethically operating our business through our core values with transparency.**

# Governance Highlights



## Policies & Procedures

- Updates to employee contracts, Stakeholder & HR policies
- Internal HSE and ESG audits completed monthly
- Climate governance and strategy implementation.



## Safety & Culture

- 50% of leadership roles held by women.
- Created external affairs & stakeholder mgmt role
- Maintain and exceed Cor, ISNET requirements.
- Total recordable incident frequency of 0%.



## Efficiency & Communication

- Smart contracts provide a secure environment to automate the execution of agreements to ensure clear communication of supply chain, financial and other project requirements. Audit trails with workflows and approvals.

# Governance Impact

## Supply Chain

- Extensive contractor vetting process: safety, ESG & sustainability
- Procurement policy for relationships with Indigenous peoples
- 50% PPE & Safety training facilitated by CAB's

## Internal

- 550 professional development hours for staff & management
- Internal HSE and ESG audits completed monthly
- Diverse board, 50% women
- 32,651 Safe Work Hours in 2021 & 34,311 hours in 2020

## External

- Climate governance and strategy implementation
- Utilize virtual compliance documents through blockchain tech
- 3rd party safety & environmental auditing

## Investments

- QR system to track personnel safety, expenditures & maintenance
- Implement GPS readers in all trucks & devices
- International Red Pass certification (restricted airspace)



# Safety Culture at JPS

“Safety is the foundation that supports our core values and our growth.”

As the Senior Manager of Health, Safety and Environment at JPS, I am responsible for planning, implementing, and overseeing our safety culture. Everyone’s safety is my top priority. I am committed to compliance and take pride in fostering an open and positive safety culture that includes everyone as we strive for (and celebrate) a zero-incident track record.

Our values allow us to provide the best quality of service and maintain a strong, open, and proactive health and safety culture. I draw from 10 years of direct safety experience to develop the safest job procedures, and practices as JPS Construction Group experiences a rapid growth rate.

At JPS, our managers, supervisors, and workers at every level are also responsible and accountable for the company’s health and safety performance. Health and safety at JPS includes promoting and maintaining the highest degree of physical, psychological, and social well-being of all employees. Our goal at JPS is a healthy and injury-free workplace.

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**Michaela Connell**



***“At JPS, we firmly believe that our team is our greatest asset. Therefore, we take pride in developing a safety culture that ensures all of our teammates return safely home.”***

- ❖ In addition to the minimum safety requirements, pre-access Drug & Alcohol testing is completed for all site workers. Safety tickets are stored electronically and readily available to supervision, inspection, and safety personnel.
- ❖ JPS senior management emphasizes safety training and best practices. Our training programs reduce job site confusion and prevent lost-time incidents. We consistently develop ongoing safe job procedures and best practices.
- ❖ Equipment maintenance is regular and thorough. We monitor all vehicles and equipment for deficiencies that may cause potential hazards.

# HSE Highlights

- ❖ Zero Lost-time, Property Damage, Or Medical Related Incidents (TRIF)
- ❖ 376,338 liters Hazardous materials safely managed, stored and disposed of
- ❖ 0% total recordable spills
- ❖ 498,421 Kilometers driven in 2020 & 2021
- ❖ 66,962 Safe Works hours
- ❖ 97% score of COR Audit
- ❖ 100% Commitment To JPS 10 Lifesaving Rules Policy
- ❖ 100% Commitment To JPS Pre/Post Entry Log Procedure



# Data Controls



To protect all in and outbound data privacy and reduce risk, we have a dedicated system and team in place to ensure the organizing, storing, and analyzing of data is effectively protected. Our company's security and confidentiality standards are integral to our success and trust within the industry. That said, we have a few ways of ensuring quality control through the use of:

## Information & Document Management

1. Electronic copies of pertinent project information storage are all encrypted.
2. Smart contracts and technology ensure transparency and efficiency for mutual liabilities, contract management, and project controls.
3. GPS systems and remote monitoring for team and asset protection, safety, and compliance in support of field staff with daily activities.

**Daily documentation related to: compliance, safety & client communication, time and GPS stamped photos, COVID 19 checklist, labor/time capture, internal/external safety requirements, clubroot cleaning protocols, equipment maintenance, progress photos, biosecurity, or any other pertinent on-site activity.**

# Get In Touch

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RELATIONS

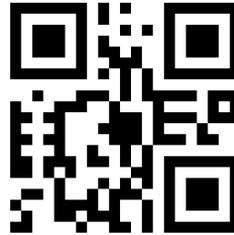
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