CORPORATE SOCIAL RESPONSIBILITY

POLICY STATEMENT

Graham actively strives to achieve a balance of economic prosperity, environmental stewardship and social responsibility, and be recognized as an industry leader that provides sustainable value for all stakeholders including employee-owners, clients, partners, industry and communities.

Graham’s four CSR pillars are founded on our core values of commitment, integrity, and reliability and are guided by industry standards and best practices. At Graham, we are all accountable to uphold our social and environmental performance, and be transparent about our impact, while taking proactive measures to improve them. Our CSR approach has a broad scope – it includes how we manage our business, our ethics, our culture, and our relationships with stakeholders.

COMMUNITY
We are committed to investing in the communities in which we operate and helping them thrive through engagement, sponsorship and volunteerism. We drive impact through our focus areas of Healthcare, Education, Children & Family, Underprivileged, Indigenous and Industry. Our strategic efforts support employee involvement and involve hiring local suppliers and subcontractors to work with us to deliver projects. We also communicate with local organizations and residents where construction may affect the community, ensuring our interactions leave positive impressions with all community stakeholders.

ENVIRONMENTAL
Through environmental stewardship, sustainable resource management, and the promotion of pollution prevention, we consistently seek to minimize the impact of our activities on the environment and surrounding communities. We plan to achieve these through: our Environmental Management System (EMS); promoting efficient use of resources and reducing carbon emissions; and leveraging alternative solutions which encourage sustainable construction and incorporate waste management processes. Graham’s endeavour to minimize pollution and commitment to the environment ensures continuous improvement of our overall performance.

WORKPLACE
We are continually focused on how we can support, engage and motivate our employees. We strive to deliver superior health, safety and quality work while providing equal opportunities and competitiveness in employee compensation and recognition. We implement responsible and effective labour relations to improve business outcomes and organizational performance through the design and implementation of learning and development programs and activities. We also deliver effective corporate governance, and HR best practices including the provision of systems and processes for employees to enhance their skills and progress their careers.

MARKETPLACE
We are committed to upholding the highest standards of corporate governance and ethics. We conduct our business in an open, honest and ethical manner as outlined in our Code of Business Conduct. Through responsible, transparent and respectful practices, we comply with all relevant and applicable laws, regulations and industry standards in the jurisdictions we operate. We also implement socially responsible supply chain practices working closely with our clients, contractors and suppliers as partners. We expect our contractors and suppliers to operate with similar values and encourage them, where necessary, to adopt similar corporate responsibility policies.