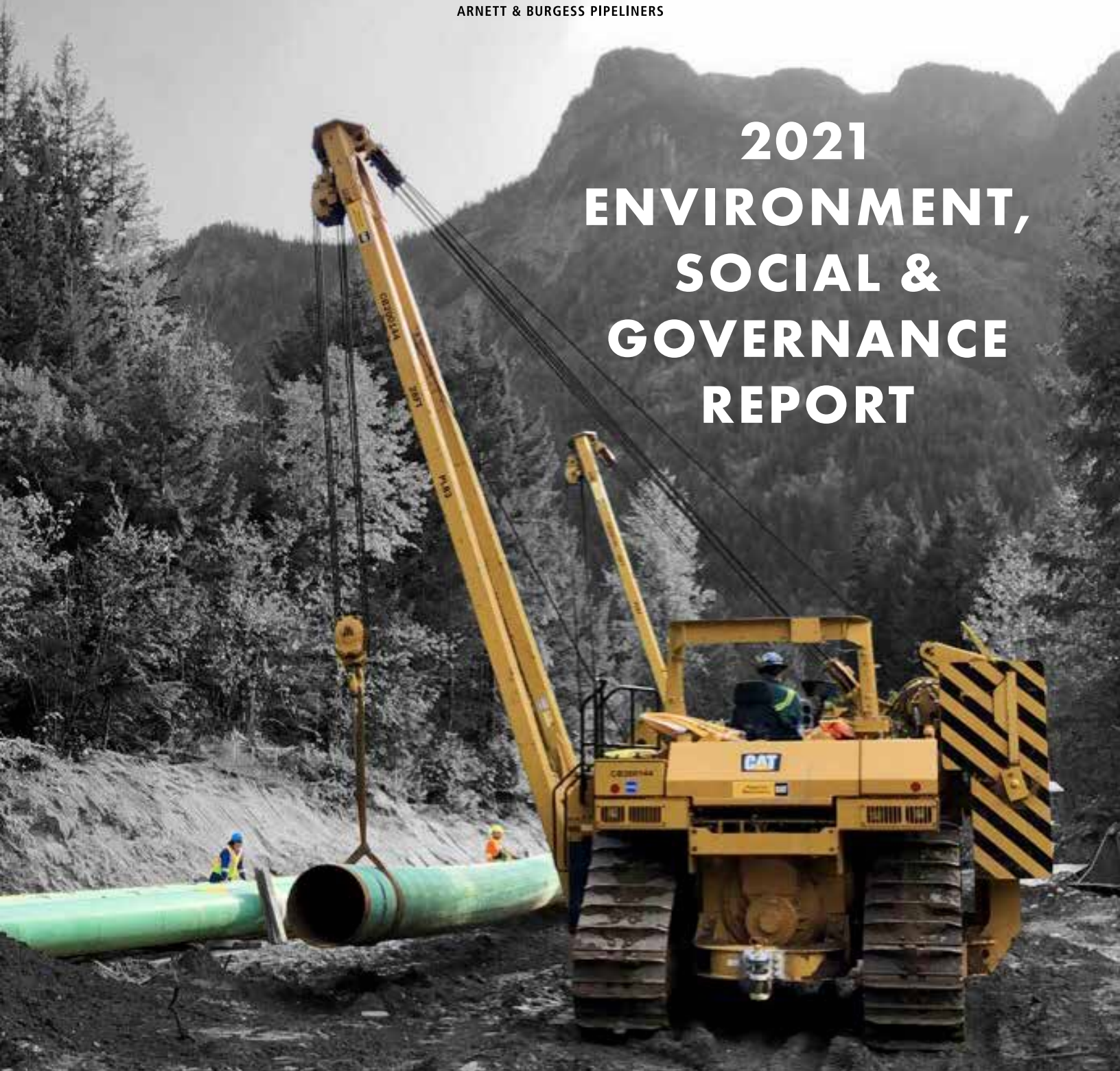


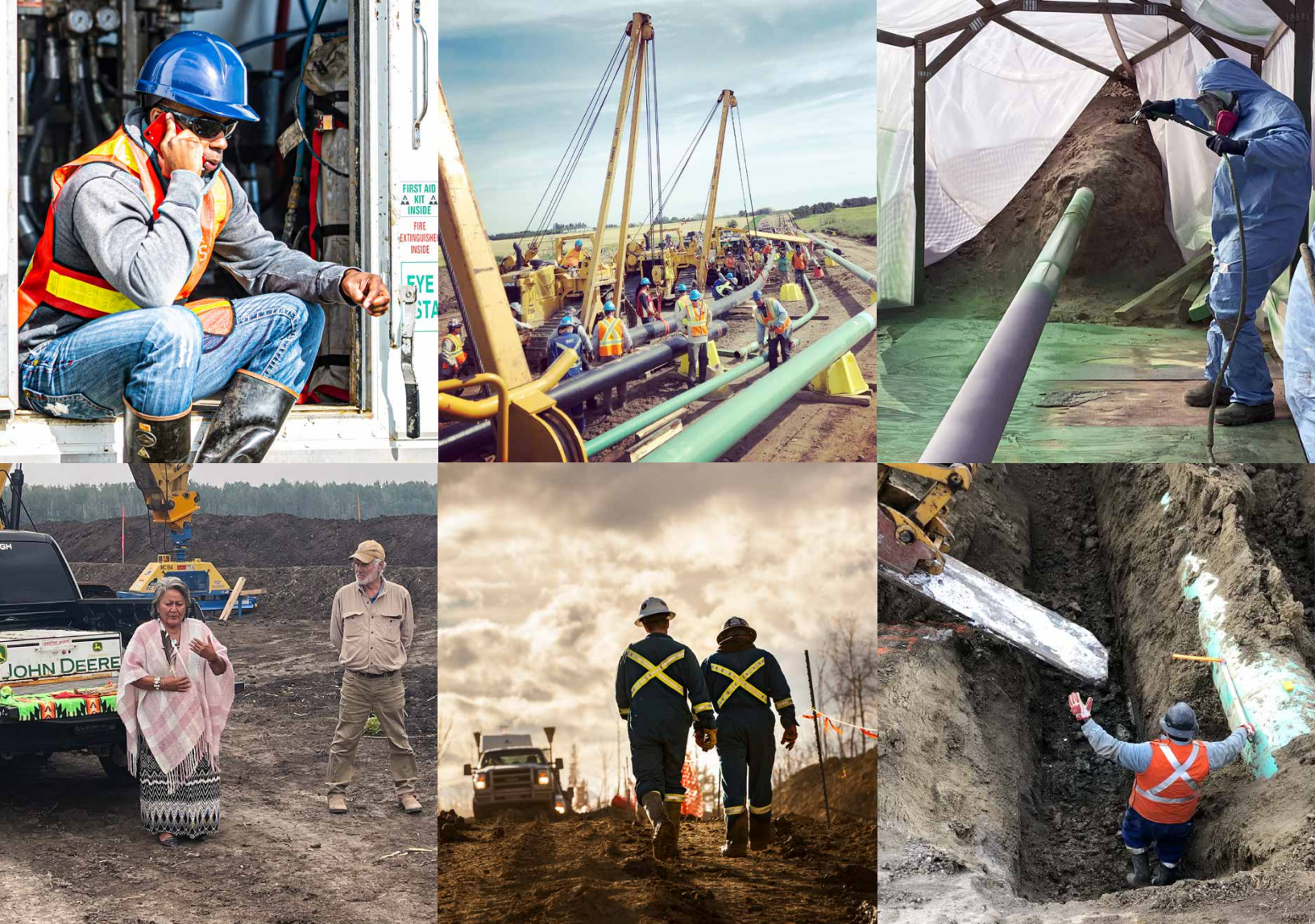


# 2021 ENVIRONMENT, SOCIAL & GOVERNANCE REPORT



**BUILDING YOUR ENERGY HIGHWAY SINCE 1957**





# IN THIS REPORT

---

**3** | The People Behind A&B

**4** | Presidents Message

**5** | Our People

**6** | Diversity & Inclusion Commitments

**7** | Indigenous Relations

**8** | Safety

**10** | Environment

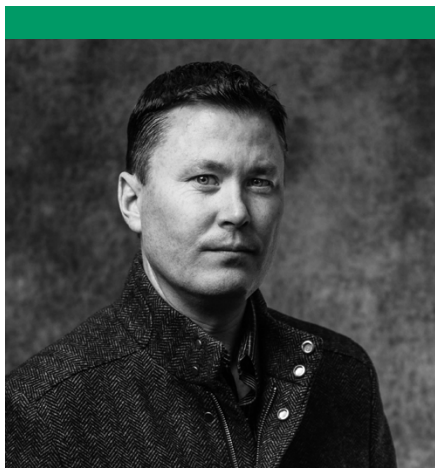
**11** | Community Investment

**12** | Giving Back to Communities

**13** | Industry Associations & Affiliations



# THE PEOPLE BEHIND A&B



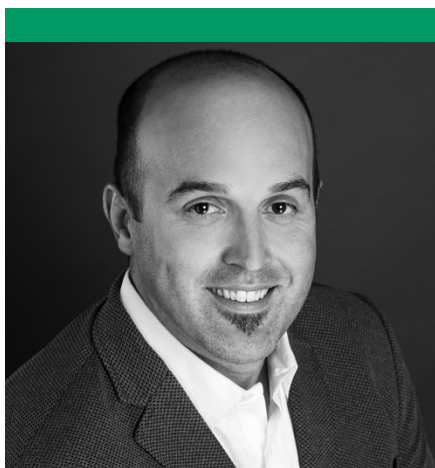
**Mark McPherson**  
Vice-President of Integrity



**Tyler Featherstone**  
Vice President of Construction



**Carey Arnett**  
President



**Derek Britton**  
Executive Vice President



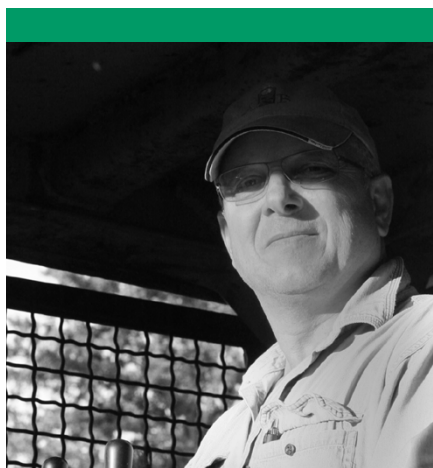
**Jamie Arnett**  
Vice President of Finance & CFO



**Chris Whitfield**  
Senior HSE Manager



**Steve Arnett**  
Senior Equipment Manager



**Tom Arnett**  
CEO



# PRESIDENT'S MESSAGE

---

2021 was a year of recovery and resiliency, but also one filled with opportunity and achievements. I have been very proud of our team for their integrity. I've been privy to more than a few stories of our crews standing up for what they know is right: welding to code, following all regulations, abiding by client standards, even when there is pressure to be influenced otherwise. Integrity is not just performing when everyone is looking, but the real test is doing what's right when no one is. Our field family has truly succeeded in this respect and that is something hard to quantify in this report. It is line not failed in the future.

Our team drove 6.1 million kilometers, issued 290 safety awards, washed 2500 pieces of equipment, spent \$67 million in local communities, impacted 79 indigenous owned suppliers, and was awarded the Canadian Energy Pipeline Association Foundation award for our FAMILY safety program.

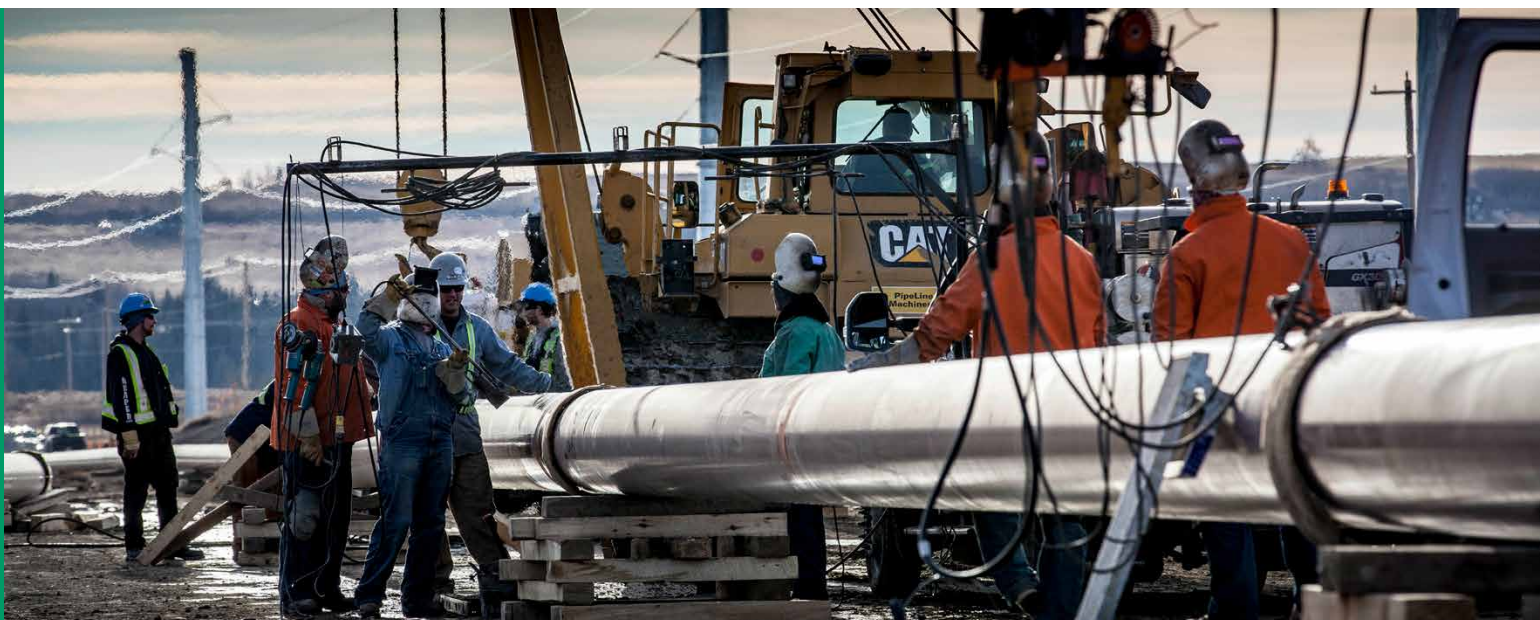
It was perhaps our safest year given our volume of exposure and I truly thank our team for their buy-in of our safety culture in making that possible.

As an essential service A&B continued to operate as much of the world paused, adapting as needed to new work environments, and maintaining a strong commitment to monitoring and evolving as deemed necessary to protecting our field family, and looking out for the greater society by making and maintaining our energy highway.

We continue to take on some of the toughest projects in our industry, steep slopes, remote locations, geotechnical challenges, supply chain and material challenges, and our team works tirelessly as the professionals they are to perform. I thank them from the bottom of my heart for what they do, and what they have done as we roll into our 65<sup>th</sup> year of operation in 2022.

Keep safe,

Carey





# OUR PEOPLE

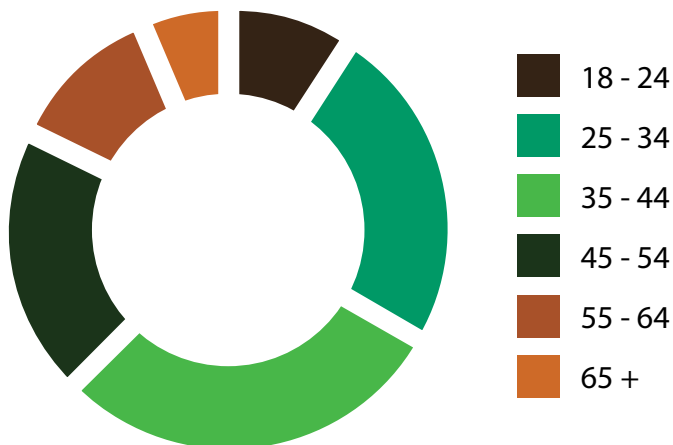
Arnett & Burgess Pipeliners has over 600 employees and prides itself on being a strong family that helps look after each other and its client's safety.

Our Executive Team collectively brings over 189 years of pipeline experience, and our management teams have 264 years of service with A&B. People at A&B are empowered to make good decisions based on a backbone of integrity and the desire to always do what's right.

A&B offers a wide variety of training opportunities, and by promoting from within A&B helps employees use their experience to maximize their potential and grow in their careers. Communication between A&B leadership and employees at all levels fosters; trust, engagement, loyalty, and accountability - all of which are critical to employee retention.

Each year A&B employees come together at a town hall meeting to discuss a variety of topics, share best practices and knowledge, and strengthen and build relationships.

## EMPLOYEE BREAKDOWN BY AGE



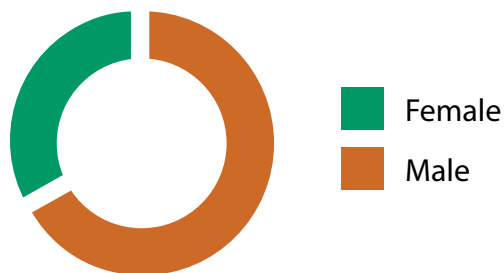
# DIVERSITY & INCLUSION COMMITMENTS

We continue our focus on breaking down barriers for women in the industry through our involvement with Women Building Futures and Calgary Women in Energy. Today women represent 33% of our core employees and 49% of office employees.

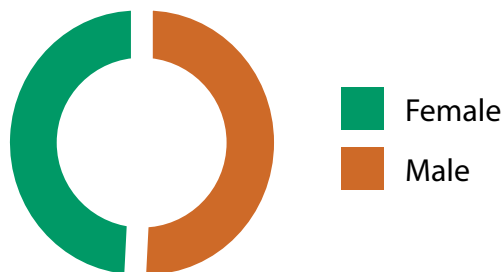
A&B actively advocates for an environment of respect, inclusivity, and trust, and by doing so we help to create a healthier, more diverse, and productive workforce.

In 2021 we introduced A&B Indigenous Awareness Culture Training, and we continue to advance our equity, inclusion, and diversity strategies.

## CORE EMPLOYEE BREAKDOWN BY GENDER



## OFFICE EMPLOYEE BREAKDOWN BY GENDER





# INDIGENOUS RELATIONS

We demonstrate our leadership by growing capacity in our industry through our Featherstone Mentorship Program, which provides tangible training and work opportunities to Indigenous people in areas where we work. This program is a key component to how we engage with Indigenous communities on our projects.

We have a direct working relationship with the Métis Nation of Alberta and various other First Nations throughout Western Canada.

This past year A&B participated in Rupertsland Institute and The Tribal Chiefs Employment & Training Services Association virtual job fairs. We also developed Indigenous Awareness Culture Training.

In 2021 Arnett & Burgess contributed over \$10 million to the economy of Indigenous communities through the purchase of goods and services from Indigenous owned businesses and through employment.



**IN 2021 A&B SPENT**

**\$7,990,000**

**on services**



**\$2,000,000**

**on Indigenous  
employee wages**

**which includes**

**\$100,000**

**for employees in  
Featherstone Mentorship  
Program**

*as of November 23, 2021*

# SAFETY

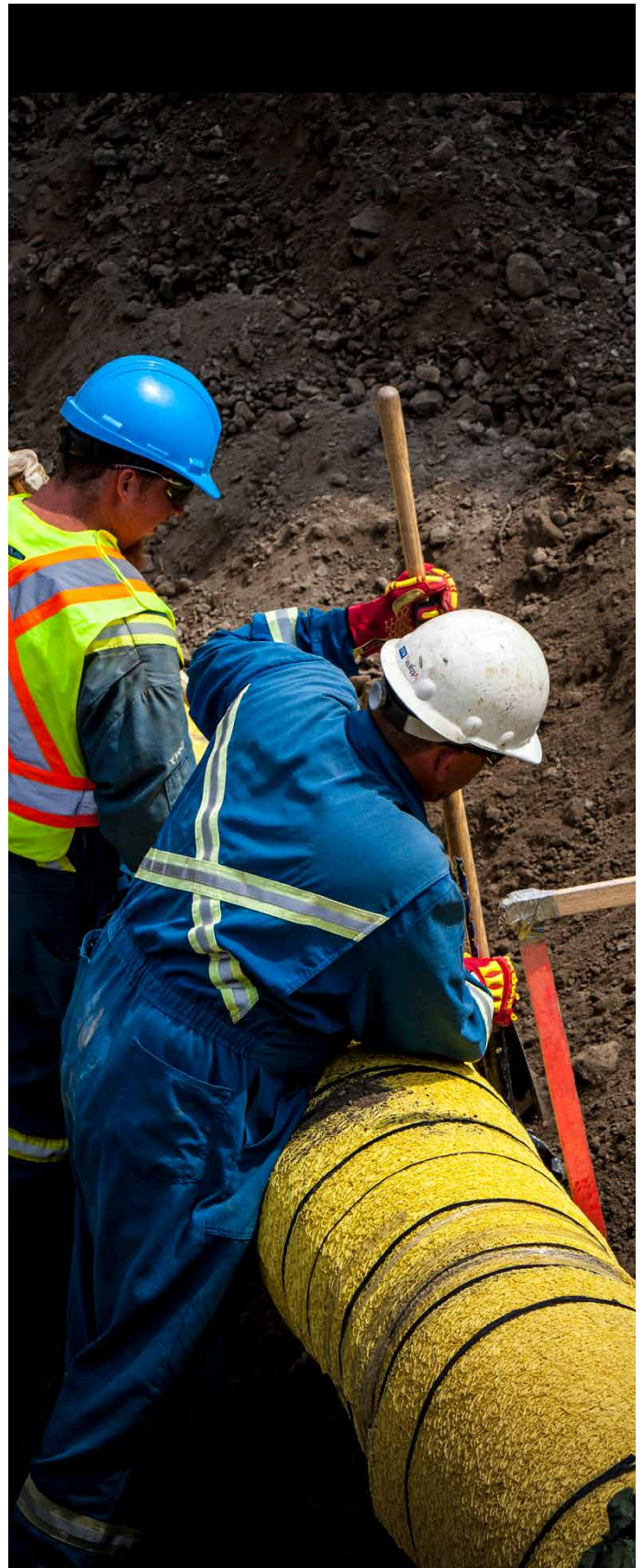
Our priority continues to be on the Safety of our people, keeping our employees safe in the field and at home, while continuing to support our customers, with an efficient, practical and industry specific Safety Management System (SMS).

Our Safety Management Standards, field forms, training, and site HSE services develop, sustain, and reinforce a safe work culture, that supports the principles that all workers have the Right to Know, the Right to Participate and the Right to Refuse Unsafe Work.

This commitment to our core value of Safety has resulted in a consistent downward trend in Recordable Events and our Total Recordable Incident Frequency (TRIF). We are proud of our safety record that exceeds industry average, and it remains a focus of continual improvement with the use of annual goals.

Arnett & Burgess has a standardized vendor and subcontractor prequalification and Subcontractor Management Standard which utilizes ComplyWorks and an internal process to confirm compliance and alignment with safety culture expectations. We use ISNetworld as a gateway to deliver and track required client safety training.

A&B is a leader in ground disturbance and damage prevention and has been a Gold Shovel Standard Certified Contractor since 2017.





# SAFETY, CONTINUED

A&B has developed standardized on-boarding, training and competency process for our employees as well as a standardized third party specific orientation and on-boarding process through our Learning Management System that ensures only qualified, suitably trained and competent workers and subcontractors support our projects.

In addition to our annual goals, we have several ongoing safety initiatives in place to ensure our employees are equipped with the appropriate knowledge, awareness, and resources required to enable them to perform their jobs safely.

These include:

- Safe Start Initiative
- Commitment Coin Program
- Safety Award Program
- FAMILY Initiative
- Hand Protection Program
- Specialty PPE Program
- Mobile Access to Training Portal
- Implementation of Poppy, a Pathogen Detecting & Sensing System



## CEPA SAFETY AWARD WINNERS

Arnett & Burgess Pipeliners is proud to be this year's recipient of the CEPA Foundation Safety Award, and to be recognized by the energy pipeline industry for our efforts while sustaining a safe workplace.



# ENVIRONMENT

A&B combines resourcefulness and experience to deliver sustainable outcomes while building trust as a responsible ESG leader in our industry.

- Our environmental initiatives include our equipment handling and washing facilities that utilize 100% recycled water, and a process that bacterial organisms are contained in the sump systems eliminating the need to transport to a contaminated material disposal site. The system circulates water through the entire sump system, introducing oxygen to the water, which in turn keeps the bacterial organisms alive inside the system, counteracting the hydrocarbons, removing the odor, and the risk of H<sub>2</sub>S gas. This year we recycled over 700,000 litres of water in our process.

Achieving improvements to the environment through reducing the use of freshwater and eliminating transporting of invasive disease, our High Efficiency Wash Bay Facility is having a major impact on the energy industry.

A&B was awarded the CEPA Foundation Quality Award for our washing facilities in 2019.

- We have a practice of not fueling within 100 meters of any water course and install biodegradable oil in heavy equipment working on or near environmentally sensitive areas.
- We use technology to reduce idle time on all heavy equipment and have implemented an anti-idle shut down timer for all light trucks. And we have a recycling practice for used tires, steel, batteries, and oil.





# COMMUNITY INVESTMENT

Arnett & Burgess has a history of 65 years of inclusion with locally owned business and suppliers in company operations. It was a core value of our founder, Les Arnett, that we give back to the communities that welcome us. This core value has been and remains a driver of A&B, and we will continue developing and nurturing strong relationships in communities where we live and work. Our employees are part of these communities, and together we support sustainability, local businesses, and community-minded causes.

A&B continues to make our community investment decisions based on the needs of the communities where we work, and focus on what is important to our employees, clients, community suppliers and stakeholders. We recognize that our success depends on our commitment to the economic social and environment health, and overall wellness of the communities where we live and work.

Our day-to-day operations from wages and benefits we provide, to the income taxes we pay boost economic growth in the communities in which we live and operate. Supporting small and diverse business through the material and services we purchase contributes to local economic growth.



**DURING 2021 A&B SPENT OVER**

**\$67 MILLION**

**in communities where we work and live**

# GIVING BACK TO COMMUNITIES

We give back to communities in Western Canada through financial contribution, in-kind giving, participating with industry associations, and volunteering on organization boards sharing our expertise. We also give back through direct donations based on the needs of the communities where we work and live, centered on our guidelines and focus areas of; Community, Health & Safety, Education, Sports & Recreation, and Business & Professional Associations, and focus on what is important to our employees, clients, and suppliers.

Our employees are actively involved in regional communities and organizations where they donate to local food banks, local women's shelters, organize winter warm weather clothing drives, and participate in public school kid's breakfast programs, only to name a few.

- Alberta Native Friendship Centres Association | Alberta
- Blackfalds Bulldogs Hockey Team
- Blue Heron Support Service | Fort McMurray, AB
- Breakfast Programs | Killam & Sedgewick, AB
- Central High Sedgewick Public School Scholarship | Sedgewick, AB
- Christmas Sharing Program | Flagstaff, AB
- Disability Support Service Groups | Alberta
- Food Bank | Flagstaff, AB
- Gateway Association | Calgary, AB
- Imagination Library Foundation | Flagstaff, AB
- Kawkawa Camp | Hope, BC
- Kids Band Camp | Sturgeon Lake, AB
- Métis Crossing | NE Alberta
- Sick Kids Hospital | Toronto, ON
- Special Olympics Canada
- Spinal Cord Injury Canada | Lethbridge, AB
- STARS | Alberta
- The Women's Centre | Calgary, AB
- Winnifred Steward Association | Edmonton, AB





# INDUSTRY ASSOCIATIONS & AFFILIATIONS

Alberta Boilers Safety Association

Alberta Common Ground Alliance

Alberta Construction Association

Alberta Construction Safety Association

APEGA

Boyle and District Chamber of Commerce

Calgary Petroleum Club

Calgary Women in Energy

Canadian Heavy Oil Association

Canadian Payroll Association

CEPA (Canadian Energy Pipeline Association)  
Foundation

Certified Engineering Technologist

CFA Institute

Charter Professional Accountants Canada

Gas Processing Association of Canada (GPAC)

Gold Shovel Association

International Information Systems Professional  
Organization

Killam Recreation Board

Manitoba Heavy Construction Association (MHCA)

Métis Nation of Alberta

NACE International

Professional Accountants of Alberta

Rupertsland Institute

Saskatchewan Safety Training Council

Technical Safety BC

Tribal Chiefs Employment & Training Services  
Association

Women Building Futures

Young Pipeliners Association of Canada



Alberta Construction  
Safety Association



CFA Societies  
Canada



CEPA  
FOUNDATION



TECHNICAL  
SAFETY BC



[www.abpipeliners.com](http://www.abpipeliners.com)

1.800.836.2772

**2021 ENVIRONMENT, SOCIAL & GOVERNANCE REPORT**