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Will

Sustainable Development
Goals Report

June 2020



INTRODUCTION

The end of a fiscal year coincides with the publication of the company's financial results (end of the year as of March 31st). For WILL, this is also an opportunity to assess our annual impacts on the environment and our community.

When this report was published, the world was experiencing an unprecedented situation; a pandemic that has forced the confinement of a large portion of the world's population and radical lifestyle changes. The impact of this situation is however barely reflected in this report due to the timing of these events (our company being based in Quebec, measures to limit the spread of COVID-19 were implemented only two weeks before the end of the fiscal year).

It has, however, brought to the fore one the most important actions of WILL to minimize the impacts of its activities on the environment, which is teleworking. WILL has chosen this working method for several years, which makes it possible to substantially avoid GHG emissions due to daily commuting and to improve work-life balance. From an environmental perspective, although it is more difficult to follow the impact of the team with precision, we have more autonomy than in an office where the control of water and energy consumption, as well as waste management, is carried out by a building manager. Our employees and collaborators adhere to WILL's mission and values, and therefore all share a concern for their environmental footprint. Most of them already take initiatives at home to reduce their environmental footprint (for example composting) and do not hesitate to share their good practices with others.

The health crisis will bring new challenges in the coming months, but we also hope for new initiatives. This period is an unparalleled opportunity to rethink how we do things so that we are ready to face (or avoid) other crises that threaten our quality of life, such as climate change.

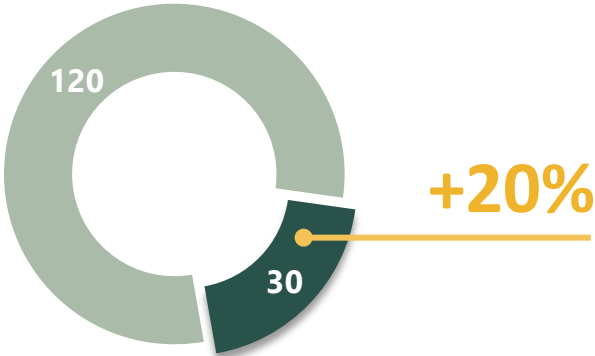
Results of our goals as of March 21st, 2020

GOAL 1.0

» **ACHIEVED**

Increase the number of Sustainable Community (SC) members, as well as their eligible and verified GHG reductions. Complete with the marketing and sales of the resulting VCUs.

150 MEMBERS PARTICIPATING TO THE SUSTAINABLE COMMUNITY AS OF MARCH 31, 2020



This represents **an increase of 30 members** compared to the previous fiscal year.



In the past year, signing with **new buyers** such as Maple Leaf Foods underscores the growing interest of businesses for local initiatives and source reductions within their offsetting portfolio.



In addition, a first transaction with the ClimateSeed platform demonstrated the interest for rigorous and certified projects under recognized international programs such as VCS.

GOAL 2.1

Promote our values through our activities.



ACHIEVED

2.1A : Raise awareness to the challenges of SD, climate change and the green economy through our words and actions, with all our members, clients and the general public.



N/A

2.1B : Give back to the community by helping with the funding of sustainable development (SD) projects.

ACTIONS

Produce original content that highlights the relevant actions of SC members and specific to our sector of activity, and share it on our social networks.

Determine an amount at the end of each fiscal year that can be allocated the following year.

INDICATOR

Make **at least 4 communications** (article, video or conference) per month.

Donate **10% of net profits to various sustainable development community projects** (circular economy).



2 conferences
given



OVER 80 PUBLICATIONS made on our different online platforms.



We maintained an interesting media presence, with content generally focusing on WILL, the voluntary carbon market or specific projects from the Sustainable Community. Notable examples are unpointcinq.ca, [Between Two Flags](#), [Pioneers of Good](#) et [Le Quotidien](#).

GOAL 2.2



ACHIEVED

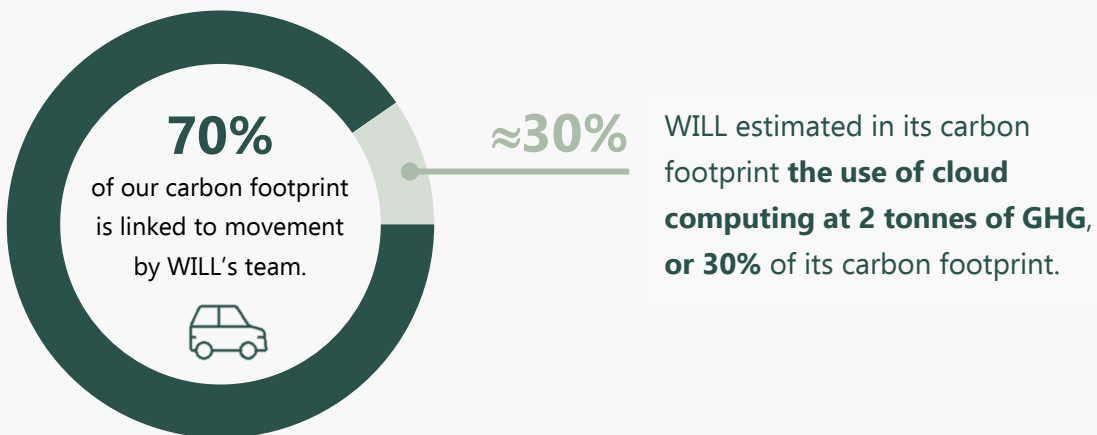
Transport: Minimize the intensity per capita of our GHG emissions related to employees and collaborators travel by promoting collective and active transport.

ACTIONS

Encourage employees and collaborators to take public and/or active transportation during their work-related trips. Organize team meetings with our partners in places accessible by public and/or active transport whenever possible.

INDICATOR

Reduce the GHG intensity/active person at WILL and compensate for all emissions linked to transport.

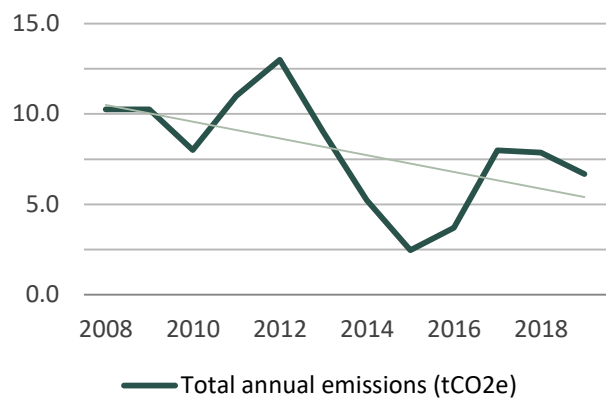




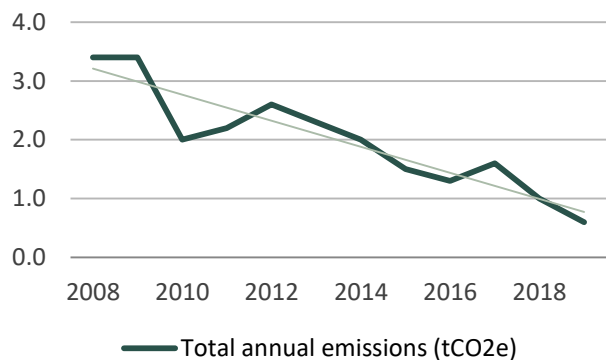
As in our previous report, there has been a **downward trend in total annual emissions from WILL** since the start of the Sustainable Community initiative. The third cohort of SC members was completed in July 2019 and the fourth is currently at the end of its cycle with a third party verification scheduled for summer 2020. Travel related to audits has remained relatively limited over the past year. A fifth cohort of DCs is expected to start in August 2020.

In addition, the downward trend in the intensity of GHG emissions from employees has continued for the past year, with a slight decrease in total emissions, as several employees and collaborators have been added to the team.

History of total emissions of WILL



History of average GHG emissions per employee



A significant drop in emissions is to be expected in the next report, since in order to comply with government guidelines regarding COVID-19 social distancing, field audits were suspended as of March 16, 2020. In addition, field trips will further be limited only to essential audit visits for the first months of the new fiscal year. Also, an analysis of the feasibility of virtual audits will be carried out over the next year.

GOAL 2.3



ACHIEVED

Energy used and waste: That all employees and collaborators have a conscious and responsible management of their energy consumption and waste production.

ACTIONS

Recycle and compost at WILL Solutions head office and encourage employees and collaborators to participate in their local recycling and composting programs.

INDICATOR

That employees and collaborators confirm their **participation to their local recycling and composting programs.**



Following the results of a survey conducted in autumn 2019 on the team's knowledge of sustainable development and their teleworking practices (see previous monitoring report), a section on environmental measures in teleworking was added to the employee manual. Particular attention was given to the use of electronic devices and the management of this type of waste.

GOAL 2.4

≡ NOT ACHIEVED

Responsible purchasing: Make supplies in accordance with the company’s social and environmental values.

ACTIONS

Develop a simple local-based and responsible purchasing policy.

INDICATOR

Adopt a **responsible purchasing policy** favoring local purchases.



A responsible purchasing policy should be adopted in the next year.