

ENVIRONMENT

Spark Power reduced its 2021 footprint by:

3,737
Tonnes of CO₂



This is equivalent to:



Taking more than **811**
cars off the road



Diverting more than **1,270**
tonnes of waste from landfill



The consumption of **1,584,191** litres of gasoline



The carbon sequestered by **1,815** hectares of forest in one year



More than **61,654** tree seedlings growing for 10 years

DIVERSITY, EQUITY & INCLUSION

2021 INITIATIVES

BE POWERFUL SCHOLARSHIP

An initiative to create opportunities in the electrical industry for individuals from underrepresented communities.

CAREER DISCOVERY EXPO

A highschool student virtual Career Discovery Expo in partnership with Build a Dream, a non-profit organization that advances diversity and inclusion initiatives to provide equitable opportunities for all.

2021 SURVEY

Education & Awareness Census launched which is an opportunity for us to better understand and celebrate Spark's diversity. A brief survey will be sent to the entire organization on a bi-annual basis, allowing us to appreciate our changing organization over time.

IDENTIFIED A BASELINE TRAINING FOR ORGANIZATION

Launch date: February 2022

2021 CELEBRATIONS & POSTS



BLACK HISTORY MONTH

- Celebrated and honored the legacies of Black Americans and Canadians and reflected on their efforts and achievements by sharing profiles of individuals who have made an impact within our sector



INTERNATIONAL WOMEN'S DAY

- Celebrated the powerful and inspiring women across our Canadian and U.S. teams
- Employees submitted photos and descriptions of the wonderful women who inspire them



PRIDE MONTH

- Celebrated Pride month and the right to be your authentic self
- Discussed what it means to be an Ally



NATIONAL DAY FOR TRUTH & RECONCILIATION

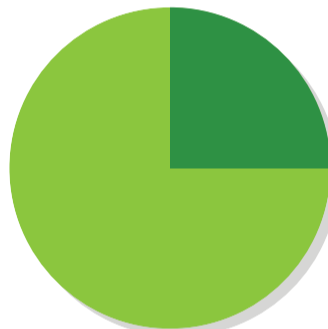
- Stood in solidarity with Indigenous Peoples
- Encouraged the company to wear Orange
- Took action and made a donation of \$1,500 to the We Matter campaign

DEI CENSUS SURVEY RESULTS



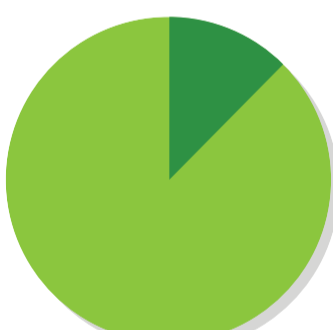
151

participants



76%

of participants agree Workforce diversity is valued at Spark



88%

of participants feel respected & included in their daily work environment



81%

of participants feel a sense of belonging at Spark Power

COMMUNITY

~\$100K

To Autism

~\$20K

To Employee Program

~\$20K

To Mental Health



NEW PARTNERSHIPS

Joined the United Way's Campaign Cabinet in April 2021 and worked together to promote three #LocalLove campaigns to support UW chapters in the communities we work and live in. We also engaged with United Way to provide resources for employees for areas such as mental health and wellness.



BUILDING AWARENESS

Focused on building awareness about our community program and initiatives by sharing community stories with our social media networks, website, and newsletter, as well as through our internal communication platforms.



INCREASE ENGAGEMENT

Community stories rank as the second highest engagement content pillars across social media and internal platforms, resonating with both our employees and our external networks. These posts have also received 100% interaction in 2021.

HEALTH & WELLNESS



Launched four Health & Wellness newsletters with monthly themes tied to each of the wellness pillars and workout plans



Ran the Movember fundraiser which raised over \$3500 in support of men's health challenges including prostate and testicular cancer, suicide prevention, and mental health.