The image features a red rectangular box in the top right corner containing the Tridel logo. The logo consists of the word "TRIDEL" in a bold, white, sans-serif font, with a registered trademark symbol (®) to its upper right. Below "TRIDEL" is the tagline "BUILT FOR LIFE" in a smaller, white, sans-serif font. The background of the entire page is a photograph of a modern building's exterior. It shows a concrete balcony with a glass railing and a handrail, overlooking a large body of water. In the distance, a line of trees and a small sailboat are visible under a blue sky with light clouds.

TRIDEL[®]
BUILT FOR LIFE

**CORPORATE
SOCIAL
RESPONSIBILITY
REPORT
2015**

INDEX

MESSAGE FROM THE PRESIDENT	02
OUR VALUES	03
ABOUT THE REPORT	03
ENVIRONMENT	05
INDUSTRY	21
WORKPLACE	33
SOCIETY	41

MESSAGE FROM THE PRESIDENT

Although this is Tridel's first Corporate Social Responsibility (CSR) report, doing the right thing has always been part of our success. Since Jack DelZotto built his first home in 1934, we have been a company built on family values. Today, we are proud to have shaped countless communities across the GTA (Greater Toronto Area) with more than 80,000 homes. We are equally proud to have led the industry in building sustainable condominium homes since the early 2000s. We are now the largest builder of green high-rise residential condominiums in Canada.

Tridel is a family with team members of diverse backgrounds who work together to achieve exceptional results. Our people are our greatest strength, and 45% of our employees have been with us for more than 10 years. We are a family who understands that we are building communities and homes that people live in. We want to have a positive impact on people's everyday lives, and on society as a whole. Giving back, which has been an instrumental aspect of our business, is a key way in which we do both. We invest in the future of our industry through the B.O.L.T. foundation, raising more than \$1.2 Million to date and generating 168 scholarships for youth to join careers in construction.

Although we have been in business for more than 80 years, it is just the beginning. We look forward to building exceptional homes for many years to come.



A handwritten signature in black ink that reads "Leo DelZotto". The signature is written in a cursive, flowing style.

Leo DelZotto, President of Tridel

OUR VALUES

QUALITY
TEAMWORK
INTEGRITY
INNOVATION
FAMILY VALUES
SAFETY



ABOUT THE REPORT

We are proud to deliver our first Corporate Social Responsibility Report to demonstrate our focus on: The Environment, Our Industry, Our Workplace and Our Society. We felt it was a great opportunity for us to step back, and prepare the information to offer you an inside look at our company. We recognize that in today's world, transparency of business is crucial in deciding where to work, who to buy from and who to partner with. We hope you enjoy getting to know us a bit better.



01.
ENVIRONMENT
BUILT FOR
THE FUTURE

“In the first few years we had to work very closely with our trades and suppliers to support them along this new green journey. But the leadership and dedicated team at Tridel were committed from day one, and in the end, it served the industry as a whole. We were willing to take a stand.”

- **Jamie James**, Sustainability Consultant

As Canada’s largest condominium developer, Tridel is committed to being an environmental leader in our industry. We build communities that are environmentally responsible, safe and healthy places to live. We are determined to develop condominium residences that meet the needs of today’s homeowners while safeguarding the well-being of future generations.

THE STORY OF OUR COMMITMENT

Back in 2000, Leo DelZotto, President of Tridel, and Greg Nevison, SVP of Construction, met with Jamie James in New York City, where Jamie was a sustainability professional working at Columbia University's Earth Institute. They held meetings with pioneering green architects and developers, and together the three of them recognized the potential to align development interests and environmental concerns. Better-run buildings are more efficient, resulting in reduced resource consumption and waste plus savings for homeowners. That's when Leo realized that being green could also mean better value, to the planet and to homeowners... and Tridel has always been about value in every sense.

The first green community, which also launched Tridel's Built Green program, was the Element in downtown Toronto in 2003. Interestingly, it was connected to Enwave's deep lake water cooling system, along with many other innovative green features. The first step had been taken towards a more sustainable condominium-living future.




Element
Toronto, 2003
Tridel's first
Built Green project





Tridel Eco-Suite

As the leader in the industry, Tridel recognized the importance of educating the marketplace about Green Living. Tridel wanted to showcase that living in a sustainable environment could not only be environmentally friendly but also beautiful, healthy and energy-efficient. In 2007, the demonstration eco-suite was launched at the Element in downtown Toronto. More than 1,400 people took a guided tour of the eco-suite, and more than 150,000 viewed it either online or via mini-magazine.

SUSTAINABILITY TIMELINE



2005
VERVE
Ontario's 1st
high-rise residential
community registered
with the intention for
LEED® certification

2005
**GREEN LOAN
FINANCING MODEL**
Established by Tridel &
the Toronto Atmospheric
Fund (TAF)

2006
LEED®
Tridel commits all
new buildings to
LEED® standards.

2007
ECO-SUITE
launch at the
Element



2010
LEED® GOLD SCHOOL
at the North Toronto
Collegiate Institute

2010
BILD
Green Builder
of the Year award

2011 & 2012
BILD
Green Builder
of the Year award

2012
METROGATE
Canada's 1st LEED® ND
(Neighbourhood Development)
certification



2003

ELEMENT

Tridel's 1st Built Green community – 4 Green Globes

2004

CaGBC

Tridel joins the Canadian Green Building Council

2006

GREEN TORONTO AWARD

for energy conservation from the City of Toronto



2006

ECOLOGO AWARD

for Circa in Markham, connecting to Markham District Energy

2007

BILD

Inaugural Green Builder of the Year award

2007

IIDA

Smart Environmental Award

2008

BILD

Green Builder of the Year award



2010

ECO-SUITE

launch at Réve

2010

TORONTO GREEN STANDARD

Tridel commits to build Tier 2

2013

AQUALINA

Registered to target LEED® platinum certification

2013

NETZED

Net zero energy suite is launched

2015

BILD

Green Builder of the Year award

GREEN COMMUNITIES*

Tridel leads sustainable residential condominium development in Canada, with **more than 20%** of the commercial certified LEED®** MURB (Multi-use residential buildings)***

**OVER 1 IN 5
CDN COMMERCIAL
LEED® MURB ARE
BUILT BY TRIDEL**



* All Tridel Green Building data calculated by Provident Energy Management.
** Leadership in Energy and Environmental Design (LEED).
*** All LEED® statistics verified by Canada Green Building Council.

OUR CERTIFICATIONS

**15
LEED®
GOLD**

**4,661,684
SQUARE FEET**

**4,451
SUITES**

**8
LEED®
SILVER**

**2,303,243
SQUARE FEET**

**1,730
SUITES**

**5
LEED® ND
1 NEIGHBOURHOOD
WITH 5 BUILDINGS**

**1,802,612
SQUARE FEET**

**2,159
SUITES**

**1
ECOLOGO
AWARD**

**429,872
SQUARE FEET**

**399
SUITES**

**1
GREEN
GLOBES**

**333,560
SQUARE FEET**

**352
SUITES**

30

**BUILT GREEN
BUILDINGS**

9.53

**MILLION
SQUARE FEET**

9,091

**GREEN
SUITES**



With almost 16,000 green suites in the marketplace, we are the largest developer of green condominiums in Canada. We are proud to be the recipient of 7 out of 10 Green Builder of the Year awards from BILD.



Aqualina
Registered with the intention to target LEED® Platinum certification

REGISTERED WITH THE INTENTION FOR LEED® CERTIFICATION

2
TARGETING
PLATINUM

720,123
SQUARE FEET

672
SUITES

6
TARGETING
GOLD

2,287,221
SQUARE FEET

2,329
SUITES

2
TARGETING
SILVER

772,622
SQUARE FEET

898
SUITES

7
TARGETING
CERTIFIED

2,740,485
SQUARE FEET

2,947
SUITES

17

TARGETED LEED®
BUILDINGS

6.52

MILLION
SQUARE FEET

6,846

GREEN
SUITES

ENVIRONMENTAL IMPACT



Hullmark Centre
2015 NAIOP REX
award for best
Retail/ Mixed Use
development

Tridel buildings are designed and built to conserve more energy, water and resources than standard Building Code compliant buildings. A typical Tridel Built Green building consumes on average 33% less electricity, 59% less natural gas and 40% less potable water than a Model Reference Building. It also reduces Greenhouse Gas Emissions (GHG) by 40%, with construction waste diversion of 82%.

**TRIDEL BUILT
GREEN BUILDING
CONSUMPTION
COMPARED
TO STANDARD
BUILDING CODE
COMPLIANT
BUILDING
CONSUMPTION**



**33% LESS
ELECTRICITY**



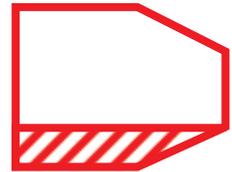
**59% LESS
NATURAL GAS**



**40% LESS
POTABLE WATER**



**40% LESS
GREENHOUSE GAS
EMISSIONS**



**82% LESS
CONSTRUCTION
WASTE**



IMPACT TO DATE

1.67

BILLION MJ OF
ENERGY SAVED
(ELECTRIC & GAS)

=



11.44

MILLION 60W
LIGHTBULBS TURNED
OFF FOR A YEAR

695

MILLION L
OF WATER SAVED

=



278

OLYMPIC SIZED
SWIMMING POOLS

18,965 =

SQUARE METERS
OF GREEN ROOF
INSTALLED



4.25

FOOTBALL FIELDS

43

MILLION KG
OF CONSTRUCTION
WASTE DIVERTED

=



343

DUMP TRUCKS

70.8

MILLION CO₂E
IN GHG SAVINGS

=



14,903

CARS OFF THE ROAD
FOR A YEAR

The information* on the left includes LEED® registered high-rise buildings (incl. LEED® ND** and Delmanor Seniors), plus one Green Globe residential tower.***

By deciding to build Green, Tridel has made the following environmental impact (please see data on the left). Energy and water consumption reductions are based on the green building performance compared to a Model Reference building.****

1.64

**CARS OFF THE ROAD FOR 1 YEAR
FOR EACH TRIDEL BUILT GREEN SUITE**

* Data was calculated by Provident Energy Management.

** As LEED® ND (Neighbourhood Development) data is compiled as a consolidated amount for all buildings in the neighbourhood, we estimated the 5 LEED® buildings completed within the neighbourhood to have a LEED® silver rating.

*** Calculations were based only where LEED® credits were applied (e.g. some buildings did not receive a LEED® credit for Green Roof, but still may have a small area of Green Roof on the building)

**** Considered an energy performance study on a LEED® Silver certified building (Nuvo 2) when compared to a very similar residential building constructed to Model Reference (Nuvo 1). The LEED® Silver building outperformed the planned savings at time of LEED® registration. For this analysis, we maintained each building's projected performance based on the energy model required under the LEED® certification process.

GREENING OUR CORPORATE OFFICE

Tridel's head office, located at 4800 Dufferin Street in Toronto, was built in 1969. The building has grown with our company, which makes it a challenge to convert to today's high performance standard. However, in 2015, we set up a committee to review the space and have completed our first energy audit with the help of Provident Energy Management.

As this was our first year, our goals were to understand our current position, set up a baseline and develop priorities and targets for the upcoming years. Our long-term goal is to become certified for LEED® Existing Buildings: Operation and Maintenance.

Total average annual consumption at Tridel's head office:



NATURAL GAS
105,899 m³



WATER
10,742 m³



ELECTRICITY
2,172,423 kWh



GHG/YEAR
416 METRIC TONS

Our energy use intensity of the building is 263 ekWh/m², which is just slightly lower than the 2003 Commercial Building Energy Consumption Survey (CBECS) of 282 ekWh/m²*.

* Consumption audit and analysis conducted by Provident Energy Management.

ACCOMPLISHED IN 2015

4

TRIDEL BUILDINGS RECEIVED LEED® CERTIFICATION

4

NEW TRIDEL BUILDINGS REGISTERED WITH THE INTENTION FOR LEED® CERTIFICATION

1ST

COMPREHENSIVE ENERGY & WATER USAGE AUDIT FOR OUR CORPORATE OFFICE:

- ASHRAE LEVEL II ENERGY AUDIT
- LIGHTING AUDIT
- BUILDING CONDITION ASSESSMENT AUDIT

CSR SUSTAINABILITY INITIATIVES LED BY THE 'GREENING OF THE OFFICE' COMMITTEE & THE TRIDEL TAKE ACTION TEAM

COMPILATION OF ALL GREEN BUILDING INITIATIVES TO DATE SETTING UP TEMPLATES FOR FURTHER MONITORING & ANALYSIS



Solar Panels

In our continued effort to be an environmentally responsible company, Tridel installed rooftop solar panels at 4800 Dufferin in 2011. To date, they have generated 42,752 kWh.

Solar panels were also installed at the Scarborough Metrogate sales office, which has generated approximately 50% of the electricity needs for that building.

Solar panels are currently installed in 3 Tridel communities, with 2 more under construction to include solar panels.

2016 SUSTAINABILITY TARGETS

- 2 LEED® certifications and launch of 4 LEED® candidate buildings
- Develop a 5-year project plan to reach LEED® EBOM certification level of our corporate head office
- Make necessary changes at 4800 Dufferin (e.g. lighting) to reduce energy and water consumption by 10% by 2017
- Continue to encourage in-office environmentally friendly practices such as increasing recycling, reducing water bottle usage, and encouraging carpooling and other programs to reduce transportation emissions
- Sustainability evaluation and action plans for our Tridel owned construction and sales offices, along with corporately owned buildings of Delmanor



OUR NEAR FUTURE

2016-2021

SUSTAINABILITY GOALS

- **Resilient buildings:** Tridel recently initiated a Resilient Building design movement to engage various stakeholders in the industry and province. This movement aims to garner support for a climate change-adaptable high-rise building design and construction. We plan to gather further momentum in 2016, which would hopefully lead to the launch of resilient design guidelines and government incentive programs.
- **Full Lifecycle evaluation:** Initiatives would include a full lifecycle evaluation of Tridel condominium buildings.
 - On the back end of the cycle, to continue to work closely with our trades, suppliers and associations to create sustainable products.
 - On the front end of the cycle, to continue to work closely with Del Property Management, Del Condominium Rentals, DelSuites and Delmanor to ensure operations and consumer usage of the building is as environmentally responsible as possible.
- **Tridel Group of Companies Sustainability evaluation:** Consult with the Tridel Group of Companies, including: Del Property Management, Del Condominium Rentals, DelSuites and Delmanor to help determine their sustainability plans.



02.
INDUSTRY
BUILT
TO LEAD

BUILDING HOMES FOR MORE THAN 80 YEARS

80,000+

HOMES BUILT IN THE GREATER
TORONTO AREA (GTA)

1,825

SUITES IN OUR CONDO
RENTAL DIVISION (DEL
CONDOMINIUM RENTALS)

62,000+

SUITES, IN 240 CONDOMINIUMS
MANAGED BY OUR PROPERTY
MANAGEMENT DIVISION
(DEL PROPERTY MANAGEMENT)

375

SUITES IN OUR EXECUTIVE
SUITES DIVISION
(DELSUITES)

800

SUITES, IN 6 SENIORS LIVING
COMMUNITIES
(DELMANOR, DELCARE)

We recognize that we make a significant impact on the landscape of condo-living in the GTA, and we take this leadership role seriously.

INDUSTRY LEADERSHIP

We take responsibility for our industry leadership position, which is why many members of our team are actively involved in industry associations such as Tarion Warranty Corporation, the Building Industry and Land Development Association (BILD), Ontario Home Builders' Association (OHBA), Canada Green Building Council (CaGBC), Real Estate Institute of Canada (REIC) and the Residential Construction Council of Ontario (RESCON). We are also active participants with the city and municipalities as they develop plans for future growth.

AWARDS 2004 - 2015

25

BILD

7

TARION

4

J.D. POWER &
ASSOCIATES

6

OHBA

1

TORONTO
BOARD OF TRADE

➤
10 York
Downtown
Toronto





CUSTOMER CARE

Tridel has set the standard for Customer Care in the industry, with a mission to exceed customer expectations and to always treat our customers with kindness and respect. This is why 94%* of our homeowners tell us that they would buy from us again. Tridel has won countless awards regarding customer service excellence from Tarion and JD Powers & Assoc., along with the inaugural Best Customer Care award by BILD which solidifies our leadership in this field. Tridel's motto, "Built for life," encapsulates this customer-centric vision.

94%

**CUSTOMER
SATISFACTION
RATE***

98%

**WOULD RECOMMEND
TRIDEL TO A FAMILY
OR FRIEND***

Tarion is the organization that protects new homeowners to ensure builders meet warranty obligations. Of the 4,159 Tridel new condo possessions since 2012, there have only been **2** conciliation inspections conducted and Tridel has **NEVER** had a chargeable conciliation in our entire history.

In 2014, Tarion received year-end forms from **44%** of all new home possessions in Ontario. They received year-end forms from only **4.4%** of Tridel's new home possessions. **

Since 2005, Tridel has been a finalist for the Award of Excellence every year, winning the award 5 of those 10 years. ***

* Tridel's internal customer satisfaction survey at time of Homeowner Orientation for 2014 and 2015

** Tarion 2014 Annual report. A year-end form is where homeowners submit outstanding warranty items.

*** No award in 2009

CUSTOMER COMMUNICATION

At Tridel, we strive to pro-actively meet diverse home-buying needs and respond to customers in a timely and effective manner. Along with our award-winning website Tridel.com, we have implemented the following communication vehicles in the past several years:



ONGOING EMAIL UPDATES ABOUT THE OWNER'S HOME THROUGHOUT THE ENTIRE PROCESS



C3 CENTRE (CUSTOMER CONNECTION CENTRE) FOR IMMEDIATE RESPONSE



HOMEOWNER PORTAL TO ACCESS INFORMATION ABOUT THE OWNER'S CONDOMINIUM PURCHASE



TRIDEL HOME SERVICE APP FOR EASE AND CONVENIENCE



VIDEO SERIES CONDO TALKS & MAINTENANCE MINUTES



*Meet
Danielle
Feidler*

"At Tridel, our relentless commitment to quality and the customer experience is deeply ingrained and as an industry leader, we have a responsibility to positively influence the industry as a whole. In 2015, I was honoured to Chair the new Quality Assurance & Customer Experience Forum (QACE) at BILD (Toronto's Building Association). It is a collaborative and proactive multi-disciplinary team created to improve the customer experience and level of home quality in the industry."

- Danielle Feidler,
VP of Customer Care

SHAPING COMMUNITIES

At Tridel, we go well beyond the bricks and mortar of a building to help shape communities. We believe in collaborating with all of our stakeholders to ensure we do our very best to meet the needs for all involved, especially those who live in and around our communities.

Tridel has built many master-planned communities that may have multiple condominium towers, commercial space, and community features. As one of the few builders that has an in-house planning and zoning department, Tridel pays utmost attention to the long-term sustainability of the communities we are developing.



ALEXANDRA PARK REVITALIZATION

Tridel is proud to be participating in the revitalization of Alexandra Park in the downtown Toronto neighbourhood at Queen and Spadina. Tridel introduced 2 condominiums to be built to LEED® Gold standards, SQ and SQ2, along with 61 new townhouses. The 7.2-hectare site, owned by Toronto Community Housing (TCH), will undergo a massive, 15-year transformation to create a vibrant community where people will thrive. It is a unique private-public partnership working together with the City of Toronto.

In addition, Tridel through its foundation, B.O.L.T. (Building Opportunities for Life Today), is working in the Alexandra Park Community in partnership with Toronto Community Housing and Toronto Employment and Social Services to develop and execute a viable economic plan for its residents that includes job shadowing, education, training, employment and mentoring.



SQ
Spadina and
Queen West



Andrea DelZotto,
Tridel Executive
At Bayside
launch event

BAYSIDE COMMUNITY

Tridel is proud to be the condominium developer for the Hines master planned Bayside Toronto community. This planned Green neighbourhood represents Waterfront Toronto's single largest revitalization endeavour along the city's inner harbour. Aqualina and Aquavista are both registered with the intention to target LEED® platinum certification.

This new 13-acre neighbourhood will help transform the Toronto waterfront, bringing a mix of residential, retail and public spaces to the water's edge. Tridel is proud to partner with Artscape, an organization that recognizes the power of artists to build vibrant neighbourhoods, who will operate 80 affordable rental units within the Bayside development.



North Toronto Collegiate Institute

In 2010, Tridel completed the LEED® Gold certified school, along with 2 condominium towers. It was an extremely collaborative and innovative process where the public and private sectors worked closely together, including staff, student and alumni representatives from the school, residential community representatives, politicians and the Tridel development team.

INNOVATION

Innovation has always been at the heart of Tridel's being and is a core value. Back in 1968, Tridel spearheaded condominium design, construction and lifestyle in Toronto. More recently, starting in 2003, Tridel led sustainable design for high-rise residential building in Canada. Today, we are constantly seeking and employing new innovations for our industry.

ACADEMIC COLLABORATIONS

At Tridel, we believe in promoting a stronger partnership between academia and business. It is important for Canadian innovation. It allows students to gain experience with real businesses and enriches the whole educational experience. For Tridel, it brings new ideas, insight into the next generation of buyers, and access to amazing talent.

Tridel is currently using a new BIM (Building Information Modeling) tool in association with George Brown College. The 3-D software allows in-depth view and detail on working drawings and consolidates the main consultants (structural, mechanical/electrical, architectural) into one working model and is great for visualizing complex details.

BIM
(Building Information
Modeling)





That orange wall is storing CO₂

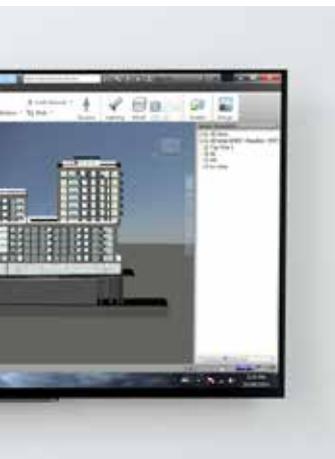
See the orange wall by the exit? It's not your average wall. It's built with CarbonCure concrete blocks.

CarbonCure collects waste carbon dioxide (CO₂) from the smokestacks of large factories and converts this greenhouse gas into solid limestone to create a stronger and greener concrete block.

Want to help? Ask for CO₂ in your concrete. Learn more at carboncure.com



Carbon Cure Concrete developed with Tower Labs, is a technology that accelerates the curing process and reduces a building's carbon footprint. Photo taken at Hullmark Centre.



TOWER LABS

Tower Labs is a non-profit organization started by Tridel and MARS innovation hub to accelerate the adoption of green building products through onsite technology and product demonstration. One example of a Tower Labs project is the NetZED condo suite at Aqualina at Bayside. It is a net-zero condo suite where the energy consumed equals or is less than the energy produced by the suite's solar panels.

TOWER  LABS
@MaRS





300 Front Atmosphere Condo
High tech meets high design

SMART CONNECTED BUILDINGS

Tridel continues to expand its innovation in construction beyond building envelope or heating and cooling equipment to Internet of Things (IoT), such as smart and connected elements in the living space and common elements in a condo high-rise community. This includes smartphone-controlled door locks, HVAC controllers and thermostats, near real-time suite energy dashboards, and digital portals for two-way communications with concierge and property management. Tridel's first SMART building is currently under construction at 10 York in Downtown Toronto.





INNOVATION DEMOCRACY



Innovation is the process of making things better in significant and meaningful ways. Our approach to innovation is simple: to listen, to learn and to respond. Our intellectual oxygen comes from the thousands of customers, employees, trades and partners, who help us create revolutionary products, processes and services. We encourage an *innovation democracy* where ideas come from anyone and anywhere, both inside and outside the company.



Tridel is proud to be the recipient of the inaugural 2015 EnerQuality Award for building innovation in mid-high rise building.



03.
WORKPLACE
BUILT
AS A TEAM

“It’s when the whole company works as a team then it all comes together. At the end of the day, everyone has to be proud of what they’re doing. I think that’s ultimately the strength of the company.”

- **Leo DelZotto**, President of Tridel

Tridel employees have always been considered the backbone of our company, with 45% of our employees with us for over 10 years, and 25% between 5-10 years. We have always treated our staff as part of the family and they are a reflection of the beautiful diverse city of Toronto, where we build.

People often only think of us as a construction company. We’re about a lot more than hammers and nails. We have hundreds of unique roles, a family of brands and endless opportunities where creative, engaged people make this more than a job. It’s their passion.



CORPORATE CULTURE



We are Tridel
At the 2015 annual
company update

While we've always had a strong Corporate Culture, we realize it is an evolving and crucial part of our business. Our Discovery Process in 2015, helped us to further define our aspired cultural characteristics:

- Family culture, where strong relationships are key
- Our brand, our customers and employees are central to everything we do
- Best company to work for / top employer
- Offer a unique opportunity to grow, develop and progress professionally
- Entrepreneurial, creative and collaborative in our approach and decision making
- Focused on our legacy (long-term)

PEOPLE & CULTURE STEERING GROUP

In 2015, we were proud to establish the People and Culture Steering Group. Led by Andrea DelZotto, a third-generation family leader, the committee is comprised of department leaders from across the company. The mission is to ensure that the corporate values instilled in us by our founder Jack DelZotto are maintained for many years to come while we also embrace future technologies, needs and ambitions.

Over the past year, we conducted focus groups and individual interviews by a third-party consultant to solicit and consolidate feedback from all departments and business levels. Monthly communication updates and recommended action items have already been implemented, with a commitment to ongoing Pulse Surveys to continuously gauge the needs of the organization.

2016 GOALS:

1. REVIEW OUR TOTAL COMPENSATION PRACTICES TO ENSURE OUR ABILITY TO ATTRACT, RETAIN & REWARD OUR EMPLOYEES.

2. STRENGTHEN OUR PERFORMANCE MANAGEMENT PRACTICES TO PROVIDE EMPLOYEES WITH MEANINGFUL FEEDBACK & DIALOGUE.

3. INTRODUCE A CAREER BUILDING & TALENT REVIEW PROCESS TO SUPPORT EMPLOYEE PROGRESSION IN THE ORGANIZATION.



Meet Cristina Camilli

“When I applied for the job at Tridel 15 Years ago, I was coming from a construction company that told me ‘the only way a woman would be on one of their sites, was if she was lost!’ I will never forget that day. At Tridel, I was immediately offered a position on the construction site. I feel so proud to be part of the Tridel family, a company that supports their people, no matter what their gender or background. Hopefully my personal story will encourage more women to get involved in our industry.”

- **Cristina Camilli**,
Finishing Superintendent

TRIDEL TAKE ACTION TEAM

In the Spring of 2015, we introduced an employee-driven, cross-departmental action team focused on three fundamental pillars: Health & Wellness, Sustainability and Charitable Giving. The purpose of the action team is to engage employees in activities that are meaningful to them, while having fun at the same time. The team also organizes monthly lunch 'n' learns with approximately 80 people in attendance per month.

The Take Action Team set a goal to raise \$10,000 through our partnership with Free the Children to build a school in Los Rios, Ecuador. The group has initiated several employee-driven programs throughout the year to raise funds. Tridel will be matching the funds raised to build a second school in Kipsongol, Kenya.

TRIDEL TAKE ACTION TEAM ACCOMPLISHMENTS 2015

HEALTH & WELLNESS

+40%

**EMPLOYEES
PARTICIPATED IN
INITIATIVES
FIT FRIDAY WALKS,
YOGA, WALK OF LIFE
& VARIOUS SPORTS
ACTIVITIES...**



SUSTAINABILITY

1634

**BATTERIES
DIVERTED FROM
LANDFILLS**



3053

**LBS OF E-WASTE
DIVERTED FROM
LANDFILLS**





Walk of Life

"You have everything if you have good health; your own and your family's."

- Leo DelZotto,
President of Tridel &
Chairman of the Cardiac
Health Foundation

Tridel has been a major sponsor of the Cardiac Health Foundation of Canada since 1987 and a proud supporter of the Annual Walk of Life since 1995. 135 employees along with their friends and families joined the Tridel Team in 2015.



Habitat for Humanity
Tridel volunteers at
Adopt a Build Day

CHARITABLE GIVING

60% **\$3,000**

**OF FUNDS RAISED
FOR FREE THE
CHILDREN SCHOOL**

**RAISED FOR B.O.L.T.
EQUIVALENT TO
1 SCHOLARSHIP**

AND MORE:

- + CLOTHING DRIVE**
- + 44 VOLUNTEERS THROUGH HABITAT FOR HUMANITY & BOWERY PROJECT**
- + MORE THAN 500 LBS OF FOOD DONATED IN OUR ANNUAL FOOD DRIVE.**

WORKPLACE SAFETY



Provincially regulated standards set the minimum requirements for safety in our industry, but we go well beyond. We seek ways to constantly improve our health and safety program by partnering with contractors and suppliers to create new products and safety measures that, hopefully, will not only enhance health and safety on Tridel sites but will improve health and safety for the industry as a whole.

At Tridel, **safety is never compromised**. Our record since 2014 of **0 lost days due to injury** reflects that commitment. Safety is one of Tridel's six closely held core values, and it is demonstrated daily by our staff to achieve such an outstanding record.

Our dedicated team of safety professionals is one of the largest in our sector. They monitor our work sites to ensure they remain among the safest in the industry. We are also on the leading edge of developing innovations in safety practices and programs. At Tridel, we are committed to ensuring our employees have the best training, equipment, and processes in place to ensure the safest workplace possible.

TRIDEL'S 3 PILLARS OF SAFETY



**AWARENESS,
EDUCATION &
TRAINING**



**INNOVATION
IN
ENGINEERING
SOLUTIONS
FOR HIGH-
RISK WORK**



**PARTNERSHIP
WITH OUR
CONTRACTORS,
GOVERNMENT
& INDUSTRY FOR
CONTINUOUS
IMPROVEMENT**



Zero Tolerance

Tridel is committed to the safety of everyone working on our sites, including trades and contractors. We have implemented a zero-tolerance protocol for serious safety infractions with a monetary penalty system. All moneys collected are donated to Threads of Life, an association that provides support for families affected by workplace tragedy.



04.
SOCIETY
BUILT TO
GIVE BACK

Giving back and contributing to society and local communities has always been a fundamental core value at Tridel. There are countless organizations that we have supported over the years; however, our current focus is to:



**DEVELOP THE NEXT
GENERATION
OF CONSTRUCTION
INDUSTRY TALENT**



**BUILD
RESPONSIBLE
& SUSTAINABLE
COMMUNITIES**

The ability of our business to create social and environmental change is a privilege. We make conscious choices to leverage the power of our employees, brands, customers and partners to support positive long-term changes that expand awareness and empower people in our communities to take action.



B.O.L.T.
Day of Discovery

B.O.L.T. **BUILDING** **OPPORTUNITIES** **FOR LIFE TODAY**



Tridel has always been extremely active in the community. However, in 2009, Tridel initiated B.O.L.T. as our most integrated CSR effort. It is a collaborative community and industry initiative to connect youth-at-risk to careers in construction. Not only does Tridel cover all administrative costs, but many employees are involved with mentoring these youth. Tridel has raised more than \$1.2 million to provide 168 scholarships to date.

Learn more at boltonline.org

KEY FACTS ABOUT B.O.L.T.

\$1,2

MILLION RAISED
TO PROVIDE

168

SCHOLARSHIPS
TO DATE

433

DAY OF DISCOVERY
PARTICIPANTS TO DATE

24

MENTORING & JOB SHADOWING
PARTICIPANTS TO DATE

32

JOB PLACEMENTS
TO DATE VIA B.O.L.T. OR AFFILIATES

13

SPEAK OUT SESSIONS CONDUCTED
TO EDUCATE ABOUT B.O.L.T.



Meet Kiwayne Jones

"The B.O.L.T. day of discovery really opened my eyes to a new world of possibilities for a career in construction. Job shadowing allowed me to work with all levels of personnel involved in the project and to try different types of roles on the construction site. Those weeks allowed me to make that decision to go to college with the help of a B.O.L.T. scholarship. I am now a proud graduate currently working as an on-site coordinator as part of our Deltera construction team."

- Kiwayne Jones,
Site Coordinator
& recipient of the
prestigious Duke of
Edinburgh Award



BOWERY PROJECT **CULTIVATING** **COMMUNITIES**



Bowery Project
Volunteers at YMCA
adjacent to the Tridel
SQ site

In 2015, Tridel sponsored a 1,500 milk crate farm behind the new YMCA Youth shelter adjacent to Tridel's Alexandra Park SQ development in Downtown Toronto. Bowery Project is a not-for-profit organization that brings urban agriculture to vacant spaces. The initiative produced almost 400 lbs of organic produce while engaging more than 30 youth and 100 volunteers.

Learn more at boweryproject.ca

RONALD MCDONALD HOUSE

“You cannot help but fall in love with the cause and care so much to make sure everything went according to plan.”

- **Bruno Giancola**, VP Project Management, Deltera

Tridel’s construction arm, Deltera, provided industry-leading Project Management to help build the largest Ronald McDonald House (RMH) in the world, with 96 bedrooms and almost 100,000 sq. ft. of space.

Ronald McDonald House provides extremely affordable accommodation for families that come to Toronto in need of a place to stay while their child receives treatment for a life-threatening condition.

Ronald McDonald House
Proudly constructed
by Deltera





YEE HONG

For more than 25 years, Tridel has been a proud sponsor of the Dragon Ball, the annual gala to support the Yee Hong Community Wellness Foundation. The Yee Hong community is a caring community where seniors and others enjoy the highest quality of life.



Yee Hong Community Wellness Foundation
At the annual Dragon Ball



GEORGE BROWN COLLEGE ANGELO DELZOTTO SCHOOL OF CONSTRUCTION MANAGEMENT

*“A good education combined with
a brilliant, passionate mind is the
foundation of success, not only for
their future but for ours.”*

- **Angelo DelZotto**, Chairman of Tridel

Tridel partners with academic institutions to help innovate and to develop the next generation of industry talent. It was with great pride that we made a gift of \$3 million to the Success at Work fundraising campaign by George Brown College to develop better education programs and facilities in the construction industry.



Cheque presentation at Tridel's long-term service awards
Harvey Fruitman, Anne Sado, Angelo DelZotto, Leo
DelZotto and Elvio DelZotto



Educating our Future

“We are honoured to be associated with Angelo DelZotto,” said Anne Sado, President of George Brown College. “Tridel is a strong supporter of post-secondary education and has played a particularly impactful role encouraging young people entering the construction industry. Mr. DelZotto embodies the values we try to instill in our students – honour, integrity and honesty.”

- **Anne Sado**,
President of George
Brown College

We are a privately held, family-owned company with just over 300 employees who work passionately and who want to make a difference. We hope that you were able to get a sense of who we are, where we want to go and how we want to get there. We look forward to using all the initial information gathered from this first report as a foundation to set future goals and targets.

We thank you for your interest in Tridel and for taking the time to review this report. As active corporate citizens, we look forward to engaging with you further to hear your feedback and suggestions for future reports.



A handwritten signature in black ink, appearing to read 'Stacey Fruitman', written in a cursive style.

Stacey Fruitman, Tridel CSR Lead

GET IN TOUCH:

@ ask@tridel.com

☎ 416-661-9394

tridel.com

FOLLOW US:

 facebook.com/tridel

 @tridel

 @tridel

 pinterest.com/tridel

 youtube.com/tridelcondos

 linkedin.com/company/tridel

DIGITAL VERSION AVAILABLE
ONLINE AT TRIDEL.COM.
FOR ADDITIONAL PRINTED
COPIES, PLEASE CONTACT
US AT ASK@TRIDEL.COM

PRINTED WITH VEGETABLE
INK ON CASCADES ROLLAND
ENVIRO100™ [FSC &
ECOLOGO CERTIFIED PAPER,
MANUFACTURED USING
BIOGAS ENERGY & WITHOUT
THE USE OF CHLORINE]



ECOLOGO

PERMANENT



100% POST-CONSUMER

©Tridel 2016. ©Tridel and design, "D" design, Tridel Built for Life and design, Built Green. Built for Life and design are registered Trademarks of Tridel Corporation. Project names and logos are Trademarks of their respective owners. All rights reserved. Illustrations are artist's concept only. Specifications subject to change without notice. E.&O.E. September 2016.



[tridel.com](https://www.tridel.com)