

Report on Corporate Social Responsibility AT A GLANCE SUMMARY

FISCAL YEAR 2019
(March 2018 - February 2019)



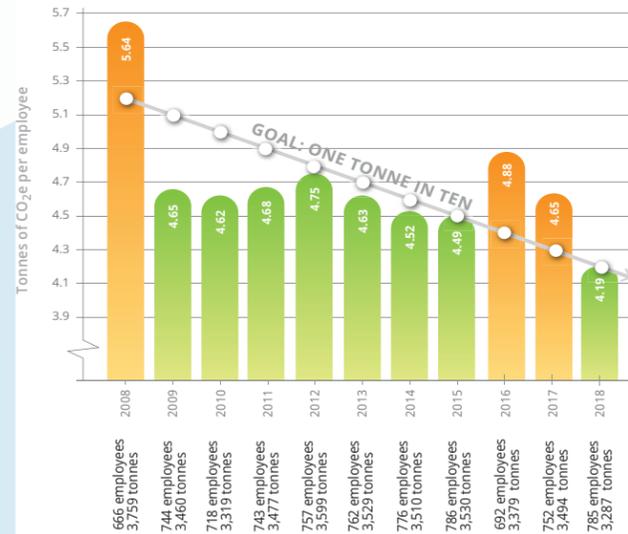
Our vision is to be recognized by Dillon's key stakeholders - our owners, employees, clients, and the public - for our pursuit of excellence in corporate social responsibility.



Our responsibility to the ENVIRONMENT

We strive for a more sustainable operation by improving our environmental footprint through limiting our waste generation, greenhouse gas emissions, and energy use.

- In 2018, Dillon's greenhouse gas emissions were estimated to be 4.19 tonnes of carbon dioxide equivalent per capita (CO₂e). This represents a 9.9% decrease from 2017 and brings us in line with our ten-year goal. Overall emissions decreased by 5.9% despite an increase in number of employees.



83% of spending on green office products company-wide when available.

Our responsibility to SOCIETY

We strengthen our communities by donating a percentage of our earnings to environmental and charitable organizations, and contributing our time and ingenuity.

- \$1 Million +** Environment and Community Investment Fund (ECIF) spending since 2009
- 300+** ECIF initiatives in 2018
- 780+** Employees with access to the ECIF
- \$300,000 +** Scholarship funding since 2005

“Dillon is firmly committed to sustainability and social responsibility and has a proud tradition of walking the talk having begun our initiative in 2004. This is an important aspect of Dillon culture and I look forward to the continuous development and improvement of our approach.”

- Terry Boutilier, CEO

Our responsibility to our WORKPLACES

We create workplaces that encourage and sustain the health, safety and well-being of our employees. We promote diversity, inclusivity and accommodation in our workplaces.

We offer a variety of programs and policies to ensure staff are included, empowered and thriving both during and outside of work. Some of the significant programs include:

- Women in Dillon:** Since 2009, WiD has made important contributions towards Dillon's overall diversity goals.
- Mentorship Program:** Increases employee breadth of experience and provides a “big picture” understanding of our business. Technical coaching opportunities are available.
- Work-Life Balance:** Dillon is a strong supporter of work-life balance through flex-time, telecommuting, caregiver time and parental leave. Online collaboration is encouraged through our Google platform.
- Equity and Diversity:** Dillon is committed to the pursuit of employment equity within our organization. We strive to achieve a diverse and inclusive workplace that respects and values differences by promoting equitable representation.
- THRIVE:** Dillon's THRIVE campaign was created to consolidate our efforts as a company in the realm of health and wellness; encourage an active and engaging approach to individual well-being; to support one another; and to provide resources on how to live a more balanced life and have a more balanced mind.



Our responsibility to the MARKETPLACE

We provide services that align with the CSR policy and apply our expertise to help clients achieve sustainability goals. We encourage the understanding of the CSR at all levels of the organization and challenge employees to find or create sustainable solutions for clients.

As this is a new area of sustainability reporting, we will track our project work over the next year and present projects and metrics in the next report. This is our opportunity to identify how our work contributes to the UN Sustainability Development Goals.

SUSTAINABILITY MATTERS

Click here for the full report.

FY19 Highlights

In October 2018, Dillon signed the [United Nations Global Compact](#) that pledges to align our operations with leading countries and companies in the areas of human rights, labour, environment, and anti-corruption and advance broader societal goals, such as the Sustainable Development Goals. In February 2019, Dillon formally adopted our own [Corporate Social Responsibility Policy](#) that expands our sustainability policies and practices to encompass the broader sphere of responsibility to the four pillars of corporate social responsibility. This new policy represents a natural evolution of our sustainability efforts and supports Dillon as we continue our contributions as a socially responsible corporate citizen.