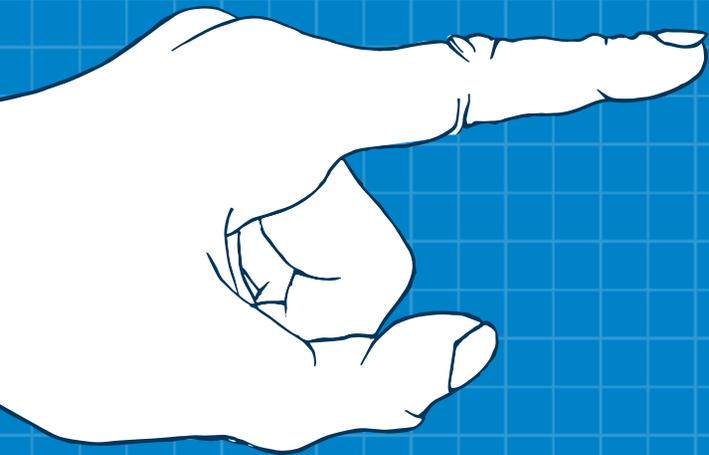


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Letter from the CEO ^{G4-1}

We take pride in being a responsible and sustainable organization and this, our fifth Corporate Social Responsibility (CSR) report, looks at our economic, environmental and social impacts.

In our most recent decade at the Saskatchewan Research Council (SRC), we have been focused on achieving the greatest possible impacts on **economic growth** in Saskatchewan. Without losing this focus, we have established ways to assist industries across Canada and around the world, finding that working nationally and globally enables us to provide even better support for Saskatchewan's industries. By staying focused on practical, real-world solutions to industry's technical problems and opportunities, and by helping industry to grow, the economic impacts from our work continue to accumulate.

Safety is our overriding priority and we continue to strive for leading-edge safety performance by adopting industry best practices, continuous improvement and a steady, methodical process supported by a sustained corporate focus at all levels of the organization. Our lost-time-injury rate has, for the past decade, been trending downwards and is being maintained at less than one per cent as we strive to make it zero as often as is humanly possible. We are continuing to develop our comprehensive occupational health and safety management system, target our high probability causes of injury incidents and nurture an active and strong safety culture.

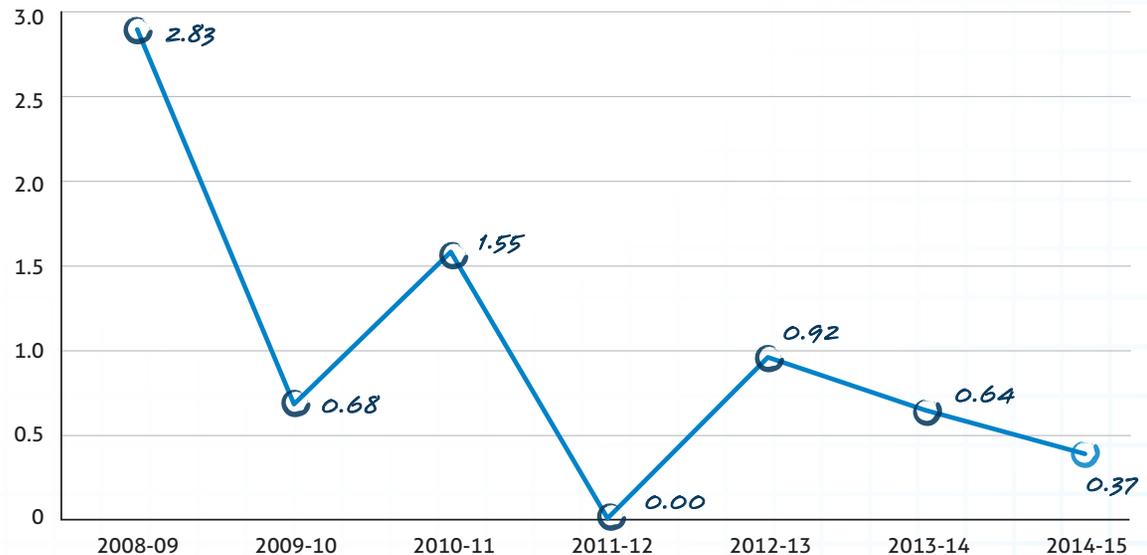
We also continue to advance employee **engagement** and **diversity**, and these are rapidly becoming features of strategic strength for SRC as we continue to find that the more we respect, value and increase the engagement and diversity of our employees, the more we build an environment that fosters creativity, invention and innovation – and that is enabling us to achieve our strategic goals and core values.

With regard to preserving and improving the **environment**, we continue to work closely with our clients and partners on industrial emissions and releases of all kinds, and their impacts in air, water, soil and tailings. From testing and analyses to monitoring and modelling to the development

and demonstration of new technological solutions, we continue to help industry move beyond environmental compliance and into best practices.

As a Crown Corporation, providing applied research, development, demonstration and technology commercialization services in the public interest, we are highly focused on producing not just outcomes like *Smart Science Solutions™*, but also **positive impacts: economic, environmental and social impacts** in Saskatchewan. Our economic impact assessment process shows that we again achieved exceptional impacts this past year with over \$519 million in direct economic benefit to the province plus over \$59 million worth of jobs created or maintained,

SRC'S Lost-time-injury Rate



for an overall impact total of over \$578 million. This means that for every public dollar invested in SRC, we generated a 26-times return in economic impacts. Our benchmarking shows that this is an unparalleled record in Canada, or indeed around the world.

We also continue to strive to enhance these strong economic impacts by providing **Responsible Science Solutions™** to help ensure a safe, secure and sustainable environment. Last year we undertook more than \$27 million in projects aimed at creating positive socio-environmental impacts. Our work contributed to more than 21 kt/year of greenhouse gas emission reductions and energy savings of over 40 million kWh/year. This is the 12th year for which we have been assessing our impact contributions to Saskatchewan, and the cumulative total now comprises \$6.3 billion in direct incremental economic activity.

In terms of **Corporate Social Responsibility (CSR)**, essentially everything we do is aimed in one way or another at benefiting people and communities. Nevertheless, we continue to increase our distinctly CSR activities in which we try to go the extra distance from a community perspective, such as with our flagship Saskatchewan food bank initiatives. We also continue to increase our visibility and our transparency through public reporting mechanisms, including the Global Reporting Initiative™ (GRI), and we were very pleased to have been selected as a **Future 40** corporate leader by Corporate Knights for the second year in a row.

Reporting within the internationally accepted GRI sustainability reporting guidelines for corporate responsibility is one way that SRC can stay accountable and on-track as we pursue our 2020 Vision. We choose to be a responsible company and our CSR journey continues. CSR is becoming more embedded within our business and our clients are also striving to be socially and environmentally responsible as well.

As we continue to move toward our 2020 Vision, we are receiving increased visibility, profile and recognition across Canada and the United States and to some degree overseas. An increasing number of our business lines are becoming internationally recognized as the best in the world. SRC is now recognized as one of North America's premium and most valued Research and Technology Organizations. The impacts we have in our communities, economy and environment are substantial.



Dr. Laurier Schramm
President and CEO





About This Report

This is the fifth year that the Saskatchewan Research Council (SRC)^{G4-3} has completed a CSR report and submitted it to the Global Reporting Initiative™ (GRI). Our last report *What Matters: Corporate Social Responsibility Report 2013-2014* was issued in September 2014.^{G4-29}

The 2014-15 reporting period captures measurements and data from April 2014 – March 2015 to coincide with SRC's annual^{G4-30} financial reporting cycle.^{G4-28}

Scale of Reporting ^{G4-17}

This report covers all of SRC's operations, including SRC's offices in Saskatchewan (Saskatoon, Regina, Prince Albert and Uranium City) and Alberta (Calgary). It does not include any analysis of SRC's supply chain, including suppliers, clients and sub-contractors.

Report Boundaries, Scope and Limitations

This 2014-15 report is being submitted "In Accordance" with the GRI G4 guidelines – Core option. It has not been externally assured and there is no current SRC policy on seeking external assurance. External assurance will be evaluated as SRC continues to develop its sustainability priorities and processes. ^{G4-33}

Data Measurement Techniques

All data has been collected from appropriate employees within SRC. With the exception of a small portion of vehicle data and energy consumption data, all are actual results.

Due to differences in reporting needs across SRC, a small number of vehicles required estimates for kilometers travelled and gasoline used. The estimates were based on the number of trips and trip locations, combined with fuel consumption ratings data provided by Natural Resources Canada. Tools are in development to help improve reporting consistency for future years.

Utilities that are not paid for directly by SRC were reported by its landlord on an annual basis, for offices located in Saskatchewan. A monthly average was calculated in order to estimate consumption over the 2014-15 fiscal year. Utilities for SRC's Calgary office are included in the base

rent, so the usage was estimated, based on SRC's other offices. Additionally, SRC produces electricity for one of its Climate Reference Stations using solar panels. The amount of electricity used is not monitored, so an estimate based on a similar Climate Reference Station that SRC operates was used.

Data compilation techniques used follow GRI Sustainability Reporting guidelines.

Materiality and Disclosures of Management Approach ^{G4-18}

Prior to this report, SRC deemed indicators to be material solely based on SRC's goals and strategies. In the 2013-14 fiscal year, SRC began looking at materiality differently and is embarking on a phased approach to developing a formal materiality study.

In this year's report, the following aspects from GRI's Sustainability Reporting guidelines were deemed to be material, both internally ^{G4-20} and externally ^{G4-21}, based on a review of SRC's business strategy and industry/client sustainability trends.

• Economic Performance ^{G4-19}

- As SRC is a Treasury Board Crown Corporation, managing economic performance is important to us. Having a positive net income allows us to reinvest in our organization, both to strengthen SRC and the provincial economy.
- Economic performance is managed by all levels of SRC employees. Employees are provided access to yearly financial plans and annual reports, along with regular financial updates throughout the year. Additionally, policies are in place to manage purchases and revenue agreements.

– Policies related to financial management are reviewed and updated based on changes to SRC's management structure and upon recommendation by Government of Saskatchewan provincial auditors.

• Market Presence ^{G4-19}

– Market presence is considered material by SRC, based on its desire to become a "best employer." We report on market presence through comparison of our standard entry level wages to the provincially mandated minimum wage.

• Indirect Economic Impacts ^{G4-19}

- SRC conducts an annual economic impact analysis. This allows us to understand what impact we are making within the province of Saskatchewan, to demonstrate the value for each dollar that the Government of Saskatchewan invests in SRC and to understand the economic activity our work generates on behalf of clients, in the form of increased revenue, cost savings and job maintenance/creation.
- When undertaking projects, SRC acknowledges that there will be a positive economic benefit to the province. Each year, SRC sets a target for its economic impact in Saskatchewan, which includes both its revenues and the economic impact that clients generate as a result of SRC's work.

• Energy, Emissions, Effluents and Waste ^{G4-19}

– SRC is entering its fifth year of gathering energy and emissions data. Once a baseline is established, we anticipate being able to set targets and opportunities for reducing



energy use and emissions. While we are unable to fully track our waste, we have been able to track how much waste has been diverted from landfills due to recycling or sales of old equipment and furniture. We are looking at ways to improve our waste reduction and, as such, intend to investigate a company-wide recycling initiative in the future.

• **Employment**^{G4-19}

– SRC tracks its employment and turnover numbers, as it enables us to monitor our workforce, measure impacts and outcomes of decisions and actions taken, and is critical to future planning. Understanding demographics and employees' needs allows us to adapt and optimize programs.

• **Occupational Health and Safety (OH&S)**^{G4-19}

– Safety is an overriding priority at SRC. SRC will not undertake projects that cannot be done safely, both for employees and the external community.

– SRC puts a strong focus on engaging employees in safety programming. Not only does SRC have safety policies and manuals in place, but employees also invest time in safety orientations, training and receive regular communications related to safety. Safety has a place in all employee meetings and business unit meetings. Employees are encouraged to discuss safety concerns with managers or SRC's OH&S Committees and each employee sets personal performance objectives for safety each year. SRC sets targets to ensure that employees strive to reduce workplace injuries and progress is communicated with employees regularly.

– SRC regularly reviews its safety program and identifies ways to improve the program and employee engagement in safety.

• **Training and Education**^{G4-19}

– With goals of becoming an internationally recognized research and technology organization (RTO) and becoming a "best employer," providing access to training and other professional development opportunities to employees is an important step in achieving those objectives.

– SRC does not set targets for hours of training. Rather, each division has a training budget allocated to meet the broader needs of SRC. Training and professional development activities may include training administered by SRC, external training, special projects or self-guided learning, so setting target hours is difficult. Rather, as a part of SRC's performance management, employees and managers work to determine appropriate training and professional development activities for the year.

– As SRC evolves, we continuously strive to improve how we manage training and professional development. Having a corporately administered training portal is one way in which we have improved internal training in recent years.

• **Diversity and Equal Opportunity**^{G4-19}

– SRC prides itself on being an inclusive workplace. We strive to be a workplace with a culture that embraces diversity.

– SRC is a Saskatchewan Human Rights Commission Equity Partner, which means

we have an employment equity plan that is approved by the Saskatchewan Human Rights Commission and we are able to encourage applications and preferentially hire people from target equity groups for positions in underrepresented occupational groups. SRC is also a member of the Federal Contractors Program for Employment Equity.

• **Local Communities**^{G4-19}

– SRC has taken two approaches to community engagement:

- Developed from employee feedback, SRC successfully launched its Employee Volunteer Program in 2013-14. Employees desired a way to give back to their communities and felt it was equally important for SRC to give back.
- Typically, community engagement has not been a requirement in the projects that SRC manages, either due to client confidentiality or because the public is not a key stakeholder of SRC's projects. As we have experienced in Project CLEANS (Cleanup of Abandoned Northern Sites), a project in which we manage the remediation of abandoned uranium mine sites in northern Saskatchewan, community engagement is integral to running a successful project. As a result of managing this project, we have found it evident that engagement needs to be built into future remediation project plans and have adjusted our planning accordingly.

If you have any questions or would like to provide feedback on this CSR report, please email info@src.sk.ca or visit

www.src.sk.ca/csr. ^{G4-31}



About SRC

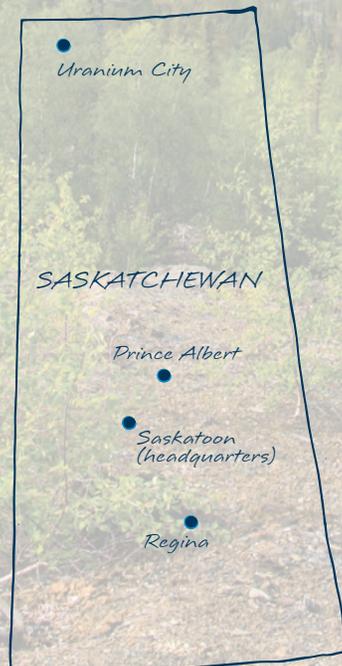
The Saskatchewan Research Council (SRC) is Canada's^{G4-6} leading provider of applied research, development and demonstration (RD&D) and technology commercialization.

With over 350 employees, \$73 million in annual revenue^{G4-9} and over 68 years of RD&D experience, SRC provides research, development, demonstration, commercialization and testing services, to its 1,500 clients in 20 countries^{G4-8} around the world.^{G4-4}

SRC is focusing its efforts on the mining, minerals and energy sectors, and the environmental considerations that are important across both.^{G4-8}

SRC has locations in:

^{G4-5}



Impacts

SRC's 2014-15 annual economic impact assessment demonstrates:

- We achieved more than \$519 million in direct economic benefit to Saskatchewan
- Our work created or maintained over \$59 million worth of jobs
- We undertook nearly \$27 million in projects aimed at creating positive environmental and social impacts
- Our work for clients contributed to reducing at least 21,100 tonnes of greenhouse gas emissions and saving over 40 million kWh/year of energy

Internal Standards^{G4-15}

- *Code of Conduct and Ethics*
- *The Research Council Act*

External Standards^{G4-15}

- International Financial Reporting Standards (IFRS)
- Saskatchewan Health and Safety Leadership Charter through the Workers' Compensation Board (WCB)

Memberships and Industry Involvement^{G4-16}

SRC was a member in the following associations for all or part of 2014-15:

- Chambers of Commerce (Saskatchewan, Saskatoon, Prince Albert and Regina)
- Global Reporting Initiative™ (GRI)
- Innoventures Canada (I-CAN™)

- The Conference Board of Canada
- Saskatchewan Environmental Industry and Managers Association (SEIMA)
- Saskatchewan Science Centre
- Saskatchewan Trade and Export Partnership (STEP)
- Canadian Oil Sands Innovation Alliance (COSIA)
- Petroleum Technology Alliance of Canada (PTAC)
- International Minerals Innovation Institute (IIMI)
- The Petroleum Technology Research Centre (PRTC)

Recognition

Over the last year, through delivering solutions with excellence, SRC's work was acknowledged in the following ways:

- SRC was recognized on the Corporate Knights Future 40 Responsible Leaders list, placing 21st
- SRC was one of ten winners of Canada's Outstanding Employers Award through the Learning Partnership for our contribution to Take Our Kids to Work (TOKW) Day activities on November 5, 2014. A video featuring a look at SRC's participation in this year's TOKW day was posted to SRC's YouTube channel



Stakeholder Engagement^{G4-24, G4-25, G4-26}

The needs of SRC's stakeholders are carefully considered when developing strategies and undertaking projects. Annually, SRC develops an overall Communications and Branding Strategy geared towards engaging our stakeholders. In addition, during project planning, stakeholder needs are considered and the level of engagement is determined based on how a project will affect each stakeholder group.

Here are examples of how SRC engages major stakeholders:

• *Government of Saskatchewan*

- SRC provides updates to the Government of Saskatchewan's Treasury Board, the Minister responsible for SRC, other cabinet ministers and senior provincial government officials as appropriate

• *SRC employees*

- We engage employees through regular all-employee meetings and a broad range of internal communication vehicles
- SRC has provided every employee with an Apple iPad® to ensure that everyone has access to email, the corporate intranet and other ways to communicate with each other

• *SRC's Board of Directors*

- SRC engages its Board of Directors through regular board meetings and planning retreats.

• **Saskatchewan residents and communities**

- We reach out to Saskatchewan residents through many media activities, advertising and by providing publicly accessible documents
- SRC seeks connections with the public through its four social media channels. In 2014-15, SRC saw steady growth in its online presence and more engagement with its audience, generating 4,100 more YouTube views than the previous year, a 17 per cent increase in Twitter followers and a 17 per cent increase in Facebook fans
- SRC holds regular community meetings (11 were held during the reporting period) and has provided local training for Project CLEANS, an environmental remediation project aimed at cleaning up 37 abandoned mine and mill sites in northern Saskatchewan

• **Clients**

- We encourage client engagement through regular client surveys
- SRC distributes its performance highlights to update current clients
- During the 2014-15 fiscal year, SRC interviewed 15 clients as part of the annual economic impact assessment process

• **Peers**

- SRC actively leads and participates in Innoventures Canada (I-CAN™), a cross-Canada association of research and technology organizations similar to SRC

CASE STUDY:

Project CLEANS Community Engagement – Going the Extra Mile

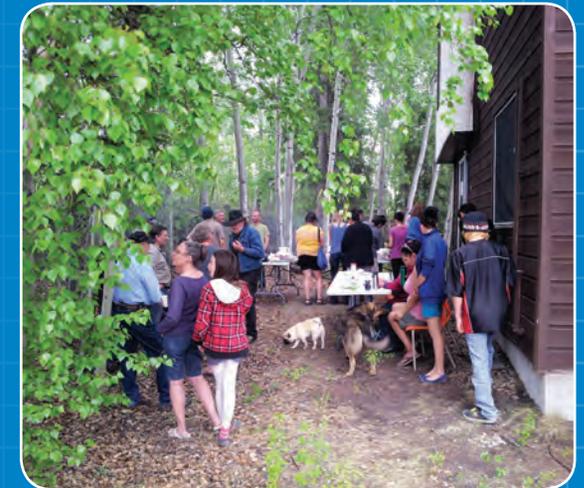
This is an excerpt from a blog post written by SRC's Mark Calette, Senior Advisor, Community and Aboriginal Engagement, which original appeared on SRC's blog [From the Lab to the Loading Dock in May 2015](#).

For many companies operating in the mining and energy sectors, community engagement is something they have to do or may want to do. The question is, are you willing to do what it takes to make community engagement more meaningful and valuable for you and your stakeholders? It's a big question to answer.

I've spent a significant portion of my career working with communities. Translating community needs into project goals, I know that getting community support and buy in – or not getting it – can strongly influence a project's progress.

For the last few years, I've been part of a remediation project managed by SRC called **Project CLEANS** (Cleanup of Abandoned Northern Sites). Thirty-seven abandoned uranium mine sites, scattered across Saskatchewan's remote northern landscape (near Lake Athabasca), are included in the project. Community engagement is a huge part of this project, as we're dealing with land that people once hunted and lived on. **Their input and involvement is invaluable in determining how we plan our remediation activities.**

We've met with the affected communities over 90 times since 2007. The area around Lake



Community bbq in Uranium City

Athabasca is an isolated part of the province accessible only by air, boat or ice road. Not only is it difficult to get equipment and supplies up there, but we're far from the communities we need to engage with. So we make a point to have a physical presence there as much as possible.

As part of the community engagement process, my team and I continually seek feedback and advice on what interests the communities; what concerns them. But what do they want from the process? Trust. **Building trust is very easy to**

say, but very hard to do. It takes a lot of time and effort. But gaining their trust means we have the social license needed to work in the region. So not only is it important for us to gain their trust, we work hard to maintain it.

Our community engagement activities focus on achieving the highest engagement level. We've held formal presentations, attended First Nation band meetings and gatherings, held informal kick-off events (community BBQ) and organized site tours. Taking people to the sites allows them to see our progress and the challenges we face. There's nothing like standing on the ground and seeing it with your own eyes.



Community meeting in Black Lake

The Four Pillars of Community Engagement

1. Capacity

If a company has just one person tasked with community engagement and no team or tools supporting them, they probably won't get too far in terms of building trust and gaining social license. A company needs to have the internal capacity to accomplish the work – both human and monetary.

Communities will have expectations about how you work in their backyard. You'll meet that head on and without the capacity to manage it, your ability to build trust and engage will be negatively impacted.

2. Patience and Determination

Your phone calls aren't returned. Your emails are ignored. When it seems as though your engagement efforts have stalled, you need patience and determination to keep going. Communities suffer from engagement fatigue too.

Consider yourself one of many people trying to engage them. Sometimes they don't have the capacity to deal with company requests.

You'll realize all the effort is worth it when you get that one call or email that creates a really good connection.

3. Employee Engagement

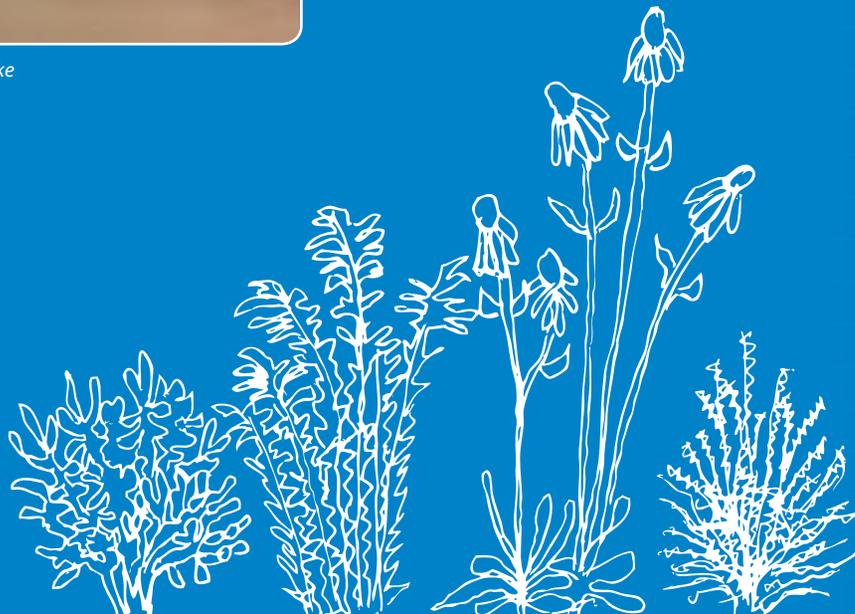
If employees feel like they're making a difference in the community and can take ownership over their contribution, that's a powerful force. With Project CLEANs, many of our Saskatoon employees travel north during the work season and spend a lot of time in the communities, creating their own connections. This can instill a personal desire to make the communities safe.

4. Motivation Behind Consultation

There's nothing more offensive to a community than companies flying in to get a rubber stamp of approval. They don't spend time listening to the community's needs. If you just want to check a box, your motivation for community engagement is weak. Don't be surprised if you're ignored.

Community Engagement: It's worth the effort

You can find success and joy in community engagement if you incorporate those four pillars into your engagement planning. Every engagement effort has its challenges, but if you take the time to listen and understand a community's aspirations, you'll be able to overcome those challenges a lot quicker.



Governance ^{G4-34}

Authority

The Saskatchewan Research Council (SRC) is a Saskatchewan Treasury Board Crown Corporation^{G4-7} governed by *The Research Council Act*. Within this framework, the Board of Directors (Board) formulates policy and delegates the responsibility and authority for the ongoing management of the corporation to the President and CEO.

Board Responsibilities

The Board ensures that the activities of the corporation are carried out under the terms of *The Research Council Act*. The Board oversees the stewardship of the corporation and has responsibility for strategic planning, risk oversight and monitoring of financial and business performance. The Board ensures that management has systems in place to identify and manage the principal risks of the corporation's business.

Board Composition and Compensation

The SRC Board is comprised of seven members with a diverse combination of knowledge and expertise. The members represent a cross-section of SRC's stakeholder community.

Six directors, including the Chair, are independent of SRC management. The one related director is the President and CEO of the corporation.

Board members (except for members who are government employees) receive a retainer and an honorarium for meetings attended. The level of compensation is established by Treasury Board. Members are allowed travel and associated

expenses at SRC-approved rates.

The Board and Management

The Board focuses on the strategic leadership of the corporation and does not become involved in day-to-day management, but delegates and entrusts operational decisions to management, holding management accountable for the corporation's performance, long-term viability and the achievement of its objectives.

Committees

The Board has established the following committees to address specific areas of Board responsibility:

Audit and Finance Committee

The Audit and Finance Committee is responsible for monitoring, advising and making recommendations to the Board regarding all aspects of financial planning and the financial management of the corporation. The Audit and Finance Committee acts as the communication link between the Board and the Provincial Auditor.

Governance and Nominating Committee

The Governance and Nominating Committee is responsible for monitoring, advising and making recommendations to the Board regarding the governance strategy of the corporation, assessing and evaluating Board and CEO performance, administering the Board-CEO relationship and assessing and monitoring the risk framework.

Values and Ethics ^{G4-56}

SRC has adopted a set of Values and a Code of Conduct and Ethics that set standards for ethical behavior at SRC.

SRC values safety, diversity, creativity, excellence and unparalleled service to clients and colleagues.

Our core values are:

Integrity:

We deal with people and organizations honestly and ethically.

Respect:

We treat people, property and the environment with respect.

Quality:

We deliver quality to clients and colleagues.

One Team:

We work together in the best interests of SRC.

All employees and SRC's Board of Directors are expected to conduct themselves in accordance with SRC's Code of Conduct and Ethics. Employees and Board Members are required to review and sign the Code upon appointment and re-sign annually. In addition to signing the Code, all employees are required to review eight additional ethics related policies on an annual basis.

Employees can seek advice^{G4-57}, from or report^{G4-58} unethical and unlawful activities to Vice-Presidents, SRC's Vice-President of Finance, its CEO or the Chair of SRC's Audit and Finance Committee, either verbally or in writing. Employees can also contact an independent third party through SRC's whistleblower hotline.



The SRC Surgin' Sturgeons participated in the 2014 Saskatoon Dragon Boat Festival, raising money for the Heart and Stroke Foundation (See page 25).

Economic Performance



Spotlight:

Bringing the World to Saskatchewan

The Canadian Mineral Analysts (CMA) are a national group that aim to facilitate communication among analysts and anyone involved in analytical procedures or the development of methods for the mineral industry. Membership includes metallurgists and managers responsible for the operation of analytical laboratories, analysts at industrial operations such as mills and refineries, as well as educators. The CMA has members across Canada and several international members as well.

In the fall of 2014, SRC organized and hosted the CMA's annual conference and tradeshow in Saskatoon, SK. During this annual meeting, analysts learned about new applications and methods, as well as new products being brought to market. The conference ran for three days and was attended by more than 100 delegates from Canada and around the world. Not only did the conference have an impact on the CMA and their partners, it had an impact on the City of Saskatoon as well.

Using methodology provided by Tourism Saskatoon, the conference resulted in over \$110,000 of economic impact in the province. This impact is tabulated by using Tourism's multiplier of \$300 per delegate per day for Canadian attendees (86) and \$500 per delegate per day for international attendees (22) based on three days of conference proceedings.



CMA attendees at a networking event at Saskatoon's Western Development Museum.

Spotlight:

Geochemical Analysis Helping to Create Jobs and Grow Local Economy

Fission Uranium Corporation is a Canadian-based resource company focused on the exploration and development of their Patterson Lake South property. Operating in northern Saskatchewan on the edge of the Athabasca Basin, Fission is the 100 per cent owner of the Patterson Lake South property. Fission and the Saskatchewan Research Council (SRC) have worked together since 2007 when the company was created.

“SRC has been our main go-to laboratory and specifically on the Patterson Lake project since we started drilling quite intensely two years ago,” says Ross McElroy, president and chief operating officer at Fission. “We’ve been using SRC to do all of our uranium assays as well as the 63-element ICP package – so our full geochemistry and geochemical analysis is being done through SRC. We’ve used the Minerals team as well to start getting some metallurgical recovery testing. SRC is our main go-to lab at this point.”

Investors and fund managers rely on the chemical assay results to confirm resource estimates for the property. “We depend very much on the values that we get back from the lab for being able to raise money,” says McElroy.

Fission has recently expanded their drilling program to grow the resource and find new zones. In 2014, they spent \$28 million in exploration at the Patterson Lake property. “SRC is a big part of

that budget... likely 20 per cent of our budget expenditures are going to assaying and that kind of work.”

All of the work is happening in Saskatchewan. Approximately 80 people are working on the project and four diamond drills were running at one point. Fission is well-funded at the moment and is focused on continuing to expand the footprint of the resource. “The challenges are to continue to find more to turn this into an economically viable project and to continue on our way and make new discoveries,” he adds.

“Already with the resource we’ve outlined a deposit that is now the third largest in the Athabasca Basin area behind McArthur River which is the world’s biggest high-grade deposit and Cigar Lake so third in line is Patterson Lake,” he adds.

In the last two years, Fission has been widely recognized by industry peers. McElroy was awarded the Prospectors and Developers Association of Canada 2014 Bill Dennis Award for an important Canadian discovery and prospecting success and McElroy alongside Fission CEO, Dev Randhawa were named finalists in the 2014 EY

Entrepreneur of the Year Awards. In 2013, McElroy and Randhawa were named 2013 Mining Persons of the Year by The Northern Miner.

McElroy is very aware of the cyclical nature of the exploration industry. “To launch into a project like this during - we’ll just call it a difficult time in the industry - is pretty rewarding and exciting. We’ve been able to keep people employed that may not be. Fission is one of the busiest companies out there so people have employment opportunities that they might not normally have.”



DIRECT ECONOMIC VALUE

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Direct economic value as a result of SRC's work. ^{G4-EC1}	<p>Total revenue and other income of \$59,347k.</p> <p>Total operating expenses of \$62,331k.</p> <p>Employee compensation, including salary and benefits of \$31,562k.</p> <p>Retained earnings of \$23,372k.</p> <p>Total payments to suppliers of \$26,254k.</p> <p>Purchases of property, plant and equipment of \$3,170k.</p> <p>As a Treasury Board Crown Corporation, SRC does not provide cash donations.</p>	Achieve a positive overall net income	<p>Total revenue and other income of \$73,134k.</p> <p>Total operating expenses of \$66,332k.</p> <p>Employee compensation, including salary and benefits of \$27,137k.</p> <p>Retained earnings of \$30,157k.</p> <p>Total payments to suppliers of \$32,140k.</p> <p>Purchases of property, plant and equipment of \$4,561k.</p> <p>As a Treasury Board Crown Corporation, SRC does not provide cash donations.</p>
Significant financial assistance received from Government. ^{G4-EC4}	\$19,743k	No target set	\$20,343k

ECONOMIC IMPACT

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Economic impact of SRC in Saskatchewan as measured by the annual economic impact assessment. ^{G4-EC8}	\$413M	\$500M	\$519M

QUALITY JOBS

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Number of jobs created or maintained in Saskatchewan as measured by the annual economic impact assessment. ^{G4-EC8}	>1,900	No target set	>832

ENVIRONMENTAL AND/OR SOCIAL IMPACT

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Total dollar value of projects focused on or containing a substantial component of achieving positive environmental or social impacts.	>\$17M	No target set	>\$26M
Total percentage of projects focused on or containing a substantial component of achieving positive environmental or social impacts.	46%	70%	57%

MANDATE EFFECTIVENESS

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Mandate effectiveness as measured by the annual economic impact assessment. <small>G4-EC8</small>	>21	No target set	>26

Environmental Performance



Spotlight:

Making Wind Power More Reliable

SRC engineers explain how using battery storage can produce more environmentally-friendly energy, while reducing reliance on fossil fuels and reducing greenhouse gas emissions.



Spotlight:

Supporting Sustainability

At SRC, we look at sustainability both internally and based on the services we provide to clients. Seed Hawk Inc., a Saskatchewan-based agricultural equipment manufacturer, contacted SRC to determine how to estimate the carbon capture benefits of zero tillage farming practices and obtain a Carbon Trust Certification. Seed Hawk is focused on the continuous improvement of seeding equipment and is driven to create evolutionary farming tools that improve sustainability. A life cycle assessment was completed in 2014, with Seed Hawk becoming the first agricultural equipment company to receive the Carbon Trust certification to the best of our knowledge. During the 2014-15 year, SRC continued to work with Seed Hawk to validate data obtained to date.

The Seed Hawk 2014 45 Toolbar is Carbon Trust Certified. Photo Courtesy of Seed Hawk Inc.



ENERGY CONSUMPTION

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Total energy consumed within SRC. ^{G4-EN3}	<p>Total electricity use of 29,671 GJ.</p> <p>Total natural gas use of 77,477 GJ for heating, cooling and equipment.</p> <p>The purchased electricity is generated from coal, hydro, natural gas, wind, imports and other sources, so it is a mixture between both non-renewable and renewable resources. The natural gas for heating and cooling is a non-renewable resource.</p> <p>SRC purchases all electricity, with the exception of an estimated 0.43 GJ, which SRC produces using solar panels at a report site.</p>	No target set	<p>Total electricity use of 26,819 GJ.</p> <p>Total natural gas use of 90,002 GJ for heating, cooling and equipment.</p> <p>The purchased electricity is generated from coal, hydro, natural gas, wind, imports and other sources, so it is a mixture between both non-renewable and renewable resources. The natural gas for heating and cooling is a non-renewable resource.</p> <p>SRC purchases all electricity, with the exception of an estimated 1 GJ, which SRC produces using solar panels at a report site.</p>
Total energy consumed through the use of SRC vehicles and non-road vehicles. ^{G4-EN4}	904 GJ	No target set	904 GJ
Energy intensity. ^{G4-EN5}	299 GJ/Employee	No target set	333 GJ/Employee

GREENHOUSE GAS EMISSIONS

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Direct greenhouse gas emissions (Scope 1). ^{G4-EN15}	68 tonnes CO ₂ e	No target set	61 tonnes CO ₂ e
Energy indirect greenhouse gas emissions (Scope 2). ^{G4-EN16}	10,428 tonnes CO ₂ e	No target set	9,143 tonnes CO ₂ e*

* Scope 2 data emissions have decreased in part due to a 21% decrease in the emission factor used to calculate emissions from electricity generation compared to previous years. Previously, data had been calculated based on SaskPower's 2009 emissions factor. The decrease in electricity consumption and its emission factor more than offset additional emissions from increased use of natural gas.

WASTE DISPOSAL AND DIVERSION

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Total weight of waste diverted from landfill disposal.	5.15 metric tonnes of surplus equipment and supplies were diverted away from landfill sites due to recycling and equipment sales.	No target set	5.75 metric tonnes of surplus equipment and supplies were diverted away from landfill sites due to recycling and equipment sales.

A woman with glasses and a red long-sleeved shirt is kneeling in a garden patch, planting seeds into the soil. A young boy wearing a blue cap with an anchor logo, a red long-sleeved shirt, and blue gloves is also kneeling nearby, looking down at the ground. The garden patch is marked with white lines and small white circular markers. In the background, there is a blue chain-link fence, some trees, and residential houses.

Social Performance

Volunteers tend to SRC's adopted plot in the Saskatoon Food Bank & Learning Centre's Garden Patch.

Spotlight:

Diggin' In

SRC employees were given an opportunity to get their hands dirty and enjoy some summer sun, while participating in the Employee Volunteer Program this year. With up to four hours of paid volunteer time, 21 Saskatoon employees tended to SRC's adopted plot in the Saskatoon Food Bank & Learning Centre's Garden Patch. Volunteers donated a total of 62.5 hours to plant, maintain and harvest a 100 square foot garden in downtown Saskatoon to help improve access to healthy fresh food in our community.

What have our employees been saying about the Employee Volunteer Program this year?

"I've NEVER had a garden or pulled a vegetable out of the ground before, and I had a blast. This experience may give me the inspiration to actually have a garden of my own next year. Everyone should take the opportunity to enjoy this very uplifting experience, I would highly recommend to all my SRC colleagues."

"I really enjoyed volunteering at the food bank again this week. I strongly endorse SRC's initiative to help our community for a very worthwhile cause!"

In addition to volunteering with Saskatchewan food banks, SRC held three food drives in which we collected 522 kg of non-perishable food items, which is valued at over \$2,800 by Food Banks Canada.



SRC volunteers harvested carrots, beets and onions from their adopted plot.

Spotlight:

Community Involvement

In addition to getting involved with SRC's Employee Volunteer Program, SRC and its employees participated in the following activities in the community:

- The SRC Surgin' Sturgeons participated in the 2014 Saskatoon Dragon Boat Festival, raising money for the Heart and Stroke Foundation.
- Employees raised \$350 for the Canadian Cancer Society, by participating in their annual Daffodil campaign.
- The SRC Nerd Herd, a team consisting of 19 employees and family members, signed up for the Bridge City Boogie in Saskatoon, which raises money for Raise-A-Reader, The Boys & Girls Club of Saskatoon, the Saskatchewan Children's Festival and the Saskatoon Crisis Nursery.
- SRC hosted a stop on the Amazing Biotech Race during National Biotechnology Week.



SRC employees and family members participated in the Bridge City Boogie, raising money for local charities.



Spotlight:

Building a Demonstration Biodigester – An Exercise in Creative Thinking

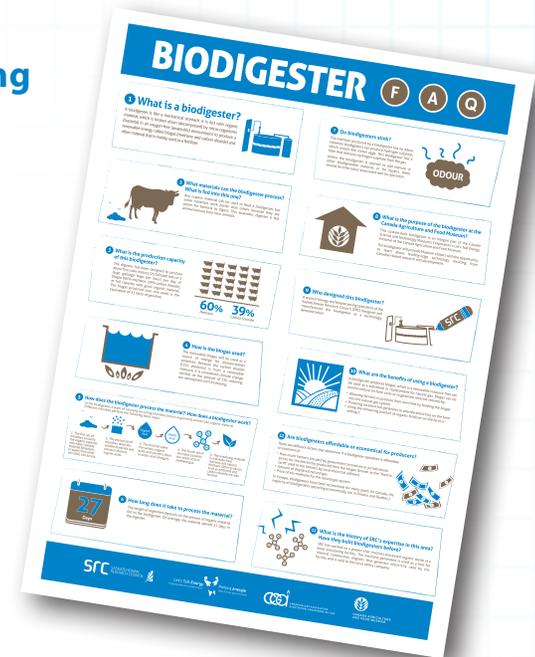
The pathway to innovation isn't always straight or obvious. When SRC's Vice-President of Business Ventures received a call from an Ottawa-based consultant wondering if SRC had a gently used biodigester, she could have said no and went about the rest of her day, but she didn't. Wanda Nyirfa took that random, unusual question and thought outside the box.

After a few phone calls to colleagues, she determined that SRC didn't have a biodigester but it did have skilled employees who could build one. By tapping into an internal program that supports new research and technology

initiatives, employees from SRC's Energy division received funding to build a biodigester; a job that took a little over five months to complete.

By adjusting their thinking, the SRC team didn't abandon the process, instead they kept thinking and kept moving.

The biodigester was installed at the Canada Science and Technology Museum's Experimental Farm at the Canada Agriculture and Food Museum in Ottawa in April 2014.



View SRC's video about the biodigester.



Photo Credit: Tom Alfoldi

Spotlight:

Pipeline Safety and Emergency Response: TransGas Uses Aerial Imagery to Safely Plan Work

TransGas is a wholly owned subsidiary of SaskEnergy. Headquartered in Regina, Saskatchewan, their natural gas transmission system covers nearly two thirds of the province and includes a network of more than 14,000 kilometers of high-pressure natural gas pipelines. An integral part of their system includes strategically placed natural gas storage sites. Most of their infrastructure is located within Saskatchewan, however they are well-connected in Alberta as well as export markets in eastern Canada and the United States.

SRC provides TransGas with aerial imagery services using its Unoccupied Aerial Vehicle (UAV). Building on SRC's many years of service in remotely-sensed data acquisition, the UAV is a cost-effective alternative to conventional methods. The autonomous aircraft flies a pre-programmed flight path to capture high-resolution imagery for small geographic areas.

In 2014, SRC did a trial project with TransGas which focused on right-of-ways or pipeline crossings through agricultural areas north of Saskatoon due to the fairly high density of farm yards and development in the region. The project also looked at two compressor stations.

When compared to other data currently available, the surface resolution of the imagery was much

better. Previous imagery was 60 centimeter ground surface resolution. The imagery from the UAV is 1.5-2 centimeters or approximately 30 times better resolution than the alternative.

"We just have a lot crisper picture that we can make out a lot more detail in the area that we're working with," says Kent Schoenroth, senior engineer, System Integrity at TransGas. "We can do our planning and decision making from the digital image versus having to go there in person."

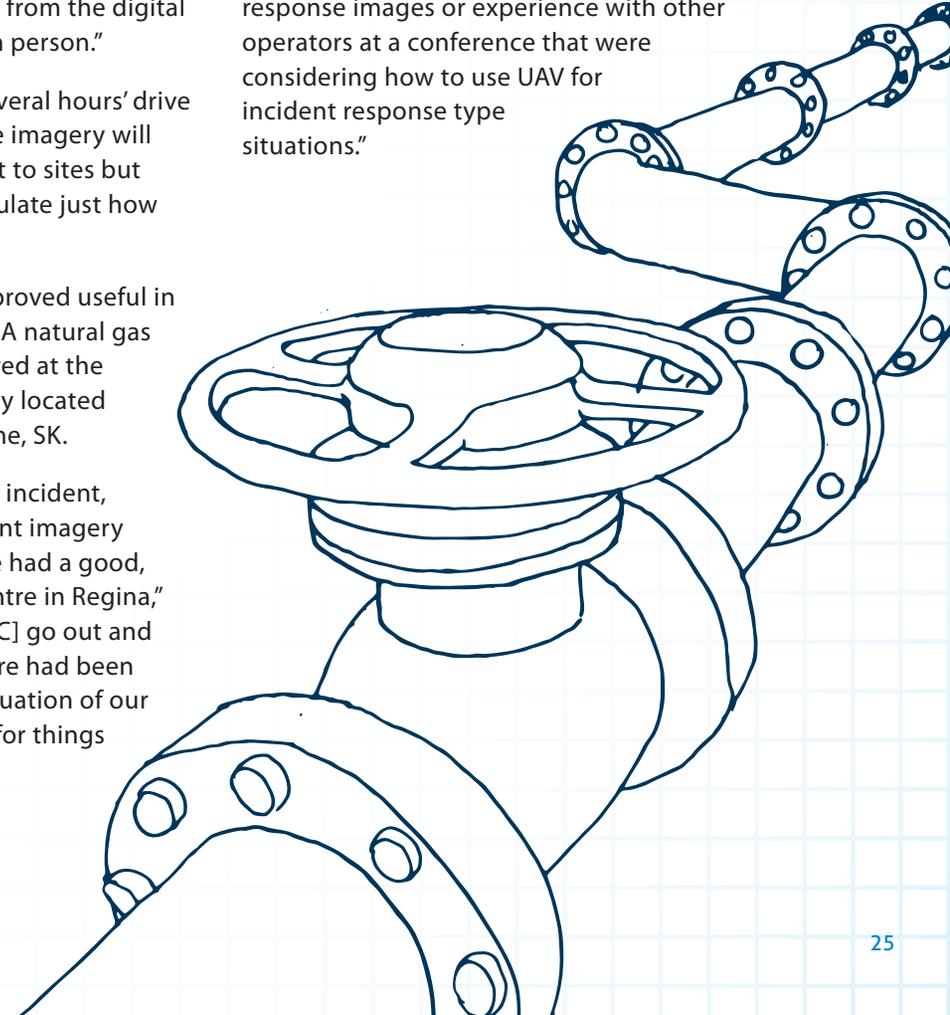
The majority of the stations are several hours' drive from the Regina headquarters. The imagery will result in time-savings and trips out to sites but it's still too early to be able to calculate just how much.

In October 2014, the images also proved useful in an emergency response situation. A natural gas leak and corresponding fire occurred at the Prud'homme storage cavern facility located six kilometers south of Prud'homme, SK.

"We had flown that site before the incident, so we actually used the pre-incident imagery to aid in the incident response. We had a good, accurate map in our command centre in Regina," says Schoenroth. "We also had [SRC] go out and fly a flight immediately after the fire had been put out...that's been used for evaluation of our response. It will be a good record for things

like insurance and review of whether we put equipment in the right spot and did things the right way because much of the equipment that was used in the response was still in place."

Schoenroth is a member of the Pipeline Research Council International and has been able to provide a Canadian perspective on the use of UAVs. "I've been able to share some of our post-incident response images or experience with other operators at a conference that were considering how to use UAV for incident response type situations."



EMPLOYMENT LEVELS

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Total workforce by employment type, employment contract, gender and region. ^{G4-10}	<p>SRC has a total of 360 employees, 182 of which are female and 178 are male.</p> <p>SRC has 343 regular, salaried employees and 17 hourly/term employees.</p> <p>316 are located in Saskatoon, SK.</p> <p>38 are located in Regina, SK.</p> <p>4 are located in Prince Albert, SK.</p> <p>1 is located in Uranium City, SK.</p> <p>1 is located in Calgary, AB.</p>	No target set	<p>SRC has a total of 349 employees, 173 of which are female and 176 are male.</p> <p>SRC has 321 regular, salaried employees and 28 hourly/term employees.</p> <p>304 are located in Saskatoon, SK.</p> <p>39 are located in Regina, SK.</p> <p>4 are located in Prince Albert, SK.</p> <p>1 is located in Uranium City, SK.</p> <p>1 is located in Calgary, AB.</p>
Total number and rates of new employee hires and employee turnover by age group, gender and region. ^{G4-LA1}	<p><u>New hires:</u></p> <p>Age Range: Gender: - Under 30: 15 individuals - Females: 14 - 30 – 50: 7 individuals - Males: 12 - Over 50: 4 individuals</p> <p><u>Rate of new hires:</u></p> <p>Age Range: Gender: - Under 30: 4.2% - Females: 3.9% - 30 – 50: 1.9% - Males: 3.3% - Over 50: 1.1%</p> <p><u>Turnover:</u></p> <p>Age Range: Gender: - Under 30: 28 individuals - Females: 43 - 30 – 50: 43 individuals - Males: 53 - Over 50: 25 individuals</p> <p><u>Turnover rate:</u></p> <p>Age Range: Gender: - Under 30: 7.7% - Females: 11.9% - 30 – 50: 11.9% - Males: 14.7% - Over 50: 6.9%</p>	No target set	<p><u>New hires:</u></p> <p>Age Range: Gender: - Under 30: 15 individuals - Females: 16 - 30 – 50: 16 individuals - Males: 19 - Over 50: 4 individuals</p> <p><u>Rate of new hires:</u></p> <p>Age Range: Gender: - Under 30: 4.3% - Females: 4.6% - 30 – 50: 4.6% - Males: 5.4% - Over 50: 1.1%</p> <p><u>Turnover:</u></p> <p>Age Range: Gender: - Under 30: 11 individuals - Females: 16 - 30 – 50: 12 individuals - Males: 15 - Over 50: 8 individuals</p> <p><u>Turnover rate:</u></p> <p>Age Range: Gender: - Under 30: 3.1% - Females: 4.6% - 30 – 50: 3.4% - Males: 4.3% - Over 50: 2.3%</p>
Return to work and retention rates after parental leave, by gender. ^{G4-LA3}	100%	No target set	100%



APPROPRIATE CAREER AND SKILLS DEVELOPMENT

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Average hours of training per year, per employee by gender and employee category. G4-LA9	<p>Average safety training for all employees was 4.28 hours/employee (total of 1,540.45 hours).</p> <p>Average safety training for females was 3.18 hours (total of 579.2 hours).</p> <p>Average safety training for males was 5.4 hours (total of 961.25 hours).</p> <p>Average skills training for all employees was 22.4 hours/employee (total of 8,064.25 hours).</p> <p>Average skills training for females was 19.45 hours/employee (total of 3,539.25 hours).</p> <p>Average skills training for males was 25.42 hours (total of 4,525 hours).</p>	No target set	<p>Average safety training for all employees was 3.70 hours/employee (total of 1,292.25 hours).</p> <p>Average safety training for females was 2.63 hours (total of 455.75 hours).</p> <p>Average safety training for males was 4.75 hours (total of 836.50 hours).</p> <p>Average skills training for all employees was 21.85 hours/employee (total of 7,624.20 hours).</p> <p>Average skills training for females was 20.16 hours/employee (total of 3,487.20 hours).</p> <p>Average skills training for males was 23.51 hours (total of 4,137.00 hours).</p>
Percentage of employees receiving regular performance and career development reviews. G4-LA11	100%	100%	100%

WAGE RATIOS

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. G4-EC5	<p>Saskatchewan minimum wage: \$10.00/hour</p> <p>Entry Level Lab Assistant: \$14.78/hour</p> <p>Ratio: 1.5:1</p>	No target set	<p>Saskatchewan minimum wage: \$10.20/hour</p> <p>Entry Level Lab Assistant: \$14.78/hour</p> <p>Ratio: 1.4:1</p>
Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation. G4-LA13	<p>Regular Status Employees: Female:Male, 0.7:1</p> <p>Data is unavailable for term employees.</p>	No target set	<p>Regular Status Employees: Female: Male, 0.7:1</p> <p>Term Status Employees: Female: Male, 0.4:1</p>



DIVERSITY

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
<p>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity. G4-LA12</p>	<p>Employees:</p> <p>Age group:</p> <ul style="list-style-type: none"> • >50 years old: 31% total (28% regular/salaried employees and 3% term/hourly employees) • 30 – 50 years old: 50% total (49.7% regular/salaried employees and 0.005% term/hourly employees) • <30 years old: 18.4% total (16.9% regular/salaried employees, 0.01% term/hourly employees) <p>Target diversity groups:</p> <p>Female employees: 50.5% Aboriginal employees: 5.5% Employees with disabilities: 2.3% Visible minority members: 18.4%</p> <p>Board of Directors:</p> <p>Matures (Born 1925 – 1945): 9% Boomers (Born 1946 – 1964): 73% Generation X (Born 1965-1978): 9% Millenials (Born 1980 and later): 9%</p> <p>Target diversity groups:</p> <p>Female: 27% Aboriginal: 9% Persons with disabilities: 0% Visible minority members: 0%</p>	<p>No target set</p>	<p>Employees:</p> <p>Age group:</p> <ul style="list-style-type: none"> • >50 years old: 32% total (30% regular/salaried employees and 57% term/hourly employees) • 30 – 50 years old: 52% total (55% regular/salaried employees and 18% term/hourly employees) • <30 years old: 16% total (15% regular/salaried employees, 25% term/hourly employees) <p>Target diversity groups:</p> <p>Female employees: 49.6% Aboriginal employees: 5.7% Employees with disabilities: 2.3% Visible minority members: 18.9%</p> <p>Board of Directors*:</p> <p>Matures (Born 1925 – 1945): 16.6% Boomers (Born 1946 – 1964): 50% Generation X (Born 1965-1978): 16.6% Millenials (Born 1980 and later): 16.6%</p> <p>Target diversity groups:</p> <p>Female: 29% Aboriginal: 20% Persons with disabilities: 0% Visible minority members: 0%</p>

* Board diversity statistics are based on the percentage who completed an optional disclosure summary.

SAFETY

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Percentage of total workforce represented in formal joint management-worker health and safety committees. G4-LA5	100% of employees are represented by SRC's OH&S committees.	100%	100% of employees are represented by SRC's OH&S committees.
Type of injury and rates of injury, occupational diseases, lost days and absenteeism and total number of work-related fatalities, by region and gender. G4-LA6	SRC had a lost-time incident rate of 0.6 per 200,000 hours worked. There were two lost days due to injury. There were no workplace fatalities. SRC does not break this information down by gender.	<0.5 per 200,000 hours worked	SRC had a lost-time incident rate of 0.37 per 200,000 hours worked. There were 1.5 lost days due to injury. There were no workplace fatalities. SRC does not break this information down by gender.

COMMUNITY

Measures	2013-14 Actual Results	Target	2014-15 Actual Results
Percentage of operations with implemented local community engagement, impact assessments and development programs. G4-S01	8.3% (Based on project revenues)	No target set	22.5% (Based on project revenues)
Percentage of employees who made an impact on the community through SRC's Employee Volunteer Program.	76%	No target set	32%

G4 Content Index

This report has been prepared "In Accordance" with the GRI G4 Guidelines – Core option". ^{G4-32}



General Standard Disclosures

STRATEGY AND ANALYSIS

General Standard Disclosures	Page
<p>G4-1 Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization’s strategy for addressing sustainability.</p> <p>The statement should present the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of relationships with others (such as suppliers, people or organizations in local communities). The statement should include:</p> <ul style="list-style-type: none"> • Strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognized standards and how such standards relate to long term organizational strategy and success • Broader trends (such as macroeconomic or political) affecting the organization and influencing sustainability priorities • Key events, achievements, and failures during the reporting period • Views on performance with respect to targets • Outlook on the organization’s main challenges and targets for the next year and goals for the coming 3–5 years • Other items pertaining to the organization’s strategic approach 	3

ORGANIZATIONAL PROFILE

General Standard Disclosures	Page
G4-3 Report the name of the organization.	5
G4-4 Report the primary brands, products and services.	8
G4-5 Report the location of the organization’s headquarters.	8
G4-6 Report the number of countries where the organization operates and names of countries where the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	8
G4-7 Report the nature of ownership and legal form.	12

G4-8 Report the markets served (including geographic breakdown, sectors served and types of customers and beneficiaries).	8
G4-9 Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees. • Total number of operations. • Net revenues. • Quantity of products or services provided. 	8
G4-10 <ul style="list-style-type: none"> a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). 	26 The majority of work is completed by SRC employees. There are no seasonal variations in employment numbers.
G4-11 Report the percentage of total employees covered by collective bargaining agreements.	0%
G4-12 Describe organization's supply chain.	SRC procures equipment and supplies required for projects and may utilize the services of external consultants to fulfill project objectives.
G4-13 Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	There were no significant changes.
G4-14 Report whether and how the precautionary approach or principle is addressed by the organization.	The precautionary approach is not addressed by SRC.

G4-15 List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses.	9
G4-16 List of memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body. • Participates in projects or committees. • Provides substantive funding beyond routine membership dues. • Views membership as strategic. 	9

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

General Standard Disclosures	Page
G4-17 a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements is not covered by the report.	6
G4-18 a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	6
G4-19 List all the material Aspects identified in the process for defining report content.	6-7
G4-20 For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization. • If the Aspect is not material for all entities within the organization, select one of the following two approaches and report either: <ul style="list-style-type: none"> – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspect is material. • Report any specific limitation regarding the Aspect Boundary within the organization. 	6
G4-21 For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization. • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified. • Report any specific limitation regarding the Aspect Boundary outside the organization. 	6

G4-22 Report the effect of any restatements of information provided in previous reports and the reasons for such restatements.	There were no restatements of previous information.
G4-23 Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There were no changes to Scope and Aspect Boundaries.

STAKEHOLDER ENGAGEMENT

General Standard Disclosures	Page
G4-24 Provide a list of stakeholder groups engaged by the organization.	9-10
G4-25 Report the basis for identification and selection of stakeholders with whom to engage.	9
G4-26 Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	9
G4-27 Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	No key concerns related to sustainability were raised.

REPORT PROFILE

General Standard Disclosures	Page
G4-28 Reporting period for information provided.	5
G4-29 Date of most recent previous report.	5
G4-30 Reporting Cycle.	5
G4-31 Provide the contact point for questions regarding the report or its contents.	7

<p>G4-32 a. Report the 'in accordance' option the organization has chosen.</p> <p>b. Report the GRI Content Index for the chosen option (see tables below).</p> <p>c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.</p>	30
<p>G4-33 a. Report the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>c. Report the relationship between the organization and the assurance providers.</p> <p>d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.</p>	6

GOVERNANCE

General Standard Disclosures	Page
<p>G4-34 Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision making on economic, environmental and social impacts.</p>	12

ETHICS AND INTEGRITY

General Standard Disclosures	Page
<p>G4-56 Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.</p>	12
<p>G4-57 Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.</p>	12
<p>G4-58 Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.</p>	12

Specific Standard Disclosures

CATEGORY: ECONOMIC

DMA and Indicators	Page	Omissions
MATERIAL ASPECT: ECONOMIC PERFORMANCE		
G4-DMA	6	No omissions
G4-EC1 Direct economic value generated and distributed.	16	No omissions
G4-EC4 Financial assistance received from Government.	16	No omissions
MATERIAL ASPECT: MARKET PRESENCE		
G4-DMA	6	No omissions
G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	27	No omissions
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS		
G4-DMA	6	No omissions
G4-EC8 Significant indirect economic impacts, including the extent of impacts.	16-17	No omissions

CATEGORY: ENVIRONMENTAL

DMA and Indicators	Page	Omissions
MATERIAL ASPECT: ENERGY		
G4-DMA	6-7	No omissions
G4-EN3 Energy consumption within the organization.	20	No omissions
G4-EN4 Energy consumption outside of the organization.	20	No omissions
G4-EN5 Energy intensity.	20	No omissions

MATERIAL ASPECT: EMISSIONS		
G4-DMA	6-7	No omissions
G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1).	20	No omissions
G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2).	20	No omissions

CATEGORY: SOCIAL

DMA and Indicators	Page	Omissions
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
MATERIAL ASPECT: EMPLOYMENT		
G4-DMA	7	No omissions
G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region.	26	No omissions
G4-LA3 Return to work and retention rates after parental leave, by gender.	26	No omissions
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA	7	No omissions
G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	29	No omissions
G4-LA6 Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and gender.	29	No omissions

MATERIAL ASPECT: TRAINING AND EDUCATION		
G4-DMA	7	No omissions
G4-LA9 Average hours of training per year per employee by gender, and by employee category.	27	No omissions
G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	27	No omissions
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA	7	No omissions
G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	28	No omissions
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN		
G4-DMA	7	No omissions
G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	27	No omissions
SUB-CATEGORY: SOCIETY		
MATERIAL ASPECT: LOCAL COMMUNITIES		
G4-DMA	7	No omissions
G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.	29	No omissions



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