

Sustainability Management Plan

Purpose

The purpose of this document is to help ensure that Terlin Construction Ltd.'s project team members manage projects* in a sustainable way. It provides a framework for project sustainability by describing Terlin's approach, roles and responsibilities, and reporting practices. This Sustainability Management Plan (SMP) will help support Terlin's commitment to economic growth, environmental protection, and social accountability.

Approach

Planning for sustainability management will be done by reviewing this document in conjunction with the Environmental Policy Statement.

Identifying sustainability impacts will include:

- Reserving time during the first team meeting of each month to focus on reviewing sustainability impacts.
- Key performance indicators (KPIs; see below) for relevant topics will be documented.

Responding to sustainability impacts will include:

- Implementing responses to all items of concern.
- Avoidance of unacceptable impacts.
- Keeping this Project Sustainability Management Plan current throughout the project.
- Inclusion of "sustainability impact updates" as an agenda item for each team meeting.
- Integrating sustainability risk and opportunity management with overall project risk and opportunity management.

Reviews and Reporting

Meetings for the purpose of discussing and making decisions on project sustainability will be held monthly.

The initial sustainability management actions shall occur during the development of the initial project plan. A full review and update will occur at the beginning of each subsequent phase of the project.

Roles and Responsibilities

The Project Manager shall:

- Incorporate the resources and time required to execute the SMP.

The Project Team shall:

- Assess the impact of sustainability-related actions on project success criteria.
- Perform the impact response actions assigned.

Sustainability Impact Owner responsibilities include:

- Monitor the risk assigned and inform PM of any changes to probability or impact.
- Monitor the risk trigger and risk cues and inform the PM as appropriate.

Potential Key Performance Indicators Could Include:

	Category	Key Performance Indicator	Metric
Product	Lifespan of product		
	Servicing of product		
Process	Effectiveness of project processes		
	Efficiency of project processes		
	Fairness of project processes		
People	Labor practices and decent work		
	Society and customers		
	Human rights		
	Ethical behavior		
Planet	Transport		
	Energy		
	Land, Air, and Water		
	Consumption		
Prosperity	Business Case analysis		
	Business agility		
	Economic stimulation		

* This Plan is provided as an informational document. Due to the types of works Terlin typically performs, a SMP may not be necessary in all cases.

Acknowledgement and Agreement

I acknowledge that I have read and understand the Sustainability Management Plan of Terlin Construction Ltd. Further, I agree to adhere to this policy and will ensure that employees working under my direction adhere to this policy. I understand that if I violate the rules/procedures outlined in this policy, I may face disciplinary action up to and including termination of employment.

Name	Signature	Date	Witness

VERSION HISTORY		
Version Date	Description	Prepared By
June 2018	First Revision	Human Resources
<i>Terlin Construction Ltd. reserves the right to review and amend this Policy at any time.</i>		