

SUSTAINABLE DEVELOPMENT POLICY

2025-2030



LES ENTREPRISES PEC

Marine Works, Civil Engineering, and Snow Removal



EXECUTIVE COMMITMENT

At PEC, we reaffirm our commitment to sustainable development with the same ambition to be a company with a positive impact, a trusted partner, and an attractive brand. We strive to continuously progress, innovate, and improve our practices. We build strong relationships aligned with our values, both with our partners and within our teams, so that everyone can be proud of the results we achieve together. We take concrete actions that demonstrate it is possible to combine performance with sustainability.

Guy Cayouette
President and Chief Executive Office

OUR OBJECTIVES BY 2030



of our sustainable
development policy

90%

of our team engaged with our
corporate culture

\$500 000

allocated to
innovation initiatives

3

new business
partnerships established

90%

of our inputs purchased from
Canadian suppliers

90%

of our team satisfied with their
workplace well-being

\$500 000

contributed to the community
through donations, sponsorships,
and services rendered

1,5%

of the payroll dedicated to
employee training

15%

reduction in our
greenhouse gas emissions

90%

of our construction site outputs
recovered and repurposed



IMPLEMENTATION MODALITIES

This policy applies to all our teams and covers every aspect of the company's activities. It provides a shared framework that guides our relationships with stakeholders and informs decision-making with a focus on sustainable development.

The Sustainable Development Committee, in collaboration with senior management, is responsible for coordinating, communicating, and monitoring the implementation of this policy and its associated action plan.

Regular follow-ups, including quarterly meetings and annual reviews, will help assess progress and adjust actions as needed. The policy and its action plan will be reviewed upon their expiration.

Would you like to share your comments or suggestions
regarding our sustainable development approach?
Feel free to contact us!

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