

# 2022

## ESG REPORT

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**BRAVO TARGET**  
**— SAFETY —**



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# CEO MESSAGE

**Welcome to Bravo Target Safety's second dedicated Environmental, Social, Governance report. Our commitment to health, safety, and sustainability has been part of Bravo Target's decision-making process since our beginning.**

We believe in the pursuit of continuous improvement. In this report, we have taken steps to formalize and strengthen our sustainability efforts. These include measurement and documentation of our current performance, analysis to identify areas for enhancement, and the establishment of targets that hold us accountable.

The year 2022 marked a key moment for Bravo Target, as we experienced growth and expanded our market share. Throughout this period of rapid advancement, the decisions we made, both regarding our team and the services we provide, was assessed for its impact and long-lasting legacy.

We recognize our responsibility to safeguard and sustain our environment, while simultaneously enhancing the lives of our valued staff and the communities in which we operate across Canada. It is with great determination that we have

embraced the advancement of our formal ESG program, fostering increased transparency every step of the way. Through this report, our intention is to share our progress and endeavors in a more comprehensive and accountable manner.

I would like to extend my appreciation to our dedicated staff whose commitment and efforts have been instrumental in driving Bravo Target's success. It is through their hard work and dedication that we have achieved significant milestones on our journey towards positive change and creating a sustainable future.

Thank you for joining us on this journey. Together, let us continue to make a lasting impact.



*Kevin O'Brien*

Kevin O'Brien, CEO, Bravo Target Safety

# ABOUT BRAVO TARGET

- **National leader in industrial safety services**
- **Private Canadian company**
- **Over 60 full-time office staff and 600 field workers**
- **Multiple partnerships with Indigenous communities**

**Bravo Target is an industry leader, specializing in delivering industrial and energy safety services to customers across Canada.**

Our commitment to upholding the highest industry standards is at the core of our operations. To achieve this, Bravo Target invests in state-of-the-art technology and equipment, and provides comprehensive training to our workforce.

Strategically headquartered in Calgary, Alberta with our main operations hub in Leduc, Bravo Target also serves Western Canada through its facilities in Bonnyville, Fort McMurray, and Lloydminster. Our aim is to collaborate closely with our customers, ensuring that we create positive and productive experiences while prioritizing safety as an unwavering foundation.

At Bravo Target, we remain dedicated to providing unparalleled safety services while empowering our customers to optimize productivity without compromising on safety measures.



# DEFINING OUR CULTURE

As part of our ongoing commitment to organizational excellence, we have implemented a framework that encompasses various facets of our operations and guides day-to-day activities. This framework serves as a compass, directing our efforts towards fostering a culture that embodies safety, professionalism, and continuous improvement.

## **PURPOSE**

For all workers to get home safely every day.

## **MISSION**

To be Canada's most Reliable, Responsible & Respected industrial safety company by providing outstanding customer experiences.

## **VALUES**

Shared beliefs which guide our decision making:

**Safety | Integrity**  
**Accountability | Relationships**

**Who We  
Are**

**How We  
Work**

**Our  
Place**

**Our  
Style**

## **STRATEGIC PILLARS**

**Operational Accountability**

**Customer Experience**

**Indigenous Partnerships**

**Innovation and Technology**

💡 *See page seven for more details*

## **SUSTAINABILITY COMMITMENTS**

We have a strong commitment to the world we live and work in.

We have a fundamental desire to make our world a better place.

We are committed to incorporating sustainability into our everyday decision making.

## **SERVANT LEADERSHIP**

Leaders that are focused on serving others, providing strong support for employees.

Employees that are encouraged to grow and develop, bringing their own expertise to the table.

Empathy, self-awareness, and putting others first are critical to developing a community that connects with our Purpose.



## OUR VALUES



### SAFETY

We are passionate about the well-being of all workers we come across – our customers, our vendors, and ourselves.



### INTEGRITY

We build trust and act ethically and with honesty. Character is as important as ability.



### ACCOUNTABILITY

We pride ourselves on our ability to uphold our commitments. We define clear expectations, take ownership of our work and promptly correct our mistakes.



### RELATIONSHIPS

We listen to our customers to understand and satisfy their needs and to continually improve. We aim to attract, develop, and retain the best people to create a fun, open work culture for our staff.

# STRATEGIC PILLARS



## Operational Accountability

- Recruit, Train, Hire, Deploy and Mentor the best people
- Ensure workers are assessed for competency in job tasks
- Proving competence through continuous auditing



## Customer Experience

- Open, proactive communication
- Exceeding expectations by delivering on promises
- Seeking and providing feedback to deliver optimal solution



## Indigenous Partnerships

- Leaving some form of benefit in every community we work in
- Providing economic opportunities for indigenous communities in support of the Truth and Reconciliation Commission's Call to Action 92



## Innovation & Technology

- Investing in technology that supports worker safety
- Using technology in a thoughtful and compelling way to provide solutions to our customers

# OUR APPROACH TO SUSTAINABILITY

**In 2021, Bravo Target embarked on a significant milestone on its ESG journey by successfully undertaking its inaugural formal materiality assessment.**

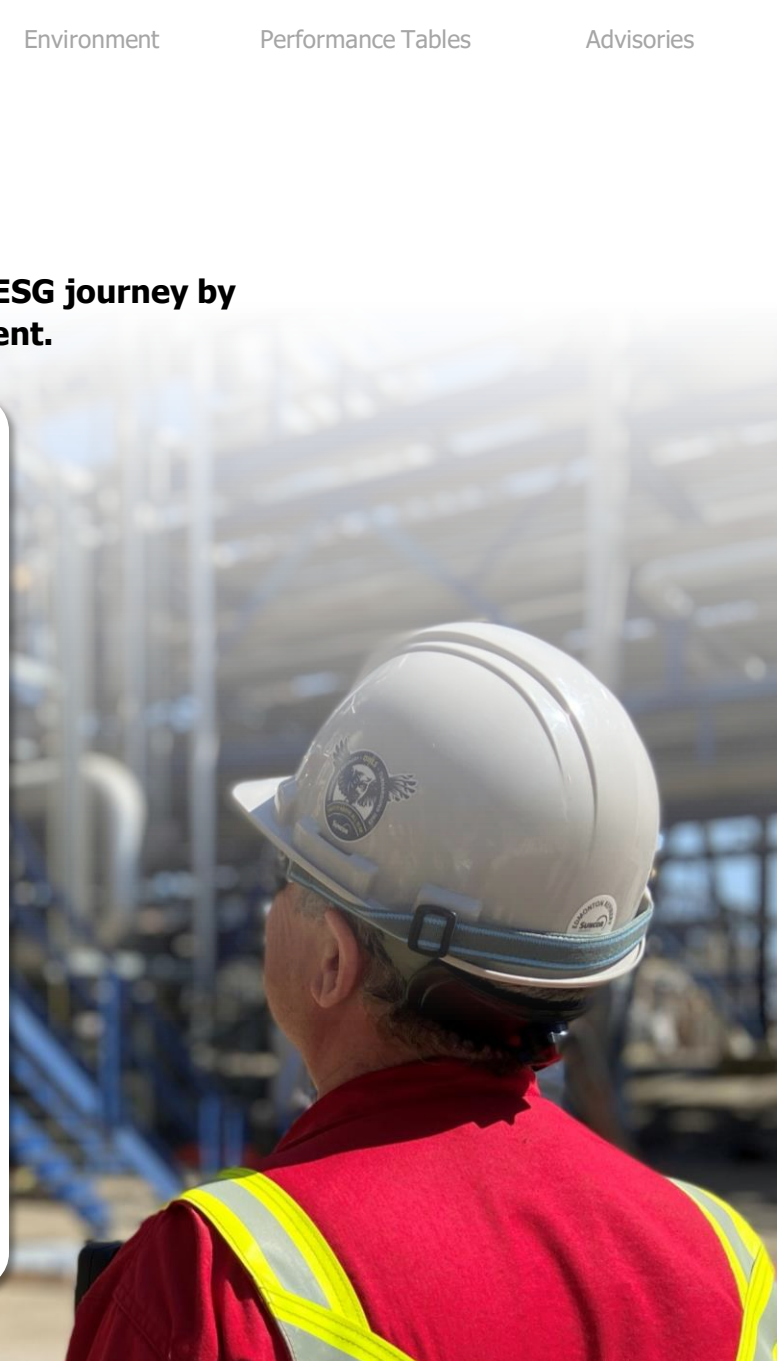
This comprehensive assessment played a pivotal role in guiding our future sustainability initiatives, enabling us to identify and prioritize key focus areas for our ESG actions and reporting.

Building upon the insights gained from the materiality assessment, Bravo Target proudly released its inaugural ESG update in 2022. This report gave insight into our sustainability journey, including the outcomes of our materiality assessment and shedding light on the areas we need to commit and focus our efforts to drive positive change.

This **2022 ESG Report** is based on our data from January 1, 2022, to December 31, 2022. We used GRI and SASB as reference for our report. Our ESG report is crafted in adherence to the best practices and reporting

standards, aligning with industry-leading guidelines to ensure transparency, reliability, and accountability. It not only provides a holistic overview of our sustainability efforts but also highlights the progress made, challenges faced, and future aspirations as we strive to enhance our environmental, social, and governance performance.

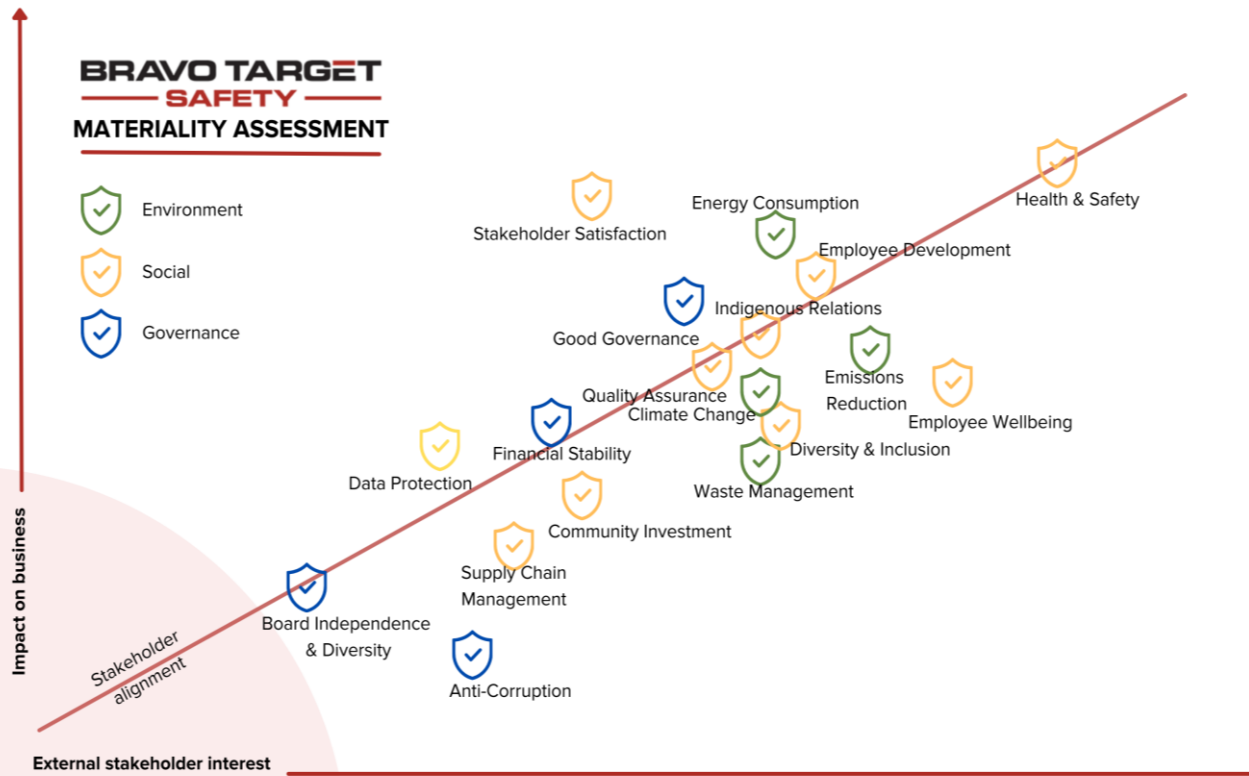
We firmly believe that the continuous refinement of our ESG reporting process will enable us to deliver comprehensive and insightful information to our stakeholders, fostering trust, collaboration, and sustainable outcomes for Bravo Target and the communities we serve.



# OUR APPROACH TO SUSTAINABILITY

**Our ESG strategy is overseen by the Sustainability Working Committee, consisting of representatives from across our organization.**

This committee plays a pivotal role in guiding and implementing our ESG initiatives throughout our business. Since 2017, we have been dedicated to integrating sustainability principles into our business operations, decision-making processes, and daily activities.



The materiality assessment heat map visually represents the assessment's outcomes, highlighting the significance and impact of identified issues on Bravo Target's stakeholders and business operations. It guides Bravo Target's efforts in addressing pressing concerns of stakeholders and the broader community. This transparent and data-driven approach reinforces Bravo Target's commitment to using technology thoughtfully and delivering impactful solutions for a sustainable future.

# ESG TARGETS

## Bravo Target is committed to continuous improvement and setting ambitious yet attainable targets that align with our organizational goals.

Our executive leadership team and Board of Directors fully endorse these objectives, reflecting our dedication to transparency through annual disclosures that highlight our strategy, performance, and progress towards achieving these targets. As champions of ESG principles, Bravo Target is well-positioned to navigate the evolving business landscape while making positive contributions to society and the environment. Embracing the opportunity to shape a sustainable future, we are driven to lead our organization forward.

## ESG PERFORMANCE AND TARGETS SUMMARY

FOCUS AREA		GOALS & TARGETS	PROGRESS TO DATE	2022 PROGRESS
SOCIAL	Health & Safety	Reduce the number of vehicle incidents per 1 million kms by 25% in 2023.	On Track	We are committed to reducing the number of vehicle incidents, which is lower than our 2021 overall levels.
		Reduce the number of kilometers driven per \$1,000 of revenue by 10%.	On Track	Preliminary policy established.
		Establish new driver training program in 2023.	On Track	Preliminary policy established.
		Increase up to 90 audit/investigation action items per 100,000 hours worked in 2023.	On Track	Preliminary policy established.
	Employee Development	Continuously increase employee access to training.	On Track	Provided 346 employees with specific leadership and industrial safety training in 2022.
		Implement Project Manager training in 2023.	On Track	Preliminary policy established.
	Employee Wellbeing	Complete an employee engagement survey in 2023.	On Track	Survey has been developed.
	Indigenous Relations	Set target for total Indigenous Business spend by end of 2023.	On Track	Preliminary policy established.
		Set target for total number of self-identified Indigenous employees for 2023.	On Track	Preliminary policy established.

# ESG TARGETS

## ESG PERFORMANCE AND TARGETS SUMMARY CONT'D

	FOCUS AREA	GOALS & TARGETS	PROGRESS TO DATE	2022 PROGRESS
GOVERNANCE	Good Governance	Implement formal anti-bribery/anti-corruption and whistleblower policies by end of 2023.	On Track	Preliminary policy established.
ENVIRONMENT	Energy Consumption	Baseline the energy consumption associated with Scope 1 and 2 emissions to 2019.	Achieved Goal	Emissions were baselined in 2019 and it is being used as a reference for all emission report tracking moving forwards.
		Reducing our CO <sub>2</sub> emissions intensity by at least 5%, targeting 470 tonnes of CO <sub>2</sub> emitted per 1 million kms driven in 2023.	On Track	On track to achieve goal based on emissions data to date.
		Vehicle fleet modernization. In 2023 evaluate the use of either hybrid or full-electric vehicles in our fleet in order to establish the feasibility of an electric vehicle conversion.	On Track	Successfully reduced our emissions from the fleet upgrades we have made to date.
		Targeting a 5% emissions reduction by utilizing led lighting, using more sophisticated HVAC controls systems, and taking advantage of an overall reduction in our square footage at facilities in 2023.	On Track	On track to achieve goal based on emissions data to date.
	Emissions Reduction	Committed to establishing baseline Scope 3 emissions by end of 2023.	On Track	On track to establish baseline with gathered data.
		Committed to set measurable emissions reduction targets by end of 2022.	Achieved Goal	Reduction goals have been set.

# HEALTH & SAFETY

**At Bravo Target, we are committed to providing a safe working environment for our employees, customers, and communities. Health & Safety was identified as the single most important topic to our stakeholders during our materiality assessment and is our core purpose. We provide a secure working environment for our employees and support our customers with the necessary tools to ensure job safety.**

Health & Safety is thoroughly integrated throughout the organization, with oversight from our Board of Directors. Our Joint Health & Safety Committee provides a platform for employees to actively contribute to supporting workers' fundamental rights. Together, we prioritize the health and welfare of our workforce, driving our commitment to creating a secure and thriving work environment.

In our assessment of Health and Safety across our organization, we've identified two primary areas for focus:

- 1. Driving Incidents and Associated Behaviour**
- 2. Incident Investigation and Root Cause Analysis**



## CASE STUDY

**In 2022, we noticed a sharp rise in the volume, frequency, and severity of vehicle incidents.**

We continue to physically drive more since COVID restrictions eased, but the **total number of incidents per 1 million kilometers travelled has doubled since 2020**. In addition, we had three major incidents in 2022 resulting in total vehicle loss. We're grateful that no major injuries were sustained, but the trend demands immediate action to ensure all workers are returning home safely each day.

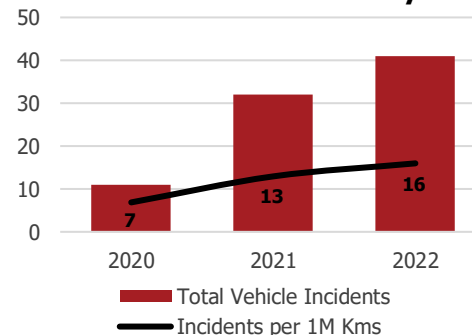
In response to these statistics, we've undertaken three key initiatives:

1. We worked with our partner Geotab to re-design our vehicle tracking and monitoring thresholds to ensure members of Senior Management are actively engaged in supporting safe driving habits.
2. We revised how we onboard, train, and mentor new employees, providing consistent coaching and mentoring of driving behaviours.
3. We implemented a policy of reporting all incidents, regardless of severity. This has increased total reported incidents compared to prior years, but also has changed our attitude towards driving that we expect will decrease the number of severe incidents.

## OUR COMMITMENTS

- Reducing the number of vehicle incidents per 1 million kms by 25%, which is lower than our 2021 overall levels.
- Redeveloping our driver training program to ensure driving behavior aligns with our overall corporate values.
- Driving less. We have seen the total kilometers driven per \$1,000 in revenue increase since 2020. In 2023, we are committed to rethinking how we deliver services to customers to reduce the amount of time we are putting our employees in harm's way.

**Vehicle Incident History**



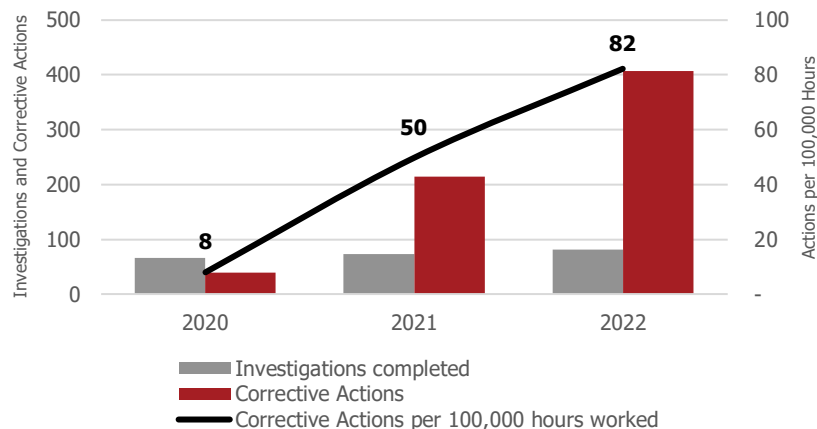
GEOTAB

# HEALTH & SAFETY

In 2020, Bravo Target engaged **Intellex** to provide a solution for tracking incident investigations, action items, and key performance indicators. Since its implementation, there has been a notable increase in the total number of investigations conducted annually across all management sectors.

We are committed to investigating all manner of incidents, regardless of whether they meet the OHS criteria for reporting, and we have seen a tenfold increase in the number of action items identified per 100,000 labour hours worked. This approach underscores our priority of identifying root causes and implementing mitigating controls to effectively address identified issues. To ensure our employees and managers are thinking critically about how to continuously improve worker safety.

**Intellex Investigations**



**In 2023 we are committed to increasing up to 90 action items per 100,000 hours worked**

# EMPLOYEE DEVELOPMENT

**At Bravo Target, we recognize that employee wellbeing and development are crucial for our continued success.**

Our focus is on attracting, retaining, and developing top talent across all levels of the organization. We are dedicated to cultivating a team that is aligned with our purpose, values, and corporate strategy.

To support our employees, we have implemented various benefits, including:

- **Education programs for staff encompassing Customer Experience, Business Development, Field Leadership Development, and Indigenous Cultural Awareness Training**
- **Career development & internal promotions**

Investing in our employees is a priority. We dedicate substantial resources to training and developing our staff, ensuring they possess the necessary capabilities.

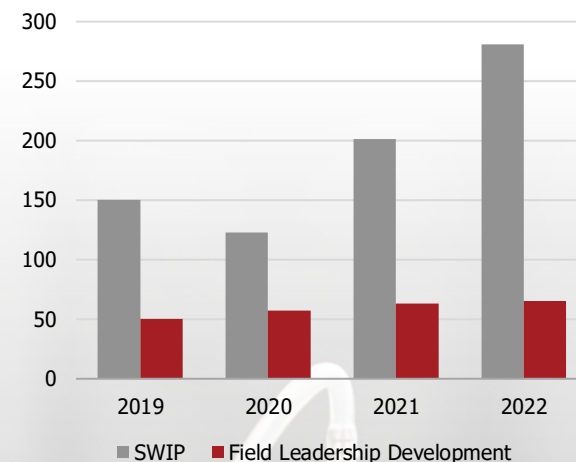
We are committed to generating job opportunities for new workers through our Safety Watch Indoctrination Program (SWIP) for basic Safety Watch competency. Additionally, we provide leadership training to our lead field staff, empowering them to provide exceptional service to our customers.

**We are committed to continuously increasing employee access to training. In 2023 we will implement Project Manager training.**

In the field, all employees maintain CSO, H2S Alive, and Standard First Aid certificates. In-house training covers WHMIS, TDG, Indigenous awareness, and workplace harassment.

Educational townhalls held on important dates such as MMIWG and National Truth and Reconciliation Day foster awareness and support for crucial causes. We also offer resources for Anti-Bullying Day, Black History month, and Ramadan. At Bravo Target, our focus remains on nurturing a skilled, motivated, diverse, and capable workforce.

**Field Employee Training**



# EMPLOYEE WELLBEING

**At Bravo Target, we place a strong emphasis on the crucial role that our employees play in driving the success of our business.**

We firmly believe that attracting, retaining, and nurturing top talent, aligned with our purpose, values, and corporate strategy, is essential for sustainable growth.

To support our valued workforce, we offer a comprehensive range of employee benefits designed to enhance their well-being and professional development. These benefits encompass packages that include features like **Maple Virtual Healthcare**, ensuring our employees have access to quality healthcare services and support when needed.

As part of our commitment to employee welfare, we have established an Employee Assistance Program (EAP) available to permanent employees.

Bravo Target matches half of the premiums, making this vital service accessible to our workforce. The EAP offers a wide range of resources, including 24/7 service centers, specialized counselors, and in-person counseling, to support the mental and emotional well-being of our employees.

**At Bravo Target, our dedicated focus on the well-being and growth of our employees reflects our commitment to creating a positive and thriving work environment, where our team can flourish both personally and professionally.**



**To understand the needs of our employees and how we can improve as an organization, we will perform an employee engagement survey in 2023**

# INDIGENOUS RELATIONS

**Bravo Target conducts extensive operations within Indigenous Traditional Territories. In 2020, we established the Progressive Indigenous Relations (PIR) Committee to promote continuous learning and knowledge sharing, emphasizing Indigenous diversity, equity, and inclusion. Our core objective is to cultivate relationships based on trust and respect with Indigenous Peoples, Communities, and businesses, with the aspiration of leading in impactful Indigenous engagement.**

Our formal Indigenous Relations Plan, devised by the PIR Committee and senior management in 2020, delineates five priorities: Relationship Building, Indigenous Talent, Knowledge Sharing, Economic Participation, and Community Investment.

This commitment led to formal partnerships with Indigenous entities, prioritizing local hiring and consultation during operations on their Traditional Lands. Over the past three years, these partnerships have contributed 25% – 30% of our total revenue, resulting in direct economic benefits exceeding \$600K for these communities.

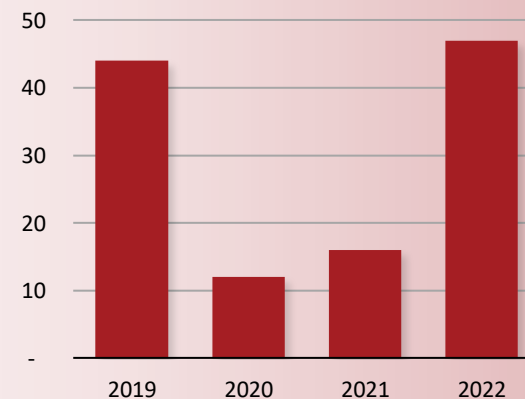
To cultivate Indigenous talent, we foster a culturally safe work environment and collaborate with Indigenous employment

partners. Through in-house training and community engagement, **our goal is to achieve over 5% Indigenous representation within our workforce.**

In collaboration with **Divergent**, a company dedicated to supporting multiple Indigenous groups, we actively recruit Indigenous individuals, assist them in fulfilling prerequisites, and provide field readiness training through our Safety Watch Indoctrination Program (SWIP). In 2022, Divergent's collaboration resulted in the qualification of 12 Indigenous individuals, reinforcing our commitment to Indigenous economic inclusion and generating employment opportunities for Indigenous communities.



**Self-Declared Indigenous Employees**



# INDIGENOUS RELATIONS

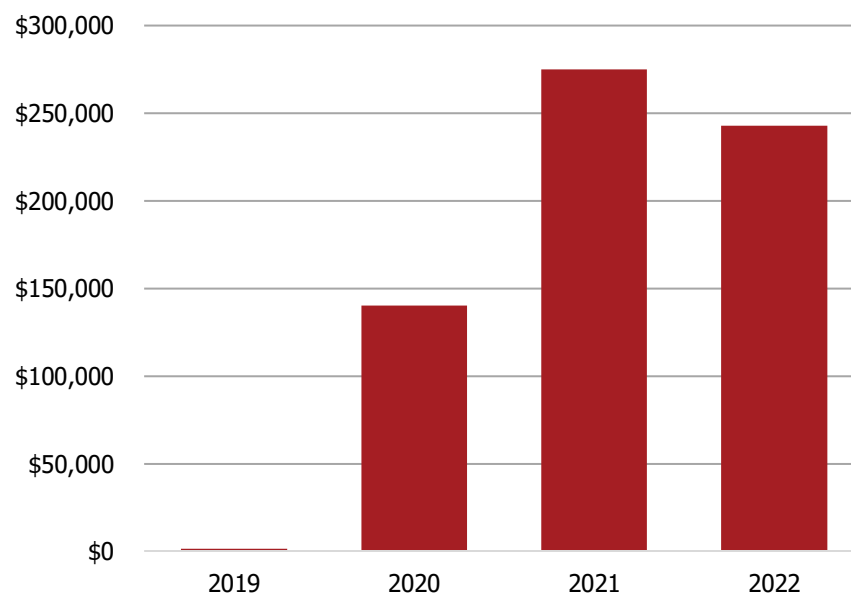
**We actively engage with the Circle For Aboriginal Relations (CFAR) and the Canadian Council for Aboriginal Business (CCAB), participating in events and maintaining connectivity with local news sources.**

Our commitment extends to engaging Indigenous vendors by seeking recommendations from partners and consulting the CCAB's Certified Aboriginal Business list.

All Bravo Target employees undergo Indigenous Awareness Training upon onboarding. Our management team participates annually in Indigenous Awareness Training and engages in significant events such as the KAIROS Blanket exercise and online courses. We acknowledge cultural observances and recognize important events, including Orange Shirt Day and the National Day of Awareness for Missing and Murdered Indigenous Women and Girls.



**Indigenous Economic Benefit**



# GOOD GOVERNANCE

At Bravo Target, we prioritize ethical and transparent business practices and are continually working to strengthen our governance model to maximize the positive social impact of our operations. As a trusted partner, we offer a range of assurances to our stakeholders. Firstly, our financial stability ensures that we can maintain a reliable and sustainable partnership. Secondly, we take data security seriously and have implemented robust IT security measures to safeguard sensitive information and protect the interests of all parties involved. Finally, ethics and integrity form the foundation of our business principles, guiding all our interactions and decision-making processes. By adhering to

these values, we strive to build enduring and mutually beneficial relationships with our stakeholders and the wider community.

Annually, we engage a reputable and independent accounting firm to perform an external audit of our financial statements, ensuring the accuracy and reliability in our financial reporting. This allows us to deliver transparent and precise financial results to our partners and stakeholders.

During an internal assessment in 2022, it came to light that we lacked policies addressing anti-bribery and corruption, and formal mechanisms for whistleblower protection to address concerns regarding

unethical behavior or business practices that deviate from our documented procedures.

**Emphasizing our dedication to continuous enhancement, we have taken the initiative to establish comprehensive anti-bribery, anti-corruption, and whistleblower protection policies in 2023.**

These policies will be implemented and upheld by all Bravo Target employees, reinforcing our commitment to ethical practices and responsible governance.

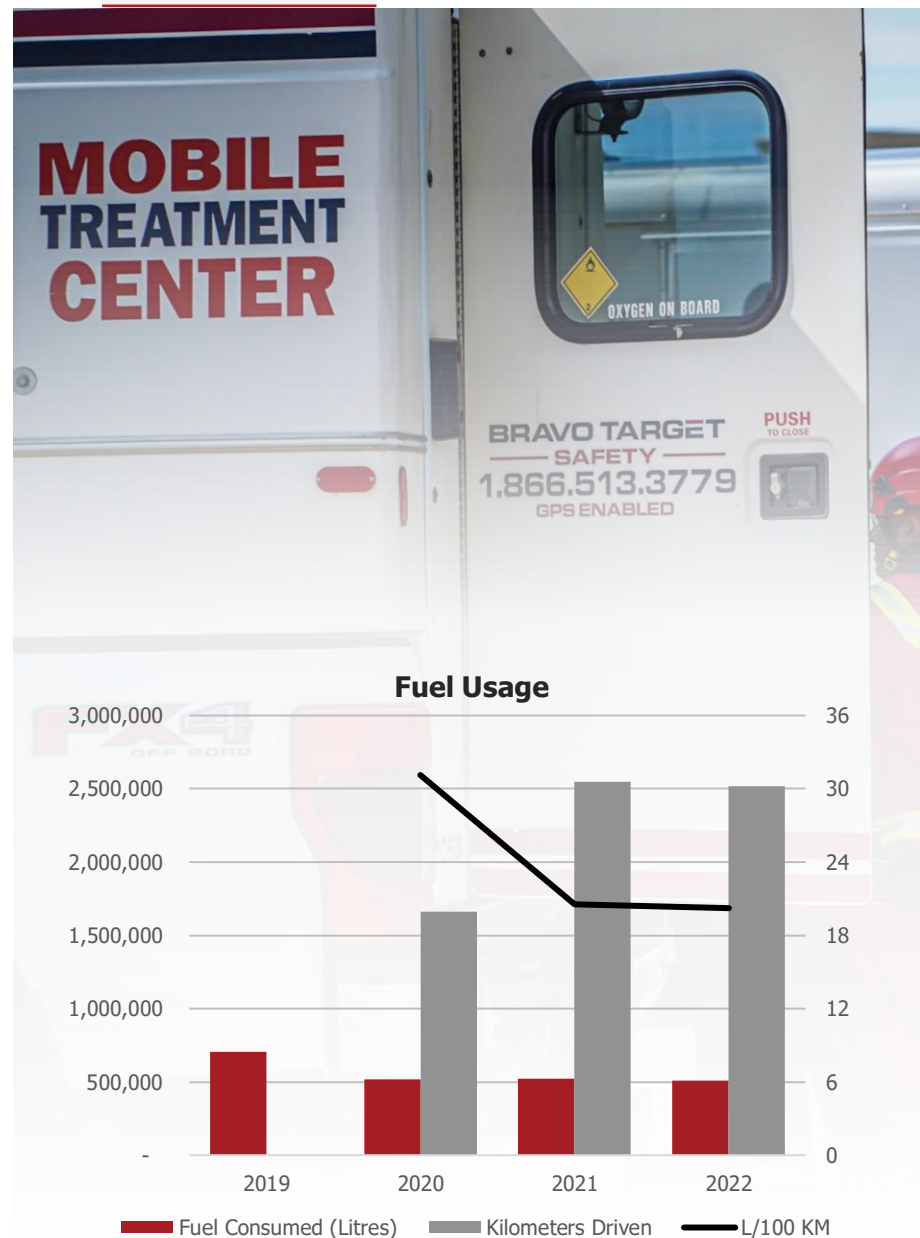
## ENERGY CONSUMPTION - Fleet

Bravo Target has always been committed to responsible energy consumption and its crucial role in managing our environmental impact. Our vehicle fleet is the primary contributor to Scope 1 emissions and we continue to look for opportunities to reduce our environmental footprint. We revised our fleet composition in 2020, incorporating newer, more fuel-efficient light-duty pickup trucks and transitioned our Medic fleet from diesel to gasoline engines.

**These efforts have yielded significant results, with our overall fuel efficiency improving from 31.1L/100km to 20.3L/100km between 2020 and 2022. Additionally, we have achieved substantial reductions in Scope 1 CO<sub>2</sub> emissions related to our fleet, with a total CO<sub>2</sub> reduction of 496 tonnes since 2019.**

In 2023, we are committed to exploring the feasibility of hybrid and electric vehicles to ensure we remain dedicated to sustainable business practices.

**We are targeting further reductions in our CO<sub>2</sub> emissions intensity for 2023 to further reduce our carbon footprint.**



## ENERGY CONSUMPTION - Buildings

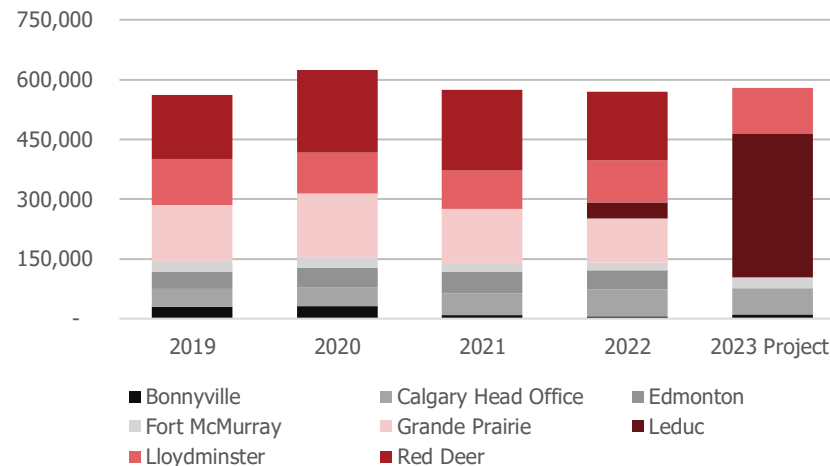
Monitoring and reducing our energy consumption has always been an important priority at Bravo Target. Electricity and heating costs are primarily influenced by the buildings we operate, and our activity levels play a limited role in these costs, with exceptions like during the COVID pandemic when employees were not utilizing the offices. The consolidation of three buildings into one in Leduc has resulted in comparable electricity/heating costs. However, we anticipate that the Leduc building's emissions may be higher than the combined emissions of Grande Prairie and Red Deer as the space is larger.

Additionally, with employees now returning to the Fort McMurray office, we expect an increase in kWh output. It is essential to note that our electricity and heating usage has been relatively suppressed due to remote work arrangements, and we project a best-case scenario of maintaining flat electricity usage year-on-year, barring any decrease in the conversion factor due to changes in grid emissions. Weather conditions also play a significant role in our heat consumption, with colder years leading to higher usage.

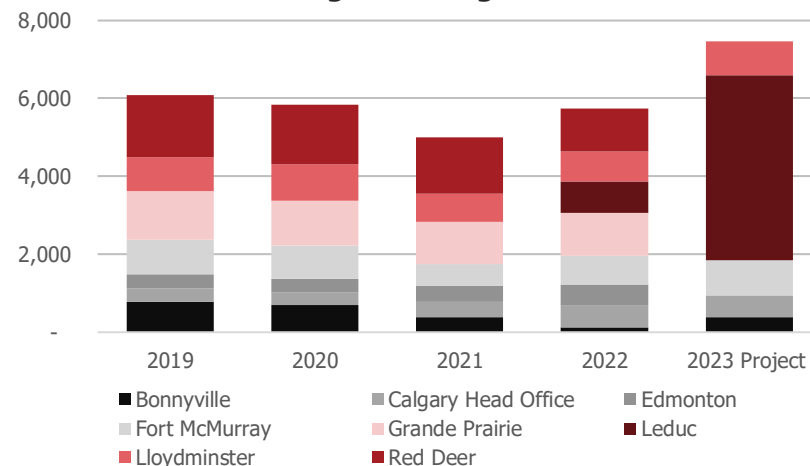


**Our goal is to reduce our energy and heat emissions by 5% in 2023 by utilizing LED lighting, using more sophisticated HVAC controls systems, and taking advantage of an overall reduction in our square footage.**

### Electricity kWh Usage - All Offices



### Heating kWh Usage - All Offices



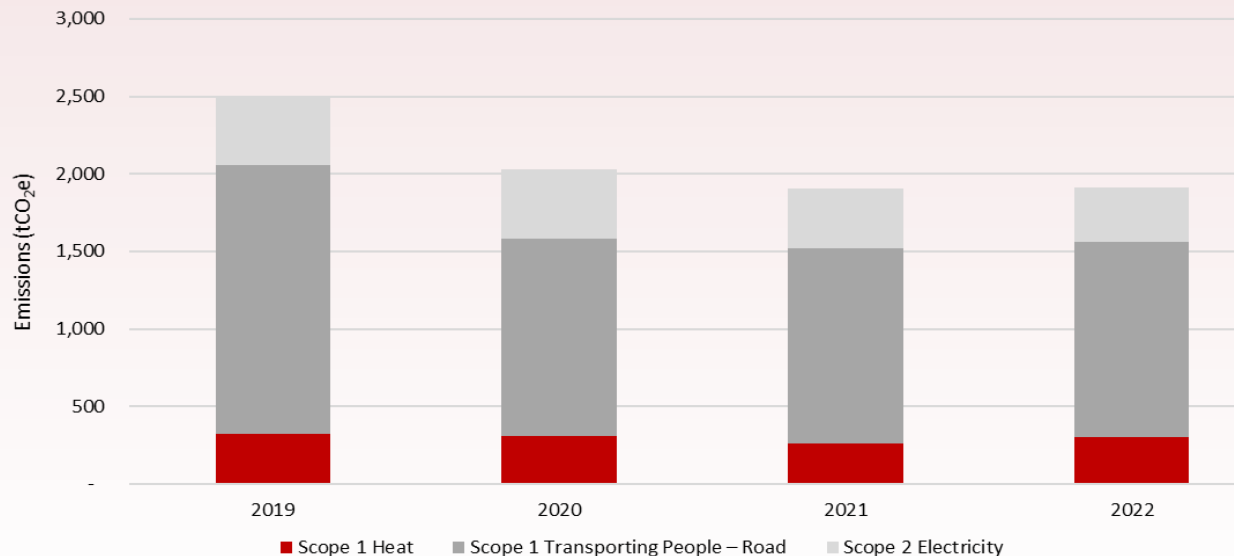
# EMISSIONS REDUCTION

**Bravo Target is committed to minimizing our environmental footprint by integrating emission conservation practices.**

**Our goal in 2022 was to set measurable emissions reduction targets and in 2023 we are committed to establishing a baseline for Scope 3 emissions.**

To quantify our emissions, we engaged with **Climate Smart** who reviewed and validated our calculations, ensuring transparency and accuracy.

We recognize that our CO<sub>2</sub> emissions are closely tied to our business activity. As part of our commitment to environmental responsibility, we have set ambitious goals for 2023. Bravo Target established baseline Scope 1 and Scope 2 emissions for 2022, with a focus on fuel for our vehicles as well as natural gas and electricity usage in our buildings.



# DATA PERFORMANCE TABLES

## HEALTH & SAFETY

TOPIC	2019	2020	2021	2022	FRAMEWORK CODE
Fatalities – Employees & Contractors	0	0	0	0	EM-SV-320a.1
Near Misses Reported (Number)	0	40	30	22	
Property Damage Incidents	-	7	7	4	
Occupational Injury/Illness	13	9	5	14	
Environmental Incidents	-	-	-	1	
Total Vehicle Incidents	-	11	32	41	
Total Kilometers Driven (in Millions)	-	1.66	2.55	2.52	
Vehicle Incidents per 1MM Kilometers	-	7	13	16	EM-SV-320a.1
Investigations Completed	-	67	74	82	
Corrective Actions	-	40	214	407	
Actions per Investigation	-	0.6	2.9	5.0	
Investigations per 100,000 Hours Worked	-	14	17	17	

# DATA PERFORMANCE TABLES

## EMPLOYEE DEVELOPMENT

TOPIC	2019	2020	2021	2022	FRAMEWORK CODE
Total Employees Trained SWIP	150	123	201	281	
Field Leadership Development Training	50	57	63	65	

## INDIGENOUS RELATIONS

TOPIC	2019	2020	2021	2022	FRAMEWORK CODE
Number of self-declared Indigenous employees	44	12	16	47	
% of workforce self-declared Indigenous	5%	2%	3%	8%	
% of revenue through Indigenous partnerships	0%	1%	29%	24%	
Indigenous economic benefit	\$2,000	\$160,000	\$275,000	\$243,000	

# DATA PERFORMANCE TABLES

## GOOD GOVERNANCE

TOPIC	2022	FRAMEWORK CODE
Total number of confirmed incidents of corruption	0	GRI-205-3
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	
Total number of confirmed incidents in which Contracts with business partners were terminated or not renewed due to violations related to corruption	0	
Number of public legal cases regarding corruption brought against the Company or its employees	0	
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the Company has been identified as a participant	0	GRI-206-1
Number of complaints related to breaches of customer privacy that the Company has received from outside parties and verified by the organization	0	GRI-418-1
Number of complaints related to breaches of customer privacy that the Company has received from regulatory bodies	0	
Total monetary value of significant fines for non-compliance with environmental laws and/or regulations	\$0	GRI-307-1
Total number of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	

# DATA PERFORMANCE TABLES

## ENERGY CONSUMPTION & EMISSIONS

TOPIC	2019	2020	2021	2022	FRAMEWORK CODE
Emissions Scope 1 Heat (tCO <sub>2</sub> e)	320	307	260	304	GRI-305-1 TCFD Metrics & Targets B
Emissions Scope 1 Transporting People – Road (tCO <sub>2</sub> e)	1,740	1,278	1,260	1,257	
<b>Total Scope 1 (tCO<sub>2</sub>e)</b>	<b>2,060</b>	<b>1,585</b>	<b>1,550</b>	<b>1,561</b>	
Emissions Scope 2 Electricity (tCO <sub>2</sub> e)	441	446	383	353	GRI-302-1
Fuel Consumption Truck & Trailer Fleet (Liters)	705,091	517,953	522,659	509,566	
Kilometers Driven	-	1,663,541	2,545,675	2,516,139	
L/100 KM	-	31.1	20.5	20.3	GRI-302-1
Electricity consumption (kWh)	562,417	624,386	574,516	570,066	
Heating consumption (GJ)	6,086	5,844	4,998	5,732	

TOPIC	
<b>Water &amp; Wastewater Management</b>	Bravo Target does not use a significant amount of water in our business; therefore it has not been determined to be a material topic worth tracking
<b>Waste &amp; Hazardous Materials Management</b>	Bravo Target is not a manufacturing organization with material amounts of waste. Our overall waste footprint is low in the context of material impact to our business and stakeholders
<b>Ecological Impacts</b>	Bravo Target does not have any significant ecological impacts



**Bravo Target Safety's ESG report underscores our resolute adherence to the fundamental principles of health, safety, and sustainability.**

# ADVISORIES

This report contains future-oriented financial information and financial outlook information (collectively, "FOFI") about Bravo Target's prospective revenue and EBITDA, each of which are subject to the same assumptions, risk factors, limitations and qualifications as set forth in the above paragraphs. FOFI contained in this report was approved by management as of the date of this report and was provided for the purpose of providing further information about Bravo Target's anticipated future business operations.

Bravo Target disclaims any intention or obligation to update or revise any FOFI contained in this report, whether as a result of new information, future events or otherwise, unless required pursuant to applicable law. Readers are cautioned that the FOFI contained in this report should not be used for purposes other than for which it is disclosed herein.

Although Bravo Target believes that the expectations and assumptions on which the forward-looking statements are based are reasonable, undue reliance should not be placed on the forward-looking statements because Bravo Target can give no assurance that they will prove to be correct. Since forward-looking statements address future events and conditions, by their very nature they involve inherent risks and uncertainties. Actual results could differ materially from those currently anticipated due to a number of factors and risks. These risks and uncertainties include, but are not

limited to: risks associated with the oil and gas water management industry in general (e.g., operational risks in development, exploration and production of oil and gas; delays or changes in plans with respect to exploration or development projects or capital expenditures in the oil and gas industry; the uncertainty of estimates and projections relating to revenue, costs and expenses; and health, safety, environmental and regulatory risks), commodity prices and exchange rate fluctuations, changes in legislation affecting the oil and gas industry, failure of counter-parties to perform contractual obligations; reliance on relationships with customers and failure to maintain strategic business relationships; and uncertainties resulting from potential delays or changes in plans with respect to capital expenditures; litigation risks; and the spread of the COVID-19 virus and the impact on Bravo Target's business and the demand for Bravo Target's services, global supply chains and economic activity in general.

Forward-looking information is based on current expectations, estimates and projections that involve a number of risks and uncertainties which could cause actual results to differ materially from those anticipated by the proposed management and described in the forward-looking information. The forward-looking information contained in this report is made as of the date hereof and the proposed

management undertakes no obligation to update publicly or revise any forward-looking information, whether as a result of new information, future events or otherwise, unless required by applicable securities laws. The forward-looking information contained in this report is expressly qualified by this cautionary statement.

# ADVISORIES

We have taken care to ensure the information in this report is accurate. However, the data presented in this report includes aspirational goals, approximations, and estimates, which will differ from actual results, and is for informational purposes only. We disclaim any liability whatsoever for errors or omissions. Some of the information in this report may have been disclosed previously in other Bravo Target disclosure, and such disclosure is not intended in any way to be qualified, amended, modified or supplemented by information herein.

Material may be used within this report to describe issues for voluntary sustainability reporting that are considered to have the potential to significantly affect sustainability performance in our view and may be important in the eyes of internal or external stakeholders. However, material for the purposes of this report should not be read as equating to any use of the word in other public reporting or filings. This report does not provide investment advice, and readers are responsible for making their own financial and investment decisions.

There is no single standard system that applies across companies for compiling and calculating the quantity of GHG emissions and other sustainability metrics attributable to our operation. Accordingly, such information may not be comparable with similar information reported by other companies. Our GHG emissions are derived from public and regulator reported data generated from a combination of measured volumes and advanced engineering estimates that may be different from those applicable to the financial information used in our consolidated financial statements and are, in particular, subject to less sophisticated internal documentation as well as preparation and review requirements, including the general internal control environment. We may change our policies for calculating these GHG emissions and other sustainability metrics in the future without prior notice.

This report contains certain forward-looking information related to future, not past events, and circumstances – including those which may relate to our strategies, focus, goals, ambitions, aims, targets, plans, objectives, operations, results and financial performance. The use of any of the words "will", "may", "anticipate", "expect", "objective", "believe", "plans", "intends", "potential", "continue", and similar expressions are intended to identify those forward-looking statements. Forward-looking statements involve risk and uncertainty because they relate to events and depend on circumstances that will or may occur in the future and are outside of our control. These statements are only predictions. Actual results or outcomes may differ from those expressed in such statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievement since such expectations are inherently subject to significant business, economic, competitive, political and social uncertainties and contingencies. Many factors could cause our actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on our behalf, in this report. More particularly and without limitation, this report contains forward-looking information and statements about: our goals, strategy, plans and focus; our ESG practices, initiatives, plans, goals and reporting and the impact and timings thereof; our ongoing post-pandemic plan in response to COVID-19; our goal to assign financial and qualitative values to risks and opportunities; the development of business systems and processes to provide prospective data and better inform decision making; Bravo Target's ESG commitments and goals relating thereto including with respect to: prioritizing health and safety, including the continued implementation of our comprehensive health and safety management system; supporting our people through ongoing training and educational opportunities; creating an environment of accountability with respect to diversity, inclusion and

equality; providing meaningful financial support to local communities; reducing GHG and CO2 emissions, lowering GHG emission intensity and reinvesting carbon offset revenues into clean technology development; and ethical governance and transparency. Forward-looking information is based on a number of factors and assumptions which have been used to develop such information, but which may prove to be incorrect. In addition to other factors and assumptions which may be identified in this report, assumptions have been made regarding and are implicit in, among other things, our ability to implement and the success of our ESG practices, initiatives and plans, the timings thereof and impact on Bravo Target achieving its goals relating thereto including with respect to: prioritizing health and safety, including the continued implementation of our comprehensive health and safety management system; executing our pandemic preparedness plan in response to COVID-19; supporting our people through ongoing training and educational opportunities; creating an environment of accountability with respect to diversity, inclusion and equality; providing meaningful financial support to local communities; reducing GHG and CO2 emissions, lowering GHG emission intensity and reinvesting carbon offset revenues into clean technology development.

Readers are cautioned that the foregoing list is not exhaustive of all factors and assumptions which have been used.

# BRAVO TARGET — SAFETY —

Servicing All of Western Canada from  
our **five strategic locations**

## **CALGARY** (Corporate Office)

Suite 3210, 715 – 5<sup>th</sup> Ave SW  
Calgary, AB T2P 2X6

## **LEDUC**

3901 84 Avenue  
Leduc, AB T9E 8M5

## **FORT MCMURRAY**

Unit 6F, 380 MacKenzie Blvd.  
Fort McMurray, AB T9H 4C4

## **LLOYDMINSTER**

5531 70 Avenue  
Lloydminster, AB T9V 3N6

## **BONNYVILLE**

Suite 112, 5005 55 Avenue  
Bonnyville, AB T9N 0A7

**[www.bravotarget.ca](http://www.bravotarget.ca)**

**☎ 1 866-513-3779**

