

2024 SUSTAINABILITY REPORT

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Leadership Message

We are proud of the impact Quinn+Partners has made during its first 10 years.



Quinn+Partners (Q+P) was founded in 2013 out of a passion for building better, more sustainable organizations. Over the past decade, we have helped companies and investors embrace sustainability and excel in a changing world by driving transformative change. There are two pivotal groups that have made our success and accomplishments possible: our exceptional team and our remarkable clients. Many of our team members have not only grown their careers at Q+P but also mentor and inspire new colleagues. We recognize that nurturing our team and alumni - the next generation of leaders - is among our firm's most significant contributions. Similarly, our clients, distinguished leaders in their fields, have paved the way through their own vision of sustainable, future-oriented business.

In this report, we are delighted to share how Q+P strives to create positive impact through our team, company operations and client work. In FY2024, our accomplishments included:

Our Team

- + Achieved Great Place to Work® Certification for the third year in a row
- + Introduced an Inclusive Holiday Policy
- + Dedicated 1,800 hours to team training

Our Company

- + Moved to a BOMA BEST® certified office

- + Delivered \$23,800 worth of pro-bono work
- + Maintained carbon neutral status

Our Work

- + Published "[Scaling Impact Investing in Canada By Mobilizing Asset Owners](#)" report
- + Supported Climate Engagement Canada (CEC) in the release of its inaugural [Net-Zero Benchmark](#)

Looking forward to the next 10 years, we are more committed than ever to working together as a team to help our clients build better businesses and play an active role in the transition to a just, low-carbon economy. We are honored to support leaders, both within our team and among our clients, who are committed to making a positive impact. With the imperative to address ESG challenges growing more pressing by the day, it is only through increased collaboration, engagement and ambitious leadership that we can drive change for a better future together.

Thank you for being part of our journey and sharing our commitment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Francisca Quinn'.

Francisca Quinn
President and Co-Founder

A handwritten signature in black ink, appearing to read 'Tony Pringle'.

Tony Pringle
CEO and Co-Founder

Top 10 2024 Highlights

10 yrs

Celebrated our 10-year anniversary!

94%

employee satisfaction score

26%

employees promoted

3

Canada’s Top Growing Company
3 years in a row

92%

employee retention rate

31%

team growth

135.2

B Corporation score

81%

client repurchase rate

USD 2.5 tn

global client portfolio on 3
continents

1,800 hrs

hours dedicated to team training



About Q+P

Quinn+Partners is a leading management consultancy specializing in corporate sustainability, sustainable finance, climate change and responsible investment advisory services. Headquartered in Toronto, we are a female-founded and employee-owned corporation, with regional offices in Vancouver and Montreal.

Our vision is to be our clients’ trusted advisor in all matters relating to sustainability and ESG.

Our mission is to advance sustainability integration in business and capital markets.

We believe that integrating sustainability enhances reputation, manages risks, realizes efficiencies, drives innovation, and contributes to more resilient, future-oriented businesses. Sustainability is a catalyst for positive change that creates shareholder value every step of the way.

Our Values

Client First

Excellent client work builds our brand, makes our firm an interesting place to work and sustains our business.

Team Player

We always work as a team – within the company and with our clients – and we help each other succeed.

Healthy Habits

We consider the well-being of our employees, our environment and our local community. We make healthy lifestyle choices and are engaged in the office and community.

Intellectual Curiosity

We never stop acquiring new knowledge, learning from our successes and disappointments, and sharing insights with each other.

Integrity

We always act ethically, respect confidentiality and are accountable for what we do.

Responsibility

We strive for continuous improvement for ourselves and our clients. We believe everyone must be a change agent.



Q+P defining high performance culture.

Our Services

We work with public and private companies and institutional investors to embed sustainability practices into their businesses and navigate the transition to an inclusive, low-carbon economy.

Corporate Services

Q+P Sustainability

Q+P Climate

Investor Services

Q+P ESG

Q+P Climate

Q+P Impact

Certified



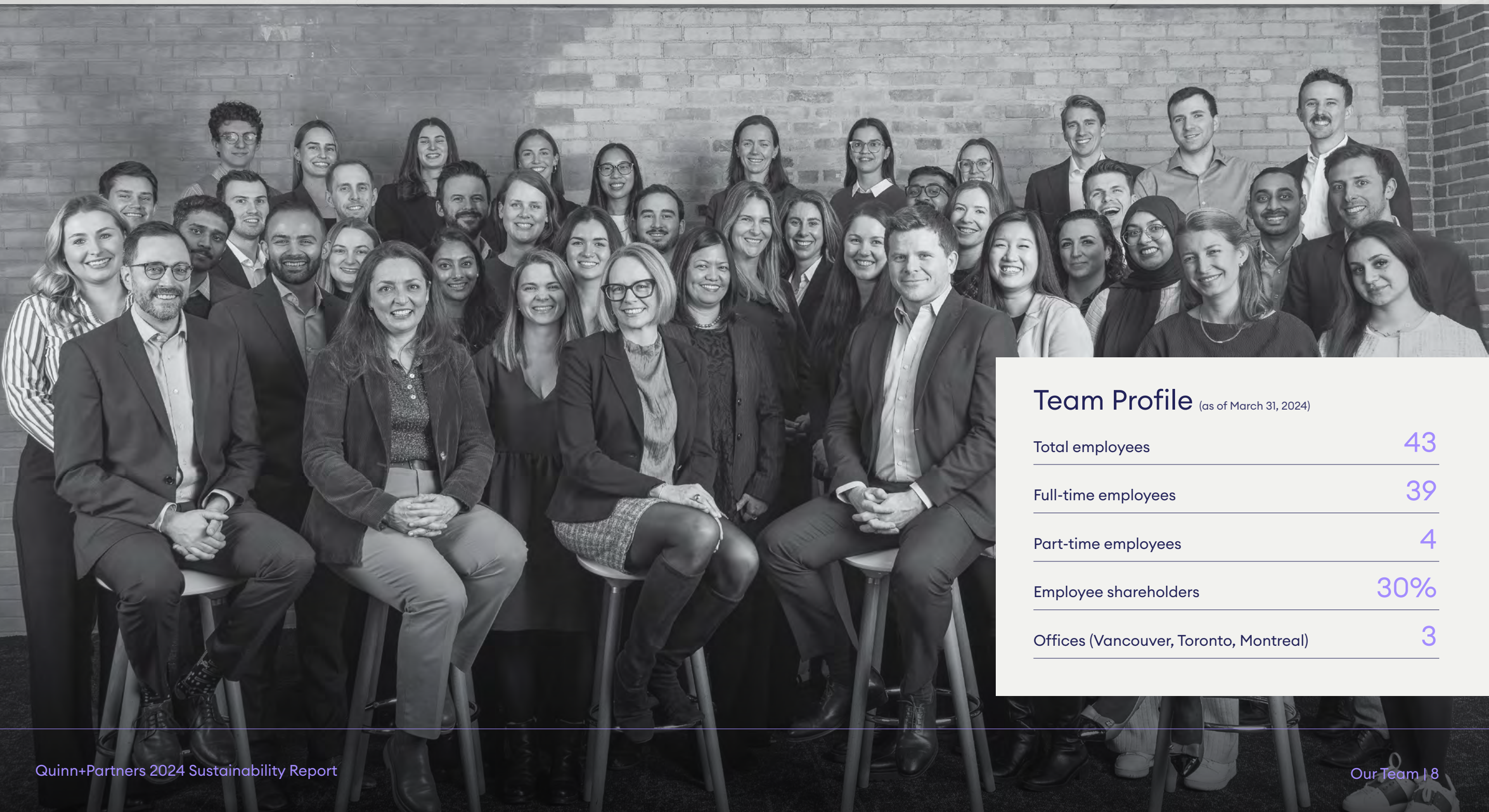
Corporation



More information on our portfolio of services [here](#).

Our Team

Our people are our greatest strength and differentiator. We aspire to create meaningful jobs and support the next generation of sustainability leaders. We believe our team and alumni are the change makers who will lead us to a more sustainable and inclusive future.



Team Profile (as of March 31, 2024)

Total employees	43
Full-time employees	39
Part-time employees	4
Employee shareholders	30%
Offices (Vancouver, Toronto, Montreal)	3

Career Journeys at Q+P

Why did you choose to join Q+P?

While I was finishing my master's degree in civil engineering, I reached out to many professionals working in the sustainability and climate space to better understand their role and how it might align with my interests. It wasn't until I spoke with a Managing Director at Quinn+Partners that I realized I had found the right fit for me. We had a great conversation about Q+P and the positive impact their work had on the companies and investors they work with. I wanted to be a part of an organization that allowed me to make a more significant impact and meaningful change on the world through diverse sustainability initiatives.

What is your favourite thing about working at Q+P?

I enjoy working in an environment where I collaborate with a team of sincere, intelligent,

and passionate individuals who share my commitment to driving positive change. Also, having the opportunity to work with a diverse portfolio of projects not only keeps my work engaging but also allows me to explore and grow personally within my role.

What do you think has attributed to your success at Q+P?

"Striving for excellence" is something that my dad would always say to me growing up and it's stuck with me ever since. Consistently aiming to achieve the highest standards of performance in everything I do has allowed me to succeed and grow in a firm that prides itself on high-performance culture. As a team, we seek and give constructive feedback to foster mutual growth, we take ownership and leadership in our own work, and we support each other to deliver the highest quality work for our clients.

How has your role evolved at Q+P? What are you looking forward to?

I started as a Senior Analyst 3.5 years ago. As I was learning the ropes, my responsibilities involved a lot of research, analysis and drafting of deliverables. During my first year, I was able to learn a lot through feedback from my Managers and started to feel more confident in my role and abilities. As I became more experienced and familiar with our processes and tools, I started taking more ownership and initiative in project tasks, client relationships and deliverables. This allowed me to take work off my Managers and help guide newer team members through our processes and tools. As I continue to grow my tenure at Q+P, I look forward to coaching more team members, building new relationships with clients, and leading new innovative mandates.



Savannah Sarosiak-Larter - Manager at Q+P

Q+P Roles

- Analyst
- Senior Analyst
- Consultant
- Manager
- Senior Manager
- Director
- Managing Director

Q+P on Campus

We participate in academic initiatives to share our knowledge, inspire emerging talent to join our ranks and build meaningful careers with us. Campus engagement also allows us to introduce ESG-related topics to other future leaders as they graduate into the workforce.



Rosalie Vendette (right) at EMBA McGill-HEC Montreal

Our Academic Leadership

- + Rosalie Vendette, Director, was invited to give a guest lecture on sustainable finance for the fourth year at EMBA McGill-HEC Montreal.
- + In FY2024, Quinn+Partners partnered with Queen's University to develop a Queen's Venture Creation, Experiential Learning and Net-Zero Training (QVENT) course project (COMM 401 – Strategy Report Project) to prepare undergraduate students as responsible leaders equipped with the skills, knowledge and networks to meaningfully tackle challenges related to Canada's transition towards a net-zero economy.
- + Quinn+Partners co-organized a case competition with Rotman Net Impact at University of Toronto. The event took students on a journey into the world of ESG within the context of an electronics manufacturing services (EMS) company, where they can showcase their talent, innovation and dedication, coming together to tackle real-world challenges in the ever-evolving ESG landscape.
- + We also participated with York University in Schulich Consulting Club (SCC) "Elevate" Mentorship Program, where our team members shared their journey in sustainability, consulting and at Q+P.

Team Development

We aim to develop the next generation of ESG leaders by prioritizing the growth and well-being of our team members, actively cultivating their professional development, offering enriching career pathways and fostering a positive workplace culture. Doing so enables us to foster a close-knit culture where everyone can thrive.

Many of our team members pursue certifications or advanced education, taking full advantage of Q+P’s professional development benefits. We also facilitate internal training sessions aimed at reinforcing top-tier consulting practices, mastering ESG subject-matter and showcasing our project work across the team.

Lastly, we celebrate our successes both internally—through commendations and discretionary bonuses—and externally—through LinkedIn posts and publications.

Hours dedicated to team training	1,800
Total spend on training courses	\$58,000
Number of conferences attended	12
Professional Development Allowance	\$1,500
Promotions	26%
New hires	10



Employee Wellbeing

We want to ensure everyone brings their best self to work and we are dedicated to supporting the team to develop healthy habits. In FY2024, we launched initiatives such as bi-weekly meditation sessions, flexible work arrangements, Friday team lunches and an Inclusive Holiday Policy. To address feedback from our team survey, we also formalized approaches to accommodate transitions between full-time and part-time employment, sabbatical leave, and seamless office transfers for those who wish to relocate to a different province where we have a presence. In the upcoming fiscal year, we will be piloting summer compressed work weeks.

“Having the ability to spend a few weeks working in other offices across the country is such a great perk!”

– Jeff Clumpus, Consultant



Committees

At Q+P, we also have internal committees to foster a supportive workplace and help Q+P address broader societal responsibilities.

EDI Committee

The Equity, Diversity, and Inclusion (EDI) Committee supports Q+P to advance our practices in alignment with the company’s [EDI Policy](#). It’s chaired by a Leadership Team member and is comprised of up to six team members.

Social Committee

The Social Committee is tasked with organizing company events that allow Q+P employees to engage with one another in non-work-related settings and contribute to Q+P’s culture.

Community Committee

The Community Committee formalizes Q+Ps’ approach to volunteering and charitable giving, including including painting rooms at the YWCA on Elm Street in Toronto and the WWF and the WWF (World Wildlife Fund) CN Tower Climb.

Q+P Social Committee



Q+P Community Committee



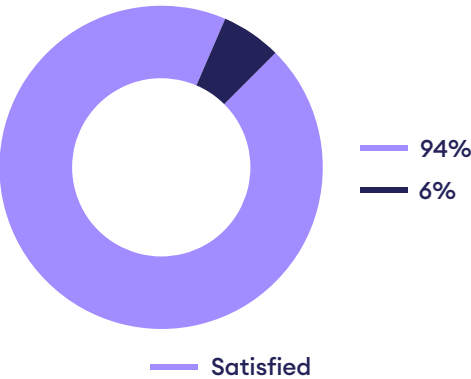
Q+P EDI Committee



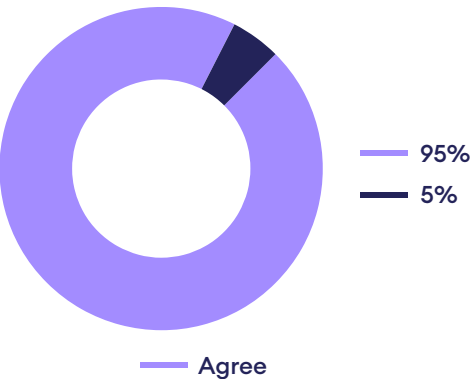
Employee Engagement

At Quinn+Partners, our team members are our greatest assets. We are dedicated to cultivating an environment where team members feel fulfilled with their work.

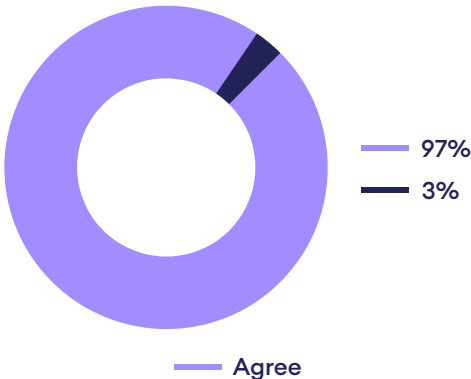
Overall employee satisfaction score



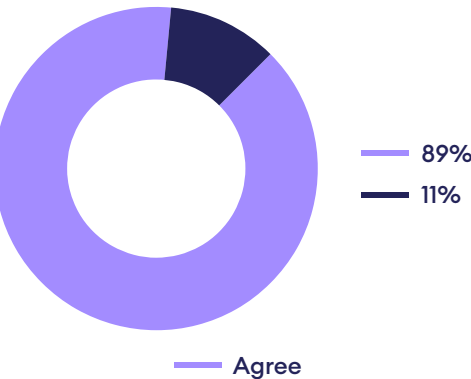
% would recommend Q+P to a friend as a place to work



% feels leadership genuinely seeks and responds to suggestions



% feels like they do something they love everyday



“We believe that high-performing teams are bonded and cherish each other inside and outside of the office. We reinforce cultural norms that emphasize the value of strong relationships and create opportunities to forge and nurture connections through regular events.”

– Dan Pass, Chair of Q+P Social Committee



Brie Morrison - Q+P Alumna

Feature

Q+P Alumni Story

The meaningful connections we cultivate help us build strong relationships with our alumni, who continue to embody Q+P’s mission of making a positive impact through their other careers.

What were you most proud of when working at Q+P?

I took immense pride in Q+P’s EDI Committee. During my time there, I had the privilege of being part of the EDI Committee and enacting Q+P’s dedication to fostering a safe, inclusive and supportive workplace. The Leadership Team’s active engagement and openness to suggestions helped create a culture where advancing our EDI goals is a shared responsibility among all team members.

Can you briefly describe your current role?

I’m working as a Climate Solutions Director of Financial Services at a carbon accounting and management software company. My role revolves around strategy, product development and partnerships.

What skills or knowledge that you gained at Q+P have been valuable in your career?

While at Q+P, I learned what it meant to be a high-performing professional. Q+P’s quality standards and the experience of the Leadership Team were very formative in my professional development, helping me hone the skills required to thrive on a high-performing team. Q+P’s commitment to excellence is something I try to emulate in my day-to-day.

Equity, Diversity and Inclusion

Diverse backgrounds, experiences, perspectives and voices enhance our ability to learn, grow and innovate. Together, they help us deliver richer and more relevant client advice.

We embarked on a journey to formalize how we intentionally integrate equity, diversity and inclusion (EDI) into our culture, advice and operations. Authentically prioritizing EDI comes from our Leadership Team, but our team shares collective responsibility for our progress.

Select FY2024 EDI initiatives included:

- + Dedicating over 400 hours and over \$11,000 to advance EDI initiatives
- + Introduced an Inclusive Holiday Policy
- + Delivered a team-wide lunch n' learn on Just Transitions to a net-zero economy
- + Integrated EDI into service delivery on select projects

Key elements of our EDI activities include:

- + Our EDI Policy outlines our beliefs and guides our actions to address systemic inequalities, unconscious biases and discrimination in our company, work, partnerships and community
- + Our EDI Committee supports Quinn+Partners to advance EDI in alignment with the company's Policy including defining and executing annual action plans, building capacity and awareness, and measuring and reporting on progress
- + Our EDI Commitment is embedded in our corporate strategy, reflected in our company values and tracked in our EDI scorecard to keep ourselves accountable





Community Involvement

We are dedicated to creating positive change both inside and outside of our company. Our Community Committee plans employee engagement and community service activities that align with our mission of enhancing environmental and social outcomes. Our company matches employee donations, as codified in our Donation Matching Policy. We also provide one paid day per year for each employee to support an organization whose purpose they are passionate about.

In FY2024, we led the following community initiatives:

- + Donated over \$13,000 to charities
- + Participated in WWF CN Tower Climb for Nature and raised over \$5,000
- + Volunteered 36 hours at the YWCA's Elm Street to paint apartments for new residents and raised \$3,000
- + Matched 100% of employee donations for humanitarian aid during Israel – Gaza conflict for a total of \$3,440
- + Raised \$30,748 for Ride to Conquer Cancer

Pay Equity Data Disclosure

As a female-founded company, we are proud that 60% of our Leadership Team members are women and that our powerhouse team is also stacked with bright, talented, ambitious women. We want everyone who identifies as a woman considering a career with Q+P to be assured of our commitment to equitable treatment and non-discrimination, and the data is there to prove it.

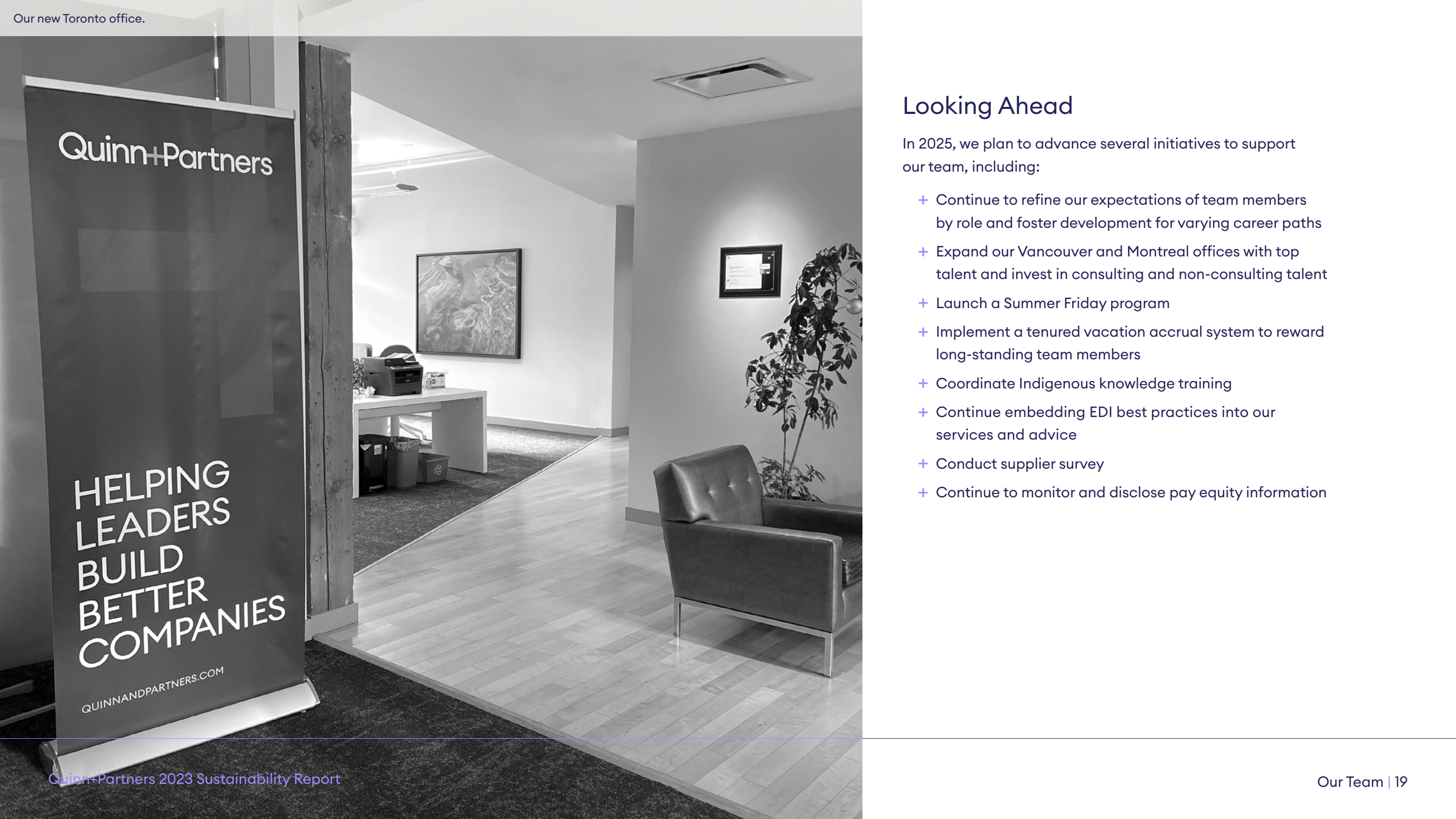
Role	(Women:Men)
Analyst	1.00:N/A
Senior Analyst	1.00:N/A
Consultant	1.01*:1.00
Manager	1.00:1.00
Senior Manager	0.99*:1.00
Director	1.17:1.00
Leadership Team	1.05:1.00

*Minor variations can be attributed to the lack of normalization for tenure and mid-year promotions

¹ Gender Pay Gap in Canada | Canadian Women’s Foundation

Behind the numbers lies a company dedicated to continuous improvement, proud to do things differently and fortified by a network of allies across all company levels and genders, united by our mission.





Our new Toronto office.

Looking Ahead

In 2025, we plan to advance several initiatives to support our team, including:

- + Continue to refine our expectations of team members by role and foster development for varying career paths
- + Expand our Vancouver and Montreal offices with top talent and invest in consulting and non-consulting talent
- + Launch a Summer Friday program
- + Implement a tenured vacation accrual system to reward long-standing team members
- + Coordinate Indigenous knowledge training
- + Continue embedding EDI best practices into our services and advice
- + Conduct supplier survey
- + Continue to monitor and disclose pay equity information

Our Company

We strive to manage Quinn+Partners expertly and lead by example by driving sustainability across the business. This means implementing leading ESG practices into our operations and pursuing third-party certifications.

Good Governance

Leadership Team

Our Leadership Team is responsible for firm strategy and management. In FY2024, Q+P made significant progress on our three-year strategy. The creation of our career pathways and coaching program were major initiatives that contribute to our unparalleled focus on team and culture. To ensure we consistently deliver exceptional service that meet our clients’ evolving needs and stay current with industry standards, we have established dedicated practice areas. In these practice areas, we incubate and launch new services that contributed

to flagship projects, helping us advance industry practices. We also continued to enhance our internal processes and tools, such as our Project Management Toolkit, empowering our team to scope excellent work.

As we aspire to build the next generation of leaders, we encourage our employees to have great character and expect all team members to act ethically, respect confidentiality and be accountable for what we do.



Francisca Quinn
President and Founder



Tony Pringle
CEO and Co-Founder



Emily Partington
Managing Director



Luke Westfall
Managing Director



Rosalie Vendette
Director

Employee Shareholders

At the end of FY2024, we had 13 employee shareholders, which made up of 30% of the organization. Shareholders review our accountant-reviewed financial statements and participate in our Annual General Meeting.

Recognition

Quinn+Partners is proud to be a certified B Corporation® since 2014. As per our most recent recertification, our score is 135.2, placing us among the highest scoring B Corps globally.

We are thrilled to be recognized as a certified Great Place to Work™ in both Canada, Ontario and among women-led workplaces.

- + 2023 Best Workplaces™ in Canada – Employees (ranked 45th)
- + 2023 Best Workplaces™ Managed by Women
- + 2023 Best Workplaces™ in Professional Services
- + 2022 Best Workplaces™ in Ontario

Quinn+Partners is proud to be recognized as one of Canada's Top Fastest Growing Companies for three years in a row.

Quinn+Partners' Founder and President, Francisca Quinn, was the Finalist for the RBC Canadian Women Entrepreneur Awards, which celebrates the achievements of Canada's most successful and inspiring women business owners.



RBC Canadian Women
Entrepreneur Awards
Presented by:
**WOMEN OF
INFLUENCE+**



Data Security

Data protection and cybersecurity are of the utmost importance to our firm. We use Microsoft cloud-based servers that provide security, business continuity and resilience features. In addition, we implement practices, such as two-factor authentication to protect our data. To enable us to stay up to date with ever-evolving standards and expectations, we use an external IT service provider. They provide additional layers of security and protection as part of their services.

IT protection requirements are laid out in the Employee Responsibilities section of our Employee Handbook. Our IT services partner provides cybersecurity awareness training and monitors our hardware and cloud services for external threats.

Management Policies

Our policies, procedures and employee programs aim to promote best practices and encourage sustainable choices within and outside our company. They are outlined in our Employee Handbook, which all employees review and sign-off on annually. Example policies and employee programs include our Standards of Conduct,

Elevate You Leave, Volunteering Policy, Guiding Principles for Charitable Support and Sustainable Procurement Policy. These are supplemented by processes and tools such as our ESG and EDI vendor questionnaires.

Sustainable Procurement

In FY2023, we launched our Sustainable Procurement Policy to improve sustainability practices in our supply chain and align spending with our corporate values. Thereafter, we shared our policy with our most significant supply chain partners and surveyed them to assess their ESG and EDI practices. Our team members lead by example by practicing environmentally conscious choices, nearly all employees commuting to work by public transit, bike, or on foot.

Looking Ahead

In 2025, we plan to undertake several actions to improve our ESG practices:

- + Establish scholarship and education opportunities for Indigenous youth
- + Continue to encourage and strengthen healthy practices with team members

Weekly lunches at the Toronto office are catered by a local, female-owned caterer



Environmental Management

Quinn+Partners is dedicated to reducing our environmental impact across our operations. Each year, we measure our environmental performance to assess year-over-year trends and identify opportunities to improve. We separate collection for organics and recycling streams at all our offices and at our Toronto office we also collect e-waste and mixed office stationery, which is recycled through Terracycle.

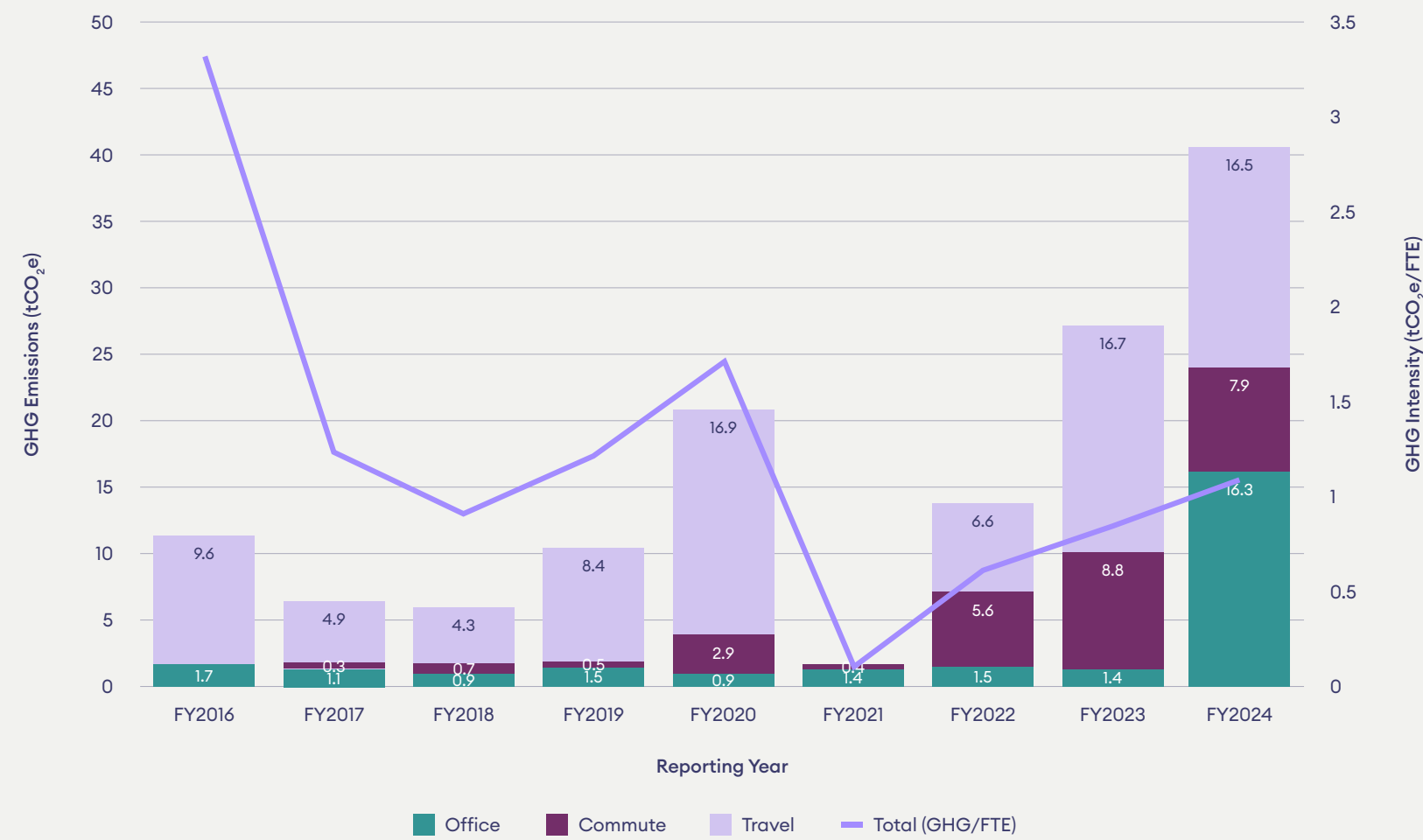
Since FY2020, we have achieved carbon neutrality and supported climate projects by purchasing offsets to compensate for the GHG emissions from our office, travel and commuting.

Energy and Greenhouse Gas Emissions

Our GHG emissions increased from 26.9 tCO₂e to 40.7 tCO₂e primarily due to our relocation into a new head office which is over twice as large as our previous office and uses natural gas for heating.

For more information on our environmental footprint, please see the data tables in the appendix.

Total GHG Emissions and GHG Intensity



Feature

Welcome to our new Toronto Office

Last year, our lease came up for renewal and we decided to relocate our largest office in Toronto. We chose our new office location with careful consideration for sustainability, wellness and accessibility factors that align with our values and commitment to walking the talk. Situated along a bike lane and near a bike share station and subway, our office encourages eco-friendly commuting options. The building is BOMA BEST® certified, meeting rigorous standards for environmental sustainability and management practices. We also adopted a green lease clause in which our landlord agreed to share energy and sub-metered electricity data with us, and where they fitted-out our office suite with environmental considerations for materials selections. Our commitment to reducing our footprints extends to waste diversion practices for organics and electronics, second-hand furniture, phone booths and meeting rooms to reduce business travel. All meeting rooms are named after distinguished women who have made substantial contributions to environmental activism and sustainability like Autumn Peltier and Jane Jacobs. Moreover, the majority of the artwork displayed in the office was procured through auctions benefiting [Swim Drink Fish Canada](#), a charity focused on protecting and restoring water bodies nationwide.

Our office is wheelchair accessible and situated near parks and ravines, offering abundant natural light and fresh air through expansive windows. Nearby local, healthy lunch options, fitness facilities and retail amenities support the well-being of our team members.

Q+P Toronto Office



Q+P Toronto Office



Our Work

We have assisted clients in establishing and surpassing ambitious performance goals while integrating sustainability into their core business strategies for over a decade.

Our unwavering commitment to delivering high-quality work has earned us a client repurchase rate of 81%.

Client Case Studies

Establishing an Impact Management Framework for Canada Growth Fund

Canada Growth Fund | CGF

Canada Growth Fund Inc. (CGF) is a C\$15 billion independent and arm's length public fund that will help Canada to speed up the deployment of technologies in its efforts to reduce emissions, transform its economy and support the long-term prosperity of Canadians. Starting in 2023, we supported Canada Growth Fund Investment Management to establish an impact measurement and management (IM+M) framework for their fund outlining how impact can be embedded into the fund's strategy, due diligence and portfolio management.

Erin Flanagan, Senior Director, Canada Growth Fund Investment Management had these remarks about our work with them on the project: "We are delighted to have collaborated with Quinn+Partners to develop the inaugural impact measurement and management framework for the Canada Growth Fund. The Quinn+Partners team has a unique complement of expertise in climate change due diligence and impact investing, and they are professional, knowledgeable, and collaborative partners to work with. Their team spent time to understand CGF's unique mandate, to propose processes that are efficient and practical, and to pilot tools to build additional capacity in our investment teams. Quinn+Partners has demonstrated leadership in the field of impact investing, and we are very pleased to count them as advisors."

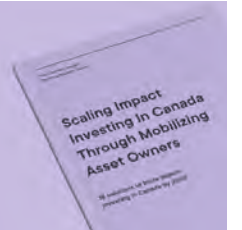
Assessing Canadian Emitters Against Net-Zero Benchmark



We supported Climate Engagement Canada (CEC) to assess Canada's largest corporate greenhouse gas emitters against its newly released Net-Zero Benchmark. CEC is an investor-led engagement initiative that drives dialogue between Canadian finance and industry and is modeled from the global CA100+ benchmark. The CEC benchmark is a set of common standards for investors to evaluate corporate issuers' progress towards aligning with the Paris Agreement's ambition and allows Participant Investors to frame their engagement conversations with Canada's top emitters.

The Q+P team conducted research for the inaugural benchmark by reviewing CEC focus list company public disclosures against the benchmark criteria. Q+P is proud to once again support CEC's mandate in 2024 of encouraging corporate climate action through dialogue and promoting a just transition to a net-zero economy.

Scaling Impact Investing in Canada through Mobilizing Asset Owners



Scaling Impact Investing in Canada by Mobilizing Asset Owners report is the first initiative by the Canadian Impact Investing Working Group (CIIWG), a collective of 12 leading asset owners and asset managers looking to support the growth and scale of impact investing in Canada. Quinn+Partners is proud to have collaborated with the CIIWG on this important initiative.

The report highlights the drivers, solutions and recommendations for asset owners to overcome barriers they face to engage in impact investing. The insights are based on research and interviews with 24 investors from across Canada, representing over CAD 1.5 tn in assets under management. We are excited to champion several of the report's recommendations and continue to advise investors at various stages of their impact journey.

Market Influence

We are committed to sharing leading practices and advancing standards, guidelines and frameworks. Our team participates in various industry events to share our insight and educate investors and companies on how to support a sustainable future. In FY2024, our team was invited to share their expertise with fellow practitioners at conferences organized by Global Real Estate Sustainability Benchmark (GRESB), attended the MaRS Centre for Impact Investing, GLOBE Forum, Global Impact Investing Network (GIIN) and gave guest lectures at the University of Guelph, Seneca College, McGill University and University of Toronto.

We also provided the market with incisive, digestible summaries of emerging industry best practices, leading trends and other developments.

For more information on our industry engagement, please visit our [LinkedIn page](#).

Looking Ahead

We will continue expanding our market influence and helping our clients to take meaningful actions. In 2025, we plan to:

- + Participate in flagship ESG conferences, including the Responsible Investment Association (RIA) and Principles for Responsible Investment (PRI)
- + Offer new and enhanced services, including Board ESG services and portfolio company services
- + Pilot and evaluate the use of AI and digital platforms in service delivery
- + Collaborate with the Canadian Impact Investment Working Group and others to advance the recommendations from our “[Scaling Impact Investing in Canada By Mobilizing Asset Owners](#)” report
- + Continue to work with clients to commit to net-zero and develop substantive transition plans to meet their climate commitments
- + Support our clients to meet emerging ESG and climate regulations in various jurisdictions
- + Prepare a report on global leading responsible investment practices for asset owners to promote best practices within Canada



About This Report

Publication date: September 2024

Quinn+Partners’ 2024 Sustainability Report describes our activities and performance for the 2024 fiscal year (FY2024: April 1, 2023 – March 31, 2024), unless otherwise noted.

Reporting Frameworks

This report contains disclosures recommended in the Professional and Commercial Services Standard (version 2023-12) developed by the Sustainability Accounting Standards Board (SASB). For more details, refer to the SASB Content Index.

Get in Touch

We welcome feedback on our report and initiatives. Please email info@quinnandpartners.com.

Data Quality

The operational greenhouse gas (GHG) emissions data was quantified using the Greenhouse Gas Protocol Corporate Standard and in alignment with the ISO 14064-1:2018 Standard. The data has not been independently verified.

SASB Content Index

SASB Content Index

We use the Professional and Commercial Services Standard (version 2023-12) to focus our reporting on what matters most.

Topic	Metric	Unit	Location	Code
Data security	Description of approach to identifying and addressing data security risks	N/A	Our Company - P. 13	SV-PS-230a.1
	Description of policies and practices relating to collection, usage and retention of customer information	N/A	Our Company - P. 13	SV-PS-230a.2
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Number, percentage	0, 0%	SV-PS-230a.3
Workforce diversity and engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Percentage	Our Team - P. 9 Data Tables - P. 25	SV-PS-330a.1
	(1) Voluntary and (2) involuntary turnover rate for employees	Rate	Data Tables - P. 25	SV-PS-330a.2
	Employee engagement as a percentage	Percentage	Data Tables - P. 25	SV-PS-330a.3
Professional integrity	Description of approach to ensuring professional integrity	N/A	Our Company - P. 13	SV-PS-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Currency	\$0	SV-PS-510a.2

Activity Metric	Unit	Location	Code
Number of employees by: (1) Full-time and part-time, (2) temporary, and (3) contract	Number	Our Team - P. 8	SV-PS-000.A
Employee hours worked, percentage billable	N/A	Not disclosed	SV-PS-000.B

Data

Team Development

Metric	Value
Training Hours	1,800
New Hires	10
Employees Promoted	26%
Voluntary Turnover Rate	7.5%
Involuntary Turnover Rate	0.5%
Percent Employee Shareholders	30%

Equity, Diversity and Inclusion

(as of March 31, 2024)

Metric	Value
Gender Diversity – Employees	Male: 40% Female: 58% Gender Fluid: 2%
Gender Diversity – Leadership Team	Male: 40% Female: 60%
Age Diversity – Employees	18-24: 10% 25-34: 62% 35-44: 20% 45-54: 5% 55-64: 3% 65+: 0%
Sexual Orientation - Employees	Identify as being part of the 2SLGBTQIA+ community: 10%
Ethnic Diversity – Employees	East Asian, South East Asian, or Pacific Islander: 7% European: 71% South Asian: 13% Middle Eastern: 2% Multiple Ethnicities/Other: 7%

Environmental Data

Metric	Value
Energy consumption	208,974 ekWh
Energy intensity	29.6 ekWh/sf
Percentage change from previous FY	-64%
Water consumption	498,000 Liters
Water intensity	71 Liters/sf
Waste diversion from landfill	87%
GHG emissions	
Scope 1 - office (natural gas)	11.63 tCO ₂ e
Scope 2 – office (electricity)	4.64 tCO ₂
Scope 3 – employee commute	7.86 tCO ₂ e
Scope 3 – corporate travel	16.54 tCO ₂ e
GHG emissions – total (scope 1, 2 & 3)	40.67 tCO ₂ e
GHG emissions per FTE	1.14 tCO ₂ e/FTE

Note: FY2023 GHG emissions from corporate travel are restated as 16.7 tCO₂e due to a unit conversion error.

Social Data

Metric	Value
Charitable contributions	\$13,200
Volunteer hours	47 Hours
Employee satisfaction	94%
Local supplier spend	\$761,600
Female supplier spend	\$136,600
B Corp score	135.28
Pro-bono work hours (employees and leadership)	34
Pro-bono work dollar value	\$23,800



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