

UN Global Compact Membership/ Annual Report Submission

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Valard's membership in <https://www.unglobalcompact.org/> requires us to file a yearly report where we provide information on how we measure up against UN's principles.

The Ten Principles of the United Nations Global Compact are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

Following is our 2021 annual report.

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**Valard Construction's Annual Report to UN Global Compact,
Outlining Activities in Support of UN Global's Principles**

Valard is Canada's premier utility contractor, with full-service EPC+ capabilities for transmission, distribution and telecommunications. Valard leads the Valard Group of Companies AND are part of the Quanta Group, the largest electrical power contractor in North America.

Valard pledges to uphold the UN Global Compact (UNGC) ten principles regarding human rights, labour, environment and anti-corruption. We at Valard are committed to abiding by the UNGC principles across all our activities. This report presents an overview of the measures and the actions we undertook over the past year to put these principles into practice.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

Actions Taken

As per our parent co.'s current [Code of Ethics and Business Conduct](#):

We are committed to recognizing human rights on a global basis. We share the responsibility to respect human rights by protecting and enhancing the human dignity of everyone who works with us. This means we must all uphold any laws and regulations designed to protect human rights, while respecting cultural differences.

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Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Actions Taken

As per our parent co.'s current (2019) [Code of Ethics and Business Conduct](#):

We are committed to respecting our employees' right to freedom of association, including:

- The right to organize in accordance with national laws and practices.
- The right to collective bargaining through representatives of their own choosing.
- The right of their chosen representatives to have reasonable access to our employees in order to represent them.
- The right to engage in other protected activities.
- The right to refrain from such activities.
- We require compliance with all applicable equal employment, discrimination, and harassment laws and regulations.

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Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Actions Taken

As per our parent co.'s current (2019) [Code of Ethics and Business Conduct](#):

We are committed to operating our business in a way that protects the environment and promotes the sustainable use of natural resources. We should each:

- Know and comply with applicable laws and regulations.
- Know and comply with all company policies, including the Quanta Safety Manual, the Quanta Safety Code of Conduct and all local operating unit policies.

All employees are expected to act as responsible citizens and environmental stewards by adhering to laws, regulations, and standards concerning the environment.

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Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

As per our parent co.'s/[Quanta's Anticorruption Compliance Policy](#):

The Quanta Anticorruption Compliance Policy sets forth the requirements for all employees and Quanta businesses. It applies to all officers, directors, and employees of Quanta, its majority-owned subsidiaries and affiliates worldwide, including majority-owned Business Partners, as well as Intermediaries, as defined in this Policy. This Policy prohibits bribery and corruption in any form, whether in the private or public sector.

Quanta's Anti-Corruption Compliance Policy requires that all employees comply with relevant anti-corruption laws and includes guidance and requirements concerning, among other things, interactions with government officials; provision of gifts, entertainment and hospitality; due diligence on certain high-risk service providers; and charitable and political contributions.

Training on the Anti-Corruption Compliance Policy is conducted as part of the Company's comprehensive ethics and compliance training program.