

ENVIRONMENT

By purchasing green electricity and green natural gas, as well as offsets, Spark Power reduced its 2020 footprint by:

5,234
Tonnes of CO₂



This is equivalent to:



Taking more than **1,157**
cars off the road



Diverting more than **1,827**
tonnes of waste from landfill



The consumption of **2,278,650** litres of gasoline



The carbon sequestered by **2,754** hectares of forest in one year



More than **88,985** tree seedlings growing for 10 years

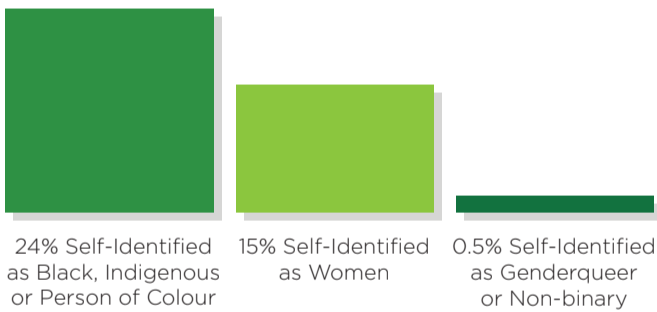
We also proudly began electrifying our fleet by adding our 1st electric vehicle!

DIVERSITY, EQUITY & INCLUSION

- Engaged an experienced external DEI advisor, Rob Meikle to support Spark's DEI journey
- Expanded DEI Committee from 6 members to 16 members
- Signed the BlackNorth Initiative Pledge
- Established a Purpose Statement & Developed a 3-Year DEI Strategy & Framework
- Launched and conducted Spark's annual DEI Survey

“People are our power - We empower and celebrate our valued people and partners to create a safe, equitable, and inclusive Spark Power. By supporting all people and perspectives, we continue to learn, lead, and succeed as OneSpark and in the communities we serve.”

At Spark Power, 30% of our employees, participated in our DEI Survey



OUR FOCUS IN 2021 - WHAT WE HEARD FROM YOU

Desire to see more qualified representation from underrepresented communities at variety of levels (including senior management) at Spark

Would like to see a review of policies and processes for the purpose of eliminating unconscious bias within areas such as reporting harassment, advancement, hiring, etc.

A need to maintain a long-term focus on D&I strategies that are aligned with the organization and not seen as a short-term response to current events

COMMUNITY

\$300K

in donations to employees initiatives, environmental causes, and partner charities in 2020

\$15.5K

to men's health initiatives

\$87.5K

to autism initiatives

SPARK'S COMMUNITY ENGAGEMENT AND MESSAGING RESONATED WITH ALL AUDIENCES

#1 MOST INTERACTED/ENGAGED PIECES OF SPARK'S FACEBOOK POSTS

#2 MOST INTERACTED/ENGAGED PIECES OF SPARK'S LINKEDIN POSTS

4TH HIGHEST INTERNAL CONTENT ENGAGEMENT AMONG EMPLOYEES



Spark Power raised over \$15K for the Movember cause through an employee-led initiative



Spark Power's volunteer activity with FoodShare Toronto included

- Total trips: 24
- Total volunteer hours: ~150 hours
- KMs offset: Roughly 4,327
- Average/trip: 180km

HEALTH & WELLNESS

Launched Employee Virtual Workout - short, equipment-free workouts 2x a week to encourage wellness across the organization.

Launched employee mental wellness section in employee intranet, SparkLife - a resource for all employees to access tools and support for mental wellness needs.