



Our Stewardship Story

FY18 STEWARDSHIP COUNCIL ANNUAL REPORT



IAN MARTIN



B Corp Day

KERR ST MISSION, OAKVILLE

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STEWARDSHIP COUNCIL

**MESSAGE FROM THE
OUTGOING CHAIR**

Meaghan McDonald



Reflecting on the last three years as part of Ian Martin's Stewardship Council I am torn between gratitude and triumph. I came to the council with an intent to pay forward what I had been given, wanting to be a part of something greater than my love for customer service.

I've had the pleasure of working with extraordinary people who are passionate about the values this company has committed to. We see a world with each and every person pursuing meaningful work and as a business committing to being better for the world. Internally, this meant going out into our communities and volunteering. This year marks our fifth annual BCorp Day; a Company wide event where a work day is spent volunteering. Externally we developed a program to

**I came to the council with an intent to pay forward what I had been given,
wanting to be a part of something greater than my love for customer service.**

include our contractors in our initiatives, funding volunteer experiences that have taken people across the world.

This past year, purpose and intent were thematically strong. Council decided we needed to move in a new direction. Since we believe that our corporate giving should be an extension of what our business stands for, we established The Meaningful Work Foundation. The foundation commits to donating 10% of company profit to registered charities annually. We've had some sobering moments as well, actively reviewing issues that are close to home, building cultural confidence around Indigenous issues working towards a Social Responsibility Program. Good or bad, exciting or sobering, these events have led us to where we are, and I couldn't be more grateful.

MEAGHAN MCDONALD

Chair of the Council, FY17 and FY18

STEWARDSHIP COUNCIL

**MESSAGE FROM THE
INCOMING CHAIR**

Jennifer Mielke



The Stewardship Council continues to challenge the way business is done. Whether you're a fellow Ian Martin Group co-worker, a contractor, applicant, or client I extend my sincere gratitude to you for working with us. Because of you, we are able to support our communities by bringing them into our mission of connecting people in meaningful work.

I am proud of how the Council has stewarded the funds, time, and energy we have been entrusted since 2012. Looking ahead to 2019, I am most excited to build out the Meaningful Work Foundation, which allows us to partner with organizations that are breaking down barriers to employment such as Autism Speaks and the Immigrant Access Fund.

2018 has also been a year of strong generosity on behalf of our employees. To my fellow IMG colleagues, thank you for volunteering in your communities, and for your engagement in our philanthropic work to realize a better world for more people.

I also want to thank our outgoing Council members, Meghan McDonald and Stephen Hime, for their incredible contributions to stewardship and community involvement. Both Meaghan and Stephen brought their whole selves to the Council and gave countless hours of personal time to bring our initiatives into fruition. You will be greatly missed.

To our newly established FY19 Stewardship Council: let's aim high and dream big! There's no limit to what we can achieve together as we bring more meaningful work to the world.

JENNIFER MIELKE

Chair of the Council, FY19

FY18 STEWARDSHIP AT A GLANCE

106
STAFF

VOLUNTEERED
1178
HOURS

21
COMMUNITY
ORGANIZATIONS
SERVED

1
CONTRACTOR
SENT ON A WORLD
IMPACTING
VOLUNTEER
TRIP

4
IMMIGRANTS
FUNDED TO UPGRADE
THEIR CERTIFICATION TO
BE ELIGIBLE TO WORK
IN CANADA

280
KIVA MICRO-LOANS
FUNDED

\$61.042
DONATED

40
ORGANIZATIONS
SUPPORTED,
INCLUDING
IAF & IRIS MALAWI

AUTISM SPEAKS CANADA

by Kate Siklosi

In the spring of 2018 we celebrated the launch of a new partnership with Autism Speaks Canada. Gathering together with a cross section of Toronto's employers at an event in April called "Senseations," the Ian Martin Group celebrated the wins and also the challenges faced by the autism community seeking employment—which are, unfortunately, many.

We're just at the beginning of a long road ahead, but we're moving down a bright path. Ian Martin's Meaningful Work Foundation will provide an initial \$15,000 donation to Autism Speaks. In addition, we've made the commitment to participate in the Worktopia program that gives adults with Autism Spectrum Disorder (ASD) exposure to different workplace settings and provides job search mentoring.

We couldn't be more excited to roll up our sleeves and begin the first stages of what will surely be a long and impactful partnership. At Ian Martin, one of our mantras is, "hiring is an act of optimism." As we seek to challenge ourselves and others to engage the autistic candidate pool intentionally and with purpose, we know that we can make a difference for the present and future generations of people who are affected with ASD. Will you join us?

For information on Autism Speaks and how you can get involved, visit them at www.autismspeaks.ca.

"The employees at Ian Martin are obsessed with doing what we can to build a world where each and every person is pursuing meaningful work, and there is no bigger opportunity to make an impact than with this community gathered here. Adults with autism are 14% more likely to be unemployed than those who are developmentally delayed. Not only is there 80% ASD unemployment, but of those who are employed only 6% are making a competitive salary versus people in similar jobs. This job market isn't just inefficient – it's completely broken – and we have a lot of work to do."

- Edwin Jansen, Marketing & Growth at Fitzii

Photo top right

Edwin Jansen, Marketing & Growth at Fitzii, spoke on behalf of the Ian Martin Group at the event and signalled the importance of the partnership to our overall mission to connect people in meaningful work

Photo bottom right

Members of Ian Martin with Toronto Mayor John Tory at the "Senseations" Event



MEANINGFUL WORK IN CAMBODIA **ONE IMG CONTRACTOR'S STORY**

By Brittany Gurman



For the past couple of years, Ian Martin has been seeking ways to bring our broader contractor community into our company's culture and mission of connecting people in meaningful work. One particularly powerful way we're accomplishing this goal is through our Contractor Volunteer Experience Program that we launched in 2017.

This annual program provides funds up to \$10,000 to a registered charity of the selected contractor's choice, allowing them to travel across the globe to volunteer. Our contractors take time off from their assignments to make a long-lasting and powerful impact in the community in which they volunteer.

Our 2017 winner was Sam Cheng, an engineer who worked with us at Enbridge. Sam went to Cambodia to build bio-sand water filtration systems and facilitate clean hygiene practices in the villages he visited. For Sam, his trip to Cambodia was truly the experience of a lifetime that gave him the chance to use his engineering skills for the greater good.

The passion, motivation, and desire of our contractors to use their skills to give back to the world makes me so proud. The generosity and kindness that is reflected in this program is incredibly moving, and I am so thrilled to have been a part of it. This program has provided me with a renewed sense of encouragement and deep personal reflection on how I can continue to do better for the world in my own way. I am supremely grateful for the opportunity to continue this program and look forward to the next projects our contractors take on to make a difference.



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I hope my story sheds light on the needs in Cambodia and encourages those around me to serve in whatever aspect they can, whether it be monetary donations, short term experiences like mine, or even long-term commitments. Although the necessity for clean water is so painfully dire in Cambodia, it is only one issue on an extensive list. My heart will not let me share my experience without pleading with you, dear reader, to consider getting involved. You and your work are so desperately needed. You can make a difference!

*Photo left page
Teaching hygiene habits
with clean water in rural
Cambodia*

*Photos above
Sam Cheng in Cambodia and
bio water filters built and
ready for installation*



Photo top left
Our team learning about cultural symbols and rituals in our Toronto boardroom



Photo bottom left
Unveiling our land declaration in our head office in Oakville

Photo right
Shannon Monk Payne (l) and Kate Siklosi during our unveiling ceremony



BUILDING CULTURAL CONFIDENCE



By Kate Siklosi

Earlier this year, under the direction of the Stewardship Council, a group of employees embarked on an Indigenous training programme led by Shannon Monk Payne of Sakatay Global. There were two primary motivations behind this training: First, many of our oil and gas clients are engaging in Indigenous cultural awareness and are asking vendors

Before we can connect people in meaningful work, we must first connect with them meaningfully.

to do the same. Second, as an organization that takes stewardship seriously, we saw an opportunity to build meaningful relationships with Indigenous communities from a place of knowledge, awareness, and respect.

Throughout the course, we have learned of the rich culture of our First Nations of Turtle Island—things like ceremony, protocol, and traditional teachings. We have also learned of the many untold histories, as well as the cultural and political challenges these peoples have come up against—economic barriers, the horrors of the residential school system, and familial trauma. The waters of this journey have been rough; nevertheless, it has also been a beautiful process of learning together in a vulnerable yet safe collective space.

Before we can connect people in meaningful work, we

must first connect with them meaningfully. And when the product of your business contends with the land and its resources, as our work in oil and gas does, then we have a responsibility to take accountability for what happens on that land – not only by protecting the flora and fauna, but by respecting the land’s first keepers and original stewards. This work must go beyond moving into communities and expecting exchange; rather, it requires moving together into a collectively reimagined future steeped in care, understanding, honour, and love.

And so this is where we have begun: from the ground work of knowledge, we can look forward to creating meaningful work, continual learning, and informed action that seeks to move beyond simply making placements for profit.

MEANINGFUL WORK FOUNDATION

by Kate Masson

The Stewardship Council made a bold move this past year in its decision to establish the Meaningful Work Foundation (MWF). The Foundation will distribute 10% of Ian Martin's annual profits to charitable organizations that break down barriers to employment.

The Council spent a significant amount of time exploring how we would define "barriers to employment." We tossed around ideas, debated, refined, and came up with the following barriers facing individuals in our communities: socioeconomic, disabilities, mental health, geographic, subjective profiling, and education. Our intention is to distribute funds through the Foundation to initiatives that address any one or more of these important barriers that need to be overcome to create more equitable access to meaningful work for more people.

The Meaningful Work Foundation exists to break down barriers to employment.

One thing has stood out to us in this journey: we want our giving to go beyond dollars. To do this, we prioritized initiatives where we can establish meaningful partnerships based on exchange

and collaboration through volunteer opportunities and peer mentorship. The hope for this type of partnership is that our Foundation will create impact beyond the short-term while also partnering with organizations that are solidly aligned with our company's own purpose of connecting people in meaningful work. To date we have 2 partner organizations: Autism Speaks Canada and the Immigrant Access Fund. We have provided \$30,000 in total grants to these two organizations and we are deeply moved by the impact that these funds are making and will continue to make in the world.

The \$15,000 grant given to Autism Speaks Canada will support families who have a child on the Autism Spectrum (see pg. 8). We also granted \$15,000 to the Immigrant Access Fund (see pg. 17), who have in turn created The Ian Martin Group Fund that supplies loans to 4 new Canadians with technical expertise to upgrade their foreign certification to a Canadian equivalent.

The Council is in the process of clarifying and refining our granting structure for future applicants in FY19. We are committed to ensuring that the MWF is a force for change in the coming years and we invite you to celebrate its creation with us!

“Everyone has a purpose in life and a unique talent to give to others.

- Kallam Anji Reddy





OUR KIVA PROGRAM REDEEMING THE RESUME BLACK HOLE

Kiva is a non-profit organization with a mission to connect people through lending to alleviate poverty. Leveraging the internet and a worldwide network of microfinance institutions, Kiva lets individuals lend as little as \$25 to help create opportunity around the world.

Ian Martin has over 100,000 applicants to its job postings each year. We provide each new applicant \$25 from our funds to make a loan to a micro entrepreneur of their choice. As the Kiva loans are distributed through the program, they are repaid to Ian Martin's account so that other applicants can loan them again in the future.

Since the program launched in 2012 the Ian Martin Group lending team is consistently one of the biggest in the world!

Photo top

IAF board of directors and staff with a loan recipient alumni at the organization's inaugural celebration event

Photo bottom

Joan Carson of IAF (l) with Ian Martin Group's Ritu Anand (r)



IMMIGRANT ACCESS FUND CANADA

Ian Martin Group has been supporting newcomers to Canada return to their profession or trade since 2014. Immigrant Access Fund (IAF) is Canada's largest and most successful character-based community lending program dedicated to helping skilled immigrants, including refugees, succeed in Canada's labour market.

IAF is a grassroots effort started in 2003 by a group of community builders led by Dr. Maria Eriksen who saw the need to help newcomers who face many barriers to employment in Canada. The group determined that a micro loan program designed specifically to help immigrants fund the licensing and training they need to securing employment in their profession or trade, would address a key gap in services for immigrants and respond to an immediate and growing need for skills. Though immigrants faced other more systemic obstacles to licensing, removing the financial obstacle moves them one step closer to success, and to ultimately making their best possible contribution to the economic and social success of Canada.

The Stewardship Council is proud to partner with IAF and looks forward to establishing opportunities for mentorship with IAF alumni in the coming year. Immigrant Access Fund will be rebranding as Windmill Microlending "Converging Potential to Prosperity" in the fall of 2018.



TEAM INDIA STEWARDSHIP IN BANGALORE

By Sriram Murthy



This year, as a team, we learned a lot about our community and the challenges they face. There are many needs around us in India, and to be frank, we discovered that we need to do much more. As the Stewardship Council lead for our Bangalore office, I am happy to lead the charge in making a difference in the lives around us.

In 2018 we found new and incredible volunteer opportunities that served the various needs of both the people and the animals in our community. We joined a nearby school and trained 50 children on developing their career focus. We also visited a woman who adopts street animals and helped her wash the dogs, and provided her with funds for medication and food.

We are also super proud of the impact we've been able to have on a social issue in our country that affects all women. One of the most enduring social stigmas in our region is female menstruation, which is sadly still seen as shameful and shame-inducing, and is one of the main barriers to education and opportunities for women. Until recently, India had a heavy tax on sanitary napkins, making them highly expensive. Only 38 percent of women in India have access to sanitary napkins because of this barrier. We took on this challenge and purchased, donated, and distributed over 2,000 sanitary napkins to women in an underprovided area in Bangalore.

We know that education gives us knowledge of our world and allows us to change the world for the better. So, for B Corp Day this year, we sent over 60 employees to Ashraya Government School where we created learning and development projects for the students and donated stationary supplies. Our Stewardship team in Bangalore is growing and we're proud of our work and the impact we're having in our communities. Our team has a solid foundation: we work closely with each other, we give feedback and support, and we engage in healthy conflict that makes us a stronger team.

There is so much more to do around us but we're up to the task and looking forward to what 2019 holds.



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Our Stewardship team in Bangalore is growing and we're proud of our work and the impact we're having in our communities.

Photo above
Bangalore staff with children
from Ashraya Government
School on B Corp Day 2018

Photo right page
Bringing smiles to the streets
of Bangalore on Diwali





“The best way to find yourself is to lose yourself in the service of others.”
— Mahatma Gandhi

B CORP DAY 2018

by Kate Siklosi

Meaningful work was abound on Friday, June 15, 2018 as Ian Martin employees participated in our annual BCorp Day festivities, which included volunteering at several initiatives across our branches in Canada, the US, and India.

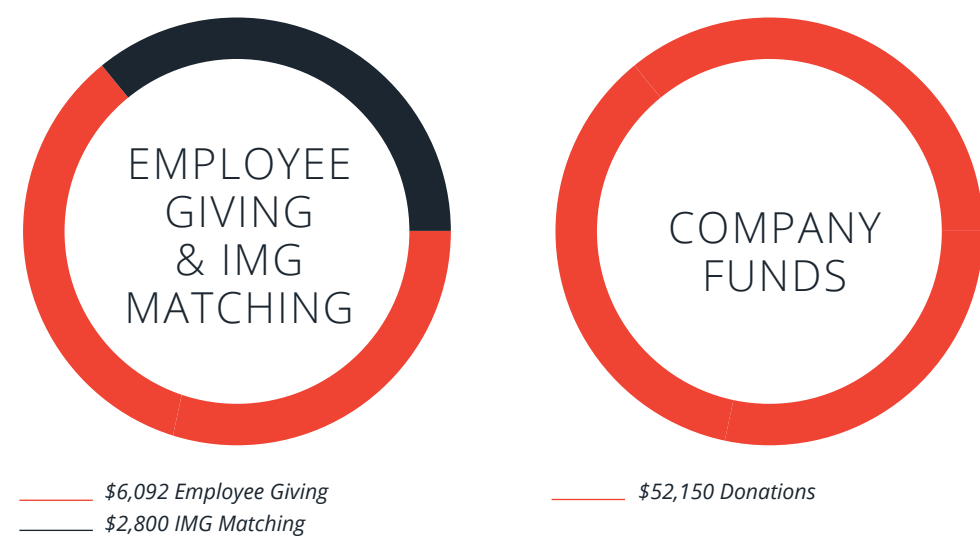
Every year we take a break from business to do good in our communities through meaningful, hard work. It is also a chance for us to honour our status as a Certified B Corporation, and celebrates our efforts toward making business a force for good for our communities and for our planet.

Here's a snapshot of what we accomplished: In Oakville, our employees helped plant trees and remove invasive species for Oakville Green, helped build and beautify furniture at Habitat for Humanity, served up a delicious meal at Eden Food for Change, and sorted donations at Safety Net Child and Youth Charities. In Ottawa, we helped out at the Cancer Foundation and the Silver Spring Farm Garlic Project, which helps support persons with developmental disabilities. In Calgary, employees helped at Seniors Resource Society where they went to an elderly woman's home and put in 12 total hours of yard labour—everything from cutting the lawn, weeding, and cleaning up her patio. Some had a fur-filled morning at the Edmonton Humane Society where they wrote thank you cards for monthly donors and socialized with the animals. In Houston, we volunteered at NextOP, which supports military veterans returning to civilian life after honourable discharge. Our team helped veterans with job searches, resume writing, and placement support. In India, our team created project plans and donated learning supplies to a school in need.

All in all, 162 Ian Martin employees participated, with each person contributing to an incredible 512 total volunteer hours!



STEWARDSHIP
FINANCES **FY18**



TOTAL
FY2018 GIVING **\$61,042 CAD**

Company funds distributed in FY18 include those donated through our two established Meaningful Work partnerships, matching employee givings through our Benevity/Spark program, B Corp Day Volunteer donations and the Contractor Volunteer Experience program.

FY19
STEWARDSHIP
COUNCIL

The Team



BRITTANY GORMAN
COUNCIL SECRETARY



CASSANDRA STURK
VOLUNTEERING SUPPORT, NORTH AMERICA



FARHAZ PASHA
VOLUNTEERING SUPPORT,



JENNIFER MIELKE
CHAIR



JILLIAN GOLTZ
BETTER BUSINESS SUPPORT



KATE SIKLOSI
BETTER BUSINESS LEAD



RABIB ALAM
COMMUNICATIONS LEAD



SARAH FELL
VOLUNTEERING LEAD, NORTH AMERICA



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