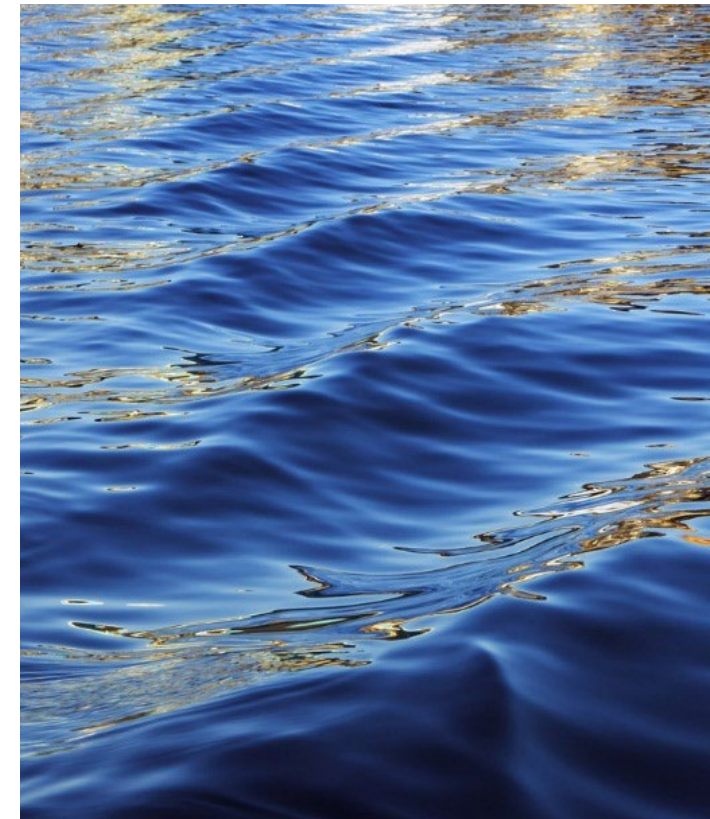




Canadian SWANA Conference 2024

Recruitment & Employee
Engagement – Insights into
the Waste Industry Labour
Market

April 4, 2024



Who are we?



Air



Audits



Building Sciences



Compliance



Energy



Greenhouse Gases



Home Flood Protection



Management Systems



Mitigation



Sustainability



Waste



Water

Air ♦ Building Sciences ♦ Energy ♦ Audits ♦ Compliance ♦ Waste ♦ GHG
Mitigation ♦ Management Systems ♦ Sustainability ♦ Water ♦ Home Flood Protection

Waste Services



Air ♦ Building Sciences ♦ Energy ♦ Audits ♦ Compliance ♦ Waste ♦ GHG
Mitigation ♦ Management Systems ♦ Sustainability ♦ Water ♦ Home Flood Protection



Waste Services



Waste Composition Audits –
Municipal and ICI

Waste Services



Litter Surveys

Waste Services



Waste Management &
Reduction Planning

Air ♦ Building Sciences ♦ Energy ♦ Audits ♦ Compliance ♦ Waste ♦ GHG
Mitigation ♦ Management Systems ♦ Sustainability ♦ Water ♦ Home Flood Protection



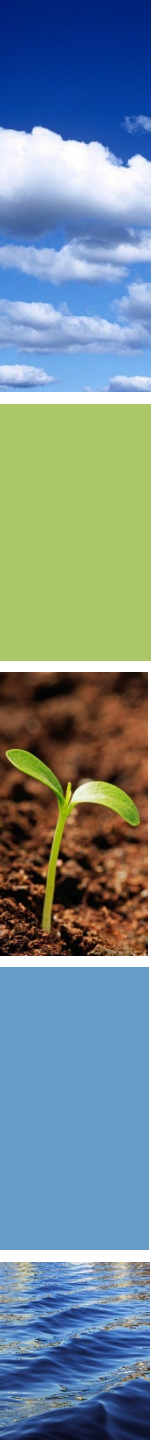
Waste Services

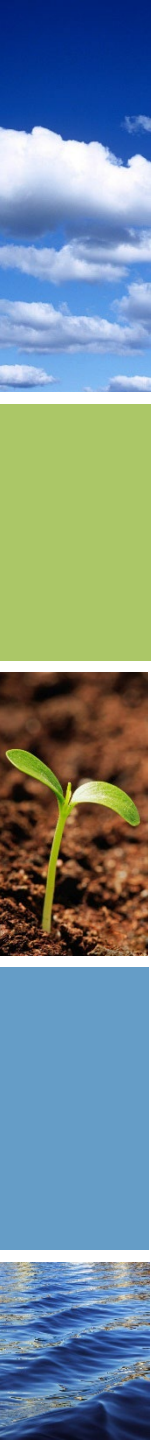


Inbound and Outbound
Waste Studies
(MRF, Landfill, Depot)

Air ♦ Building Sciences ♦ Energy ♦ Audits ♦ Compliance ♦ Waste ♦ GHG
Mitigation ♦ Management Systems ♦ Sustainability ♦ Water ♦ Home Flood Protection







2023 CANADA'S GREENEST EMPLOYERS



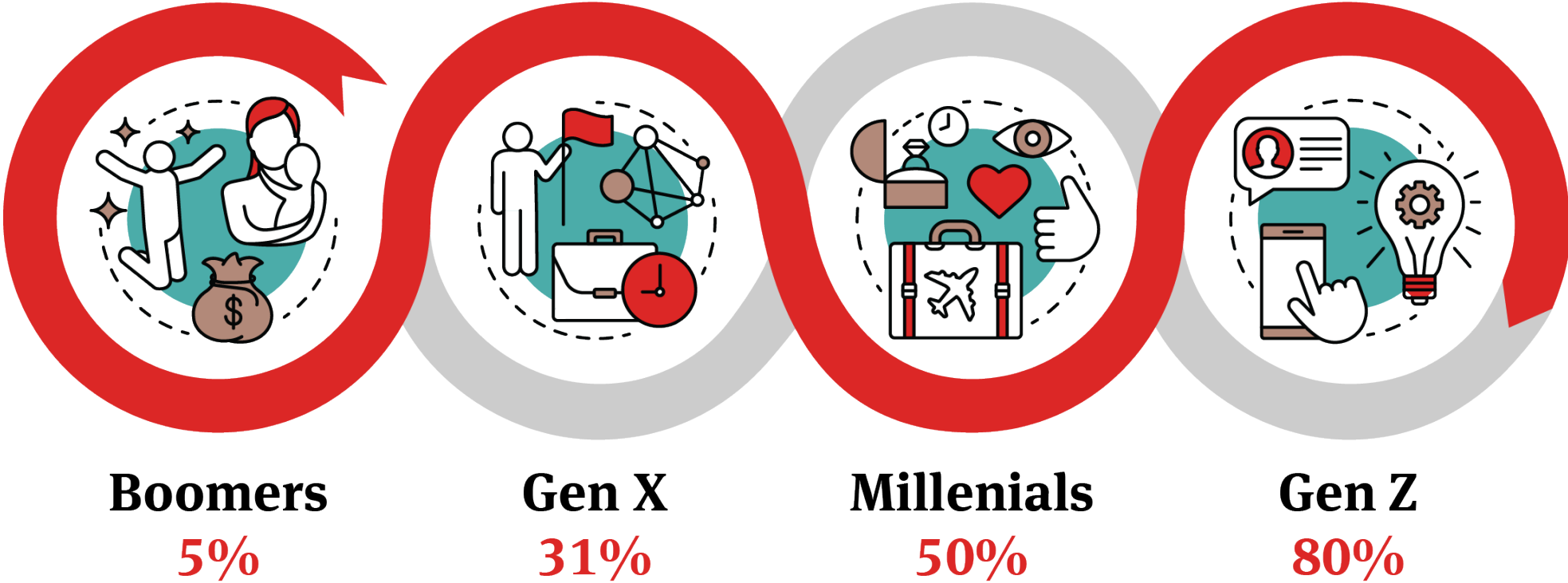


WASTE

Air ♦ Building Sciences ♦ Energy ♦ Audits ♦ Compliance ♦ Waste ♦ GHG
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From Great Resignation to Great Reshuffle



Source: Norton Rose Fulbright



Retention and Turnover Solutions

- Understand turnover is a **Balance**
- Understand the **Cost** of turnover
- Understand the **Expectations** of turnover
- Avoid retention **Roadblocks**
- Create a **Culture** that prevents turnover
- Employee **Engagement** is key
- Manage employees **Expectations** of success
- Support a **Diverse and Inclusive** workplace

Culture Code

1

We empower each other to act with honesty and **integrity** in everything we do.

2

We **communicate** openly, honestly, and respectfully without hesitation.

3

We use business for good to create a **positive impact** on the environment and society.

4

We **respect** our differences, value our contributions, and foster a safe space for all.

5

We achieve greatness when we unite as a **team**, embracing our uniqueness and celebrating our successes.

6

We encourage **innovation** through thoughtful, creative, and inspirational ideas.

7

We value a **balanced life** that is meaningful, fun, and fulfilling.

8

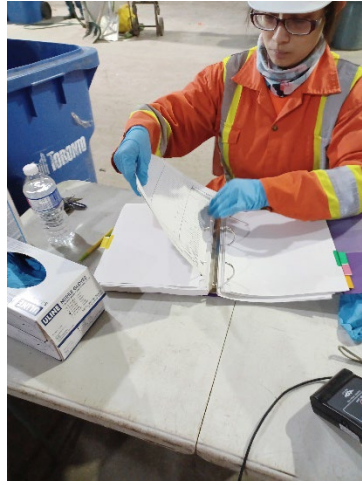
We never stop **learning**.

Equity, Diversity and Inclusion

57% Women
Leadership
Position

39% Visible
Minorities

29% New to
Canada



Upskill and Professional Growth

- Difficult to fill positions with specific skillsets and multiple years of experience
- Hiring more graduates than normal and putting through a rigorous onboarding program with training modules to develop the necessary skillsets including mentoring and on-the-job training
- Filling entry-level labour gaps with partnerships with ECO Canada for 6-12 month funded internships and Universities for co-op placements
- Developing and promoting more employees within the company

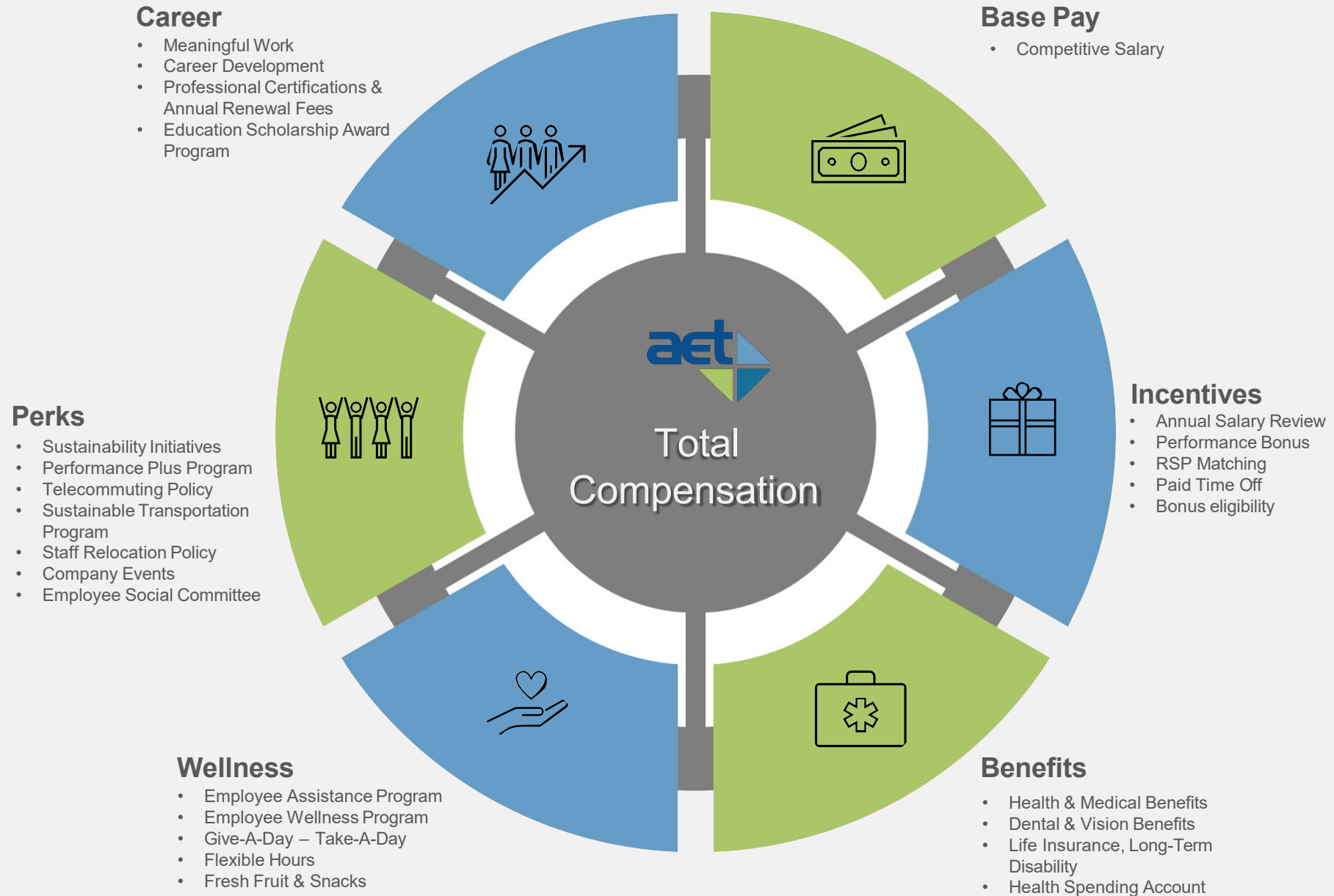


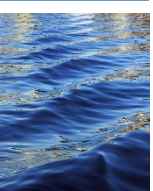


Employee Engagement Survey

Purpose of the Survey

- A way for management to measure employee engagement
- To give employees a venue for open feedback
- Identify strengths and opportunities for improvement
- Provides valuable data in directing the growth of AET
- Benchmark results





Thank You

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