

WE BUILD BETTER TOGETHER



**WE BUILD
BETTER
COMMUNITIES
AND
A BRIGHTER
FUTURE**



**WE BUILD
PLACES
TO
PLAY
WORK
SERVE
LEARN
LIVE**



WE ARE CHANDOS



We see things differently.

Where others see blueprints,
we see communities.

Where others see employees,
we see owners.

Where others see vendors,
we see partners.

Where others see customers,
we see collaborators.

We see a future built on equal
opportunity for all.

Because we believe that
before we build walls, first
the walls must come down.

**WE BUILD
BETTER
TOGETHER**

Inclusion



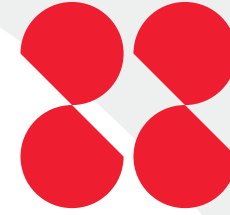
We all belong. We recognize that our differences are our greatest strengths. We uncover talent. We nurture talent. And then we give people the tools they need to use their talent to create a positive impact.

Innovation



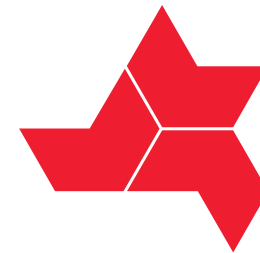
We have the courage to act. When a company experiences success, it takes courage to change the way things have always been done. We've never been satisfied with simply falling back on what worked last time. We analyze, learn, and build on past success in order to benefit our customers, employees, and communities.

Collaboration



We learn from each other. It's not just on the job, it's in the community. Collaboration is in our DNA—from the way we build to the way we work together to solve problems and look for opportunities to make the world a better place.

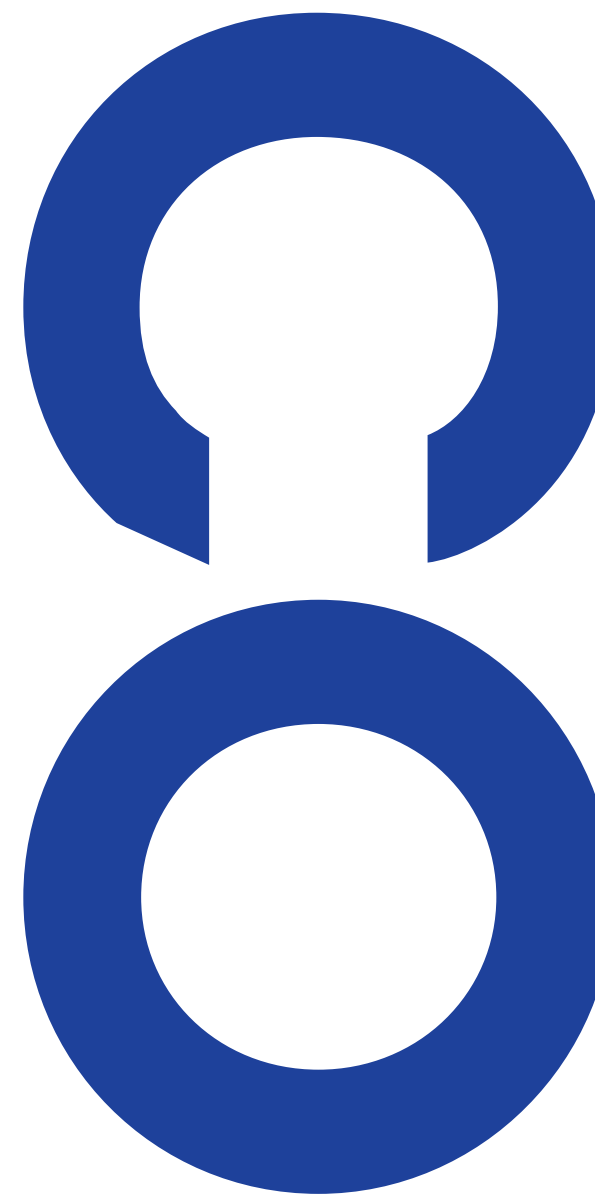
Ingenuity



We see things differently. And we know a spark of genius can come from anyone, any time. That's why we believe in bringing together diverse perspectives in a supportive and open environment. Our best ideas come from working together across teams, with our customers, and our partners.

**WE
DON'T
START
UNTIL
WE'RE
PROUD**

THE LINK



WHEN OUR WORK BENEFITS OTHERS, WE'VE SUCCEEDED

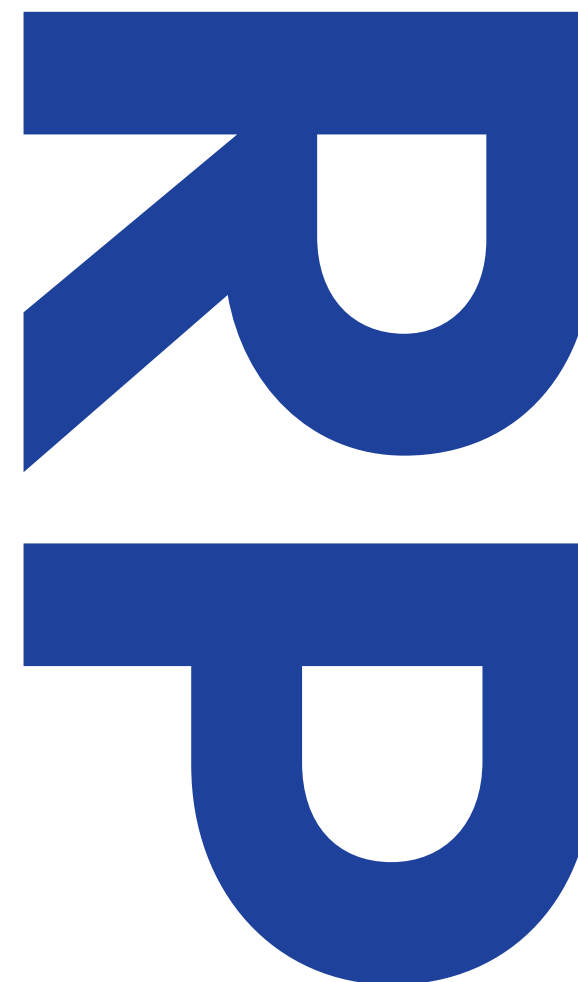
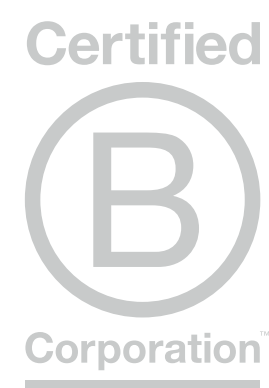
Collaborating with our customers produces staggering results—not just on job sites, but in communities as well. Our customers help us find ways to contribute during our time on a job and, quite frequently, long after we've left through community initiatives and projects.

We're committed to continuously improving our social impact and using our business as a force for good. To help, we've established an impact team tasked with monitoring our B Corp initiatives and finding ways to do more through our work. Over the next three years we are focused on improving our diversity and inclusion, reducing the impact our sites have on the environment, and increasing our social procurement practices.

A-GAME B CORP

Benefit corporations are held to a higher standard. They stand out by being transparent and creating a positive social and environmental legacy. That's why we share our challenges just as much as we share our successes. It comes down to integrity. We are driven to do what's right for our employees, customers and communities. And because of that, we are the only commercial builder in Canada and the largest construction company in North America with a B Corp Certification. But there's room for improvement.

Our B Corp score is 107.4. We score highest in the Environment and Worker categories, and for two years in a row we were honoured with a "Best for Workers" recognition. And we're just getting started. We will continue to innovate and improve; That's who we are.



ONE PURPOSE MANY MISSIONS

DRIVEN BY PEOPLE NOT PROFIT

Chandos is a collaborative and innovative builder. We are 100% employee owned and the largest B Corp certified technical builder in North America. Our values aren't just written on our website, they live in everything we do.

We care not only about what we build but who we are and how we build. Our people are at the heart of our company and in every decision we make, we balance people, profit and the planet.

TEAR DOWN WALLS, BUILD SOMETHING BIGGER

As champions of collaborative construction, we push the limits of innovation. The results speak for themselves. Greater efficiencies. Bigger cost savings. And a better working experience for everyone.

We are a North American leader in Integrated Project Delivery and it's making the industry—and our people—better. We use collaborative methods across 80% of our projects. In the process, we create value for our customers and the communities we serve.

We believe that it takes a diverse workforce to find diverse solutions. That's why inclusive hiring is so important to us. The key to building better together begins with the people we hire.

WHEN COMMUNITIES BENEFIT, WE ALL WIN

Every community is different. And every community deserves to be heard. We pride ourselves on listening to and collaborating with the communities we build for. They provide guidance, purpose and an opportunity to make the world a better place.

We support and encourage Community Benefit Agreements and social procurement to strengthen local communities and create opportunities for marginalized people. We believe every business can, and should, do their part to leave the world a better place than they found it.

GOOD FOR PEOPLE, GOOD FOR THE PLANET

For more than 15 years we've been diverting waste from our job sites. More than 90% of our projects use LEED qualified recycling practices whether we are pursuing certification or not. But that's not enough. We aim to recycle on 100% of our projects and introduce sustainable materials and building practices to our clients and partners.

As a B Corp, we're committed to improving our enterprise-wide environmental footprint through sustainable procurement and continuous improvements.



WE BUILD OUT IN THE OPEN

100%
employee
owned.
100%
driven
to build
right.

Every person who works for Chandos can become an owner—from our project managers to our craftworkers and senior leaders—it's one reason we're successful. And every owner has a voice because there's only one class of voting shares. Today, over 200 of our people are Chandos owners. When we talk about being an entrepreneurial minded organization, you can be sure we mean it.

Every day, we all come to work invested in the company's performance. We're driven to do better because, simply put, we own a stake in its success.



WHAT MAKES US DIFFERENT, MAKES US STRONGER

Everyone deserves a fair shot. We believe that empowering a more diverse workforce and supporting people from under-represented populations is not just good social responsibility, it's good for business.

For us, it's not just about more women in the workforce. Gender equality is crucial but there's more to the story. Just look out on our city streets and you'll see the incredible diversity that makes us Canadian. That's our goal. To see Canadian values and faces reflected in our workforce and to help the construction industry better reflect our country and the people who make it incredible.

INCLUSIVE HIRING

Wherever we build, there is often a wealth of untapped talent. At-risk youth and overlooked populations deserve opportunities. That's why we're honoured to collaborate with social enterprises and other organizations to provide opportunities that can lead to lasting careers. The impact is mutual. We receive new perspectives and ambitious employees while individuals, families and communities benefit.

We hire hard working people from Building Up in Toronto, Momentum in Calgary, Women Building Futures in Edmonton, and Embers in Vancouver. These social enterprises help people facing barriers find and keep meaningful employment in the construction industry.



WE NURTURE DIVERSE TALENT BECAUSE IT PAYS OFF



WE GO ABOVE AND BEYOND TO CARE FOR OUR PLANET

In early 2000's, we completed the St. John's Ambulance building in Edmonton, achieving LEED Silver certification. This was our first LEED project but it inspired our teams to do more. In the following years, we adopted waste diversion principles on many projects, winning awards for environmental excellence. And within a few more years, waste diversion was part of our standard operating procedures.

For the past 15 years, our approach to sustainability has been driven by that same culture of excellence. Because for us, it's about more than just how we build; it's about what we leave behind for future generations. We've made the choice to recycle because it's the right thing to do, not because we have to do it.

We've developed a strong LEED practice, built the most northerly Net Zero office building in the world, and are adept in Passivhaus, WELL Building Standard, and Embodied Carbon. But that's not enough. There is still a lot of work to do and we're ready for the challenge.

We're using innovation and technology to drive sustainable building practices. And we're always looking for partners who can challenge us to do better. We're also taking action in our offices to reduce our environmental footprint by using renewable energy and eliminating single use plastic.



Alberta Energy Regulator Office | Red Deer

Sustainability is a part of our culture. And it has been for over 15 years.

THIS
IS
HOW
WE
BUILD

BRUNELLO CUCINELLI

VERSACE

STONE ISLAND



We've been building our expertise for 40 years. One thing we've learned is that it's not just what we build, it's how we **build together that truly makes a difference.** Our experience includes Construction Management, Design-build, and General Contracting. And we're leaders in **Integrated Project Delivery**, the most collaborative building method in use today.



INTEGRATED PROJECT DELIVERY

Our work using Integrated Project Delivery (IPD) brings all key players to the table early in the design phase. Owners, general contractors, architects, and other consultants and trades collaborate to envision how a project will unfold. We identify and mitigate risks, and pinpoint opportunities to maximize value. Our IPD process allows us to share our progress in real time, saving our customers time, and millions of dollars. Part of what makes our IPD approach second to none is our use of lean construction principles and Virtual Design and Construction (VDC) techniques.



LEAN CONSTRUCTION

Customers should only pay for value they receive, not inefficiencies. That's why we embrace the concept of lean construction. It's about respecting our clients and the knowledge of our craft workers through continuous improvement. By constantly testing our approach and being proactive about the cost of wasted materials, time, and effort, we create more value and keep the work flowing seamlessly from one team to another.

On every site in every city and province we use the same pull planning, issue/action board, and daily meeting tools to manage our schedules and diverse teams. And when one of us finds a better way of working, we test, validate, and iterate.



VIRTUAL DESIGN AND CONSTRUCTION

What if all design and project teams could collaborate on virtual models to test ideas, optimize building performance, and coordinate work before even thinking about procurement or construction? No matter the size of a project, you'd deliver durable buildings more quickly with savings passed on to customers. That's exactly what our Virtual Design and Construction (VDC) team does. Once we've developed a model, we use VDC to identify and solve potential issues early on and prevent downtime and costly rework before it happens.

VDC enables a multi-trade prefabrication process that allows multiple building components to be constructed in an off-site, temperature-controlled environment. Projects with complex but repetitive elements such as bathrooms, clinical spaces and building envelope systems are well suited for off-site prefabrication.



GROWING TOGETHER FROM COAST TO COAST

Known as our “special ops” team, the Special Services Group (SSG) executes complex renovations and improvements to facilities where the stakes are high—from national brand roll-outs to medical and data centres where downtime could be catastrophic. We seek out diverse perspectives and leverage our national footprint to find solutions to constraints that might otherwise jeopardize our client's critical operations, their time line or their budget.

Our Special Services Group has renovated and fit-out hundreds of hospitality, office, industrial, health and wellness, and recreation spaces from coast to coast. We deliver on time, every time.

We support national, multi-location roll-outs with a one-on-one relationship—our clients operate with a single point of accountability and we match their project lead with a single point of contact on our team. Our project manager is supported by a set of repeatable processes that we've developed over 20 years. Together, with a team of local experts, we deliver the best results even when documentation is at a minimum.

But before we even begin, we use Target Value Design principles and lean construction techniques to optimize budgets and drive out inefficiencies. Our proven processes have made us one of Canada's most effective contractors in and around occupied spaces where public safety is a top priority.



MEC Store, Brewery District | Edmonton

WE'RE ALL IN FOR YOUR SUCCESS

Our local crews and project teams work around the clock when needed to deliver your newest location on time and within budget. And when we need reinforcements, we call on one of our many mobile team members, available for temporary relocation to get the job done.

Partnering with local teams, Chandos' national resources in our seven offices are always available for your project. And we take our services a step further by establishing a set of client-specific guidelines and instructions to ensure we carry out expectations consistently across every project, in every city.



Oasis Fertility Clinic | Calgary



Skyline Luge Track, Olympic Park | Calgary



We look for rewarding projects that challenge us to grow as we build. The leading-edge solutions we uncover along the way are a result of how much we value inclusion, collaboration, ingenuity and innovation. And it shows on every project. Our focus on complex buildings and innovations across multiple sectors has resulted in a strong technical resume 40 years in the making.



PLAY

GAMING
RESTAURANT
RETAIL
SPORTS &
RECREATION



Century Mile Racetrack and Casino | Edmonton



Maple Ridge Leisure Centre | Maple Ridge



Tommyfield Gastro Pub | Calgary

OUR EXPERTS SPECIALIZE IN FUN TOO

Hospitality and recreation facilities don't just have fun in common—both benefit from Chandos' national expertise and local execution. We're the only builder in Canada to offer a national team that serves the specialized needs of retail and restaurant owners. And on the recreation side, we've got a highly qualified sport and aquatic consulting team to advise and support recreation projects from beginning to end. We keep the timeline moving so your guests and community members can enjoy the benefits of your experience sooner.

SPECIALIZED TEAMS, UNIQUE EXPERIENCES

Whether you're building a new restaurant or a recreation and sports facility, we know that every dollar counts. Every day we're building is a day your clients are not enjoying the experience you've designed for them. That's where our collaborative approach comes in. By bringing together architects, sub-trades, and consultants, we work to create certainty of outcome and deliver exceptional value. Lean principles and Virtual Design and Construction technology optimize the team's performance. What results is a collaborative approach with a proven track record of success.

IT'S BETTER TO PLAY TOGETHER

We stop at nothing to deliver the customer experience your brand is known for. By partnering with our clients to bring the project vision to life—from a year-round outdoor saltwater pool to a high fashion boutique—we're experts in creating unique spaces under the tightest constraints of time and budget.



Yorkville Avenue Retail Complex | Toronto

WORK

OFFICE
INDUSTRIAL
TECHNOLOGY
SCIENCE
MANUFACTURING
& LOGISTICS

Fairmore Business Park | Calgary



TOGETHER WE MAKE THE NUMBERS ADD UP

Whether you're a developer, or private or public owner, we know that investing in an office, research facility or industrial plant requires a strong ROI. We're here to deliver. From our advisory and pre-construction services to our expertise in lean construction, Construction Management and Integrated Project Delivery, we provide you with an end-to-end construction solution and support you through the entire process.

INSPIRING TEAMS IN THE BUILT ENVIRONMENT

Our experienced teams take pride in constructing office buildings and workspaces that inspire employees and enrich the overall experience of owners and tenants. We're experts at navigating the complexities of large-scale renovations in occupied facilities—because we know the work must go on. And we always stay on top of the latest technology, sustainability, usability and accessibility trends that people have come to expect in their modern workspaces.

Whether you're working with our collaborative construction team to build a \$50-million IPD office building or hiring our Special Services Group to convert a heritage building into a modern office space, our experienced professionals will deliver the value you need.



Mosaic Centre | Edmonton



Lamborghini Dealership | Calgary



Totem Office Building | Calgary

SERVE

CIVIC & GOVERNMENT
DEFENSE
FIRE & EMS
TRANSPORTATION
JUSTICE & POLICE
CIVIL & CLEAN ENERGY
HEALTHCARE

Blatchford District Energy Sharing Centre | Edmonton



Lacombe Police Station | Lacombe



Barrie Simcoe Emergency Services Campus | Barrie



Kennedale Eco-Station | Edmonton



SOCIAL PROCUREMENT FOR LOCAL ADVANCEMENT

As a B Corp, we look at all the ways we can use our business to make a positive impact on the world. As a general contractor, we have a multi-layered supply chain that we leverage to support local economies and social enterprises through social procurement practices.

When we enter a community, we work with local governments and trades to source labour from within the community. We choose sub-trades and vendors that are willing to do the same and seek out partners that prioritize the environment, their employees, and social causes.

Working together, our impacts can leave lasting impressions on the people and places where we build.

WE'RE HERE TO SERVE YOU

Public service is an honourable duty. We couldn't be prouder of our history working with municipalities, provincial and federal governments. Our long-standing relationships translate into a deep understanding of the requirements of publicly financed construction projects. We were the first Canadian contractor to build a public school using Integrated Project Delivery, resulting in millions of dollars in savings for the school board. And we continue to save our clients time and money on the IPD projects we execute.

LEARN

POST-SECONDARY
K12
LIBRARIES
MUSEUMS &
CULTURE

College of the Rockies, Patterson Hall | Cranbrook



Douglas College, Anvil Centre | New Westminster



York University, Farquharson Life Sciences Building | Toronto



Bowness High School | Calgary

THE FUTURE IS IN OUR HANDS

We're entering a new era of education. One where learning is experiential and schools, libraries, and campuses must accommodate inclusive communities and offer students a more fulsome learning experience. We know there's a lot at stake and we want to do our part to construct the future of education in the best way possible—for school boards, teachers, taxpayers and most importantly, for students.

PLACES WHERE LEADERS DEVELOP

Our collaborative approach brings together diverse teams to work collectively. Together, we find innovative building and construction solutions in order to create spaces that prepare tomorrow's leaders for the challenges ahead.

With Integrated Project Delivery, teams are aligned through risk and reward sharing, meaning everyone stands to benefit—including students, faculty and staff—when a project is under budget and ahead of schedule.

Working as a collective, the project team can give back to the broader community by sourcing local labour and partnering with vendors that are socially and environmentally responsible.

We encourage partnerships between the construction teams and student researchers to document how social procurement, sustainable building and innovative technology can make building better today, a promise for the future.

LIVE

AFFORDABLE
HOUSING
APARTMENTS
CONDOMINIUMS
HOTELS
SENIORS
STUDENT
HOUSING

Bentley Condominiums | Edmonton



Sakaw Terrace Seniors Housing | Edmonton



University of Alberta, Tamarack and Pinecrest House | Edmonton



Courtyard and Residence Inn by Marriott | Calgary



YOUR INVESTMENT, OUR RESPONSIBILITY

Whether we're using Virtual Design and Construction during pre-fabrication or executing a design-build, we take our responsibility seriously. And, in the most challenging conditions, working alongside busy streets, in residential neighbourhoods and phased construction zones, we help our clients maximize their return-on-investment.

WE BUILD THE SAME WAY, EVERY TIME

When you're building a home that will enable local seniors to live better lives or preserving a heritage site during a new condo project, you want peace of mind. Our teams know that consistency is the key to certainty.

Our proven methods and production systems are used on every project, regardless of their scale or scope. Pull planning and lean principles, like visual problem solving, keep the schedule moving and the budget optimized.

Step onto a Chandos job site in Whitby, Kelowna, Okotoks, Prince George, or Oakville and you'll find everything in its place. Each morning our field leader calls a huddle with the trades and together they plan out the day. In 10 minutes, we can save 10 days and \$100,000 dollars.

LET'S BUILD BETTER TOGETHER

The world is changing faster than ever before.

That's why we believe that business leaders can, and should, use existing business models to make a difference and solve the world's greatest challenges.

That's what we do.

And we're not the only ones acting today for a better world tomorrow. There's a growing list of Canadian firms dedicated to making a positive impact on society.

You can make a difference too.

You can change a life.

You can strengthen local communities.

You can reduce your impact on the environment.

And we'd love to help.

When you build and collaborate with us,
we work together to build a better world.

OFFICES

- Vancouver
- Kelowna
- Edmonton
- Red Deer
- Calgary
- Toronto
- Ottawa