



## 2019 SUSTAINABILITY REPORT



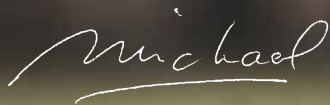
# A letter from the CEO

## Building for the Future

Minto Group is incredibly proud of our 65-year legacy of building better places to live, with our focus on sustainability beginning over 50 years ago. While we highlight our most recent accomplishments in this 11<sup>th</sup> Sustainability Report, it's impossible not to reflect on the current state of the world and the need for us to do more.

We are committed to taking our actions a step further with the development of a thoughtful and comprehensive environment, social and governance (ESG) strategy to ensure we continually push ourselves, improve the quality of what we do as a steward of the environment, community builder and leader, and make progress as an ethically responsible forward-thinking business.

We look forward to sharing more on our approach in our 2020 report as we continue to build for the future.



**MICHAEL WATERS**  
CEO, MINTO GROUP

Minto Group of Companies ("Minto") includes Minto Apartments and Minto Commercial (our apartment and commercial rental properties and operations) and Minto Communities (our home building operations in Canada and the US).

Minto Apartment REIT (a spin off of the Minto Group) is a real estate investment trust offering public investment opportunities that owns and operates a portfolio of high-quality, multi-residential rental properties across Canada.



# The Story of Sustainability at Minto



We believe our success is measured by the health and vibrancy of the lives we touch and the environments we create. Sustainability at Minto is focused on improving the quality of what we do and the commitments we make to customers, communities, investors and each other.



## OUR APPROACH

Our foundation of governance guides how we're organized and do business, including the economic, environmental and social dimensions that form all of our business practices.



## OUR APPROACH

- Foundation of Governance
- Standards of Conduct
- Board of Directors
- Talent Management & Succession Planning
- Benchmarking, Reporting & Sharing Information
- Setting Clear Performance Objectives



## OUR PEOPLE & OUR COMMUNITIES

We strive to build meaningful connections with the communities we serve and the employees that help us deliver on the promise of creating better places.



## OUR PEOPLE & OUR COMMUNITIES

- Encouraging Employees to Learn & Grow
- Fostering Employee Health & Wellness
- Protecting Employee Health & Safety
- Strengthening Employee Engagement & Experiences
- Connecting with Our Communities
- Strengthening Our Communities



## OUR PLANET

We're committed to building a sustainable future by consuming fewer natural resources, minimizing waste and reducing greenhouse gas emissions.



## OUR PLANET

### OUR NEW COMMUNITIES

- Our Environmental Processes for Our New Communities
- Reducing Construction Waste
- Pursuing Green Building Verification

### OUR INVESTMENT PROPERTIES

- Our Environmental Processes for Our Investment Properties
- Reducing Energy Intensity
- Striving to Reduce Carbon Intensity
- Reducing Water Intensity
- Maintaining Green Building Certification

# Our Approach

## PRIORITIES

Foundation of Governance

Standards of Conduct

Board of Directors

Talent Management &  
Succession Planning

Benchmarking, Reporting &  
Sharing Information

Setting Clear Performance  
Objectives

## Foundation of Governance

We're only as good as the people who lead us and the structures that support us. We believe a strong and evolving foundation of governance is critical to our continued growth and success.

As a private company, we're proud of the structures we have in place.

## Standards of Conduct

We maintain standards of conduct to ensure we demonstrate honesty and integrity, behave fairly and ethically and hold ourselves accountable.

## Board of Directors

We have a strong Board of Directors to oversee the activities of the organization. It includes:

- Independence from management – four independent and three non-independent members
- Separation of the Board Chair and CEO roles
- Supporting committees with written mandates:
  - › Audit Committee – chaired by, and composed of, a majority of independent directors
  - › Compensation Committee – chaired by, and composed of, a majority of independent directors
- Approval of the overall strategic plan, business plan and budget
- Oversight of the Company's financial reporting and internal controls
- Oversight of risk management
- Setting CEO compensation with a link to long-term performance objectives

## Talent Management & Succession Planning

While we have an experienced leadership team, we recognize that change is inevitable. To ensure the availability of skilled and accomplished successors to support us as we grow, we:

- Engage with employees regarding their career goals related to both current and desired future roles
- Conduct regular and rigorous talent reviews
- Provide professional development to all staff including formal training in both their current roles and future aspirations
- Identify individuals who have the capability to progress one or more levels in the organization in the near to mid-term and complete succession plans
- Complete long term succession plans for all executive roles, including the CEO position
- Identify potential talent gaps and address them in the hiring strategy

### PANDEMIC PLAN

Minto maintains a documented infectious disease procedure to minimize health and safety effects and plan for business continuity in the event of an infectious disease or virus outbreak, including a pandemic.

This procedure was activated during the 2020 COVID-19 outbreak.





### **Benchmarking, Reporting & Sharing Information**

Minto regularly records, analyzes and communicates sustainability information and data to support transparency. Information is reported to internal and external stakeholders and is also used for industry benchmarking activities including the GRESB Real Estate Assessment and the Canada Green Building Council's Disclosure Challenge.



### **Setting Clear Performance Objectives**

Environmental, social and governance factors are included in annual business unit and employees' personal objectives. Individual incentive compensation is tied to performance against these objectives, which are reviewed throughout the year.





## CASE STUDY

# Serving as a Proud Industry Leader by Sharing Data to Make an Impact

The Canadian real estate industry does not have comprehensive or long term benchmarking data on water or energy use in multi-unit residential buildings, leaving organizations with limited ability to set targets that can lead to greater efficiency and performance. To address the issue, the Disclosure Challenge was created by the Canada Green Building Council to provide actual performance data, rather than modelled data, to allow owners and managers to compare their building performance and as the first step in creating a benchmarking system. Minto is proud to be at the forefront of this effort as one of five companies to participate in the first year of the Disclosure Challenge.

A benchmarking system will help organizations in the industry make decisions on how to invest to optimize the value of the property – leading to increased efficiency, lower costs and lower environmental impacts. Minto actively participates in research and development as part of an ongoing commitment to reduce water and energy use and other environmental impacts over the long term.



# Our People & Our Communities

## PRIORITIES

Encouraging Employees to Learn & Grow

Fostering Employee Health & Wellness

Protecting Employee Health & Safety

Strengthening Employee Engagement & Experiences

Connecting with Our Communities

Strengthening Our Communities

## Encouraging Employees to Learn & Grow

Continuous learning is an important part of the employee experience, with career development being a key component of our performance management process. People managers work with their employees to ensure appropriate learning experiences are identified that best suit their personal career development needs. The Minto Learning Center supports each employee's personal growth through a full range of learning and development opportunities across two categories – foundational learning and professional growth.



720

EMPLOYEES TOOK

3,213

COURSES IN 2019  
THROUGH THE  
MINTO LEARNING CENTRE

## PEOPLE MANAGER CERTIFICATION

Developing strong people managers is key to Minto's growth and continuous improvement. The People Manager Certification program is designed to ensure all people managers have the tools, resources and knowledge they need to deliver on our key accountabilities. Our goal is for every participant to become fully certified within 18 months of becoming a people manager. The Certification program is comprised of one pre-requisite eLearning course, two core courses and a one day Coaching Clinic.

## Fostering Employee Health & Wellness

In 2019, Minto worked to expand our health and wellness program with LifeSpeak – a confidential digital platform with expert advice on well-being topics. Through this resource employees and their families are able to watch videos, read blog posts, listen to podcasts and interact with world-renowned experts in real-time during monthly webchats. The site also links to our employee and family assistance programs for those who would like to speak to a counselor.

## PROVIDING INNOVATIVE TOOLS TO SUPPORT EMPLOYEE WELL-BEING

LifeSpeak was launched in 2020 and now provides support to our employees and their families 24/7 on topics including:

- Mental health issues and strategies
- Relationships
- Financial health
- Parenting
- Management skills
- COVID-19

## Protecting Employee Health & Safety

Minto is committed to preventing personal injuries and to achieving health and safety excellence.

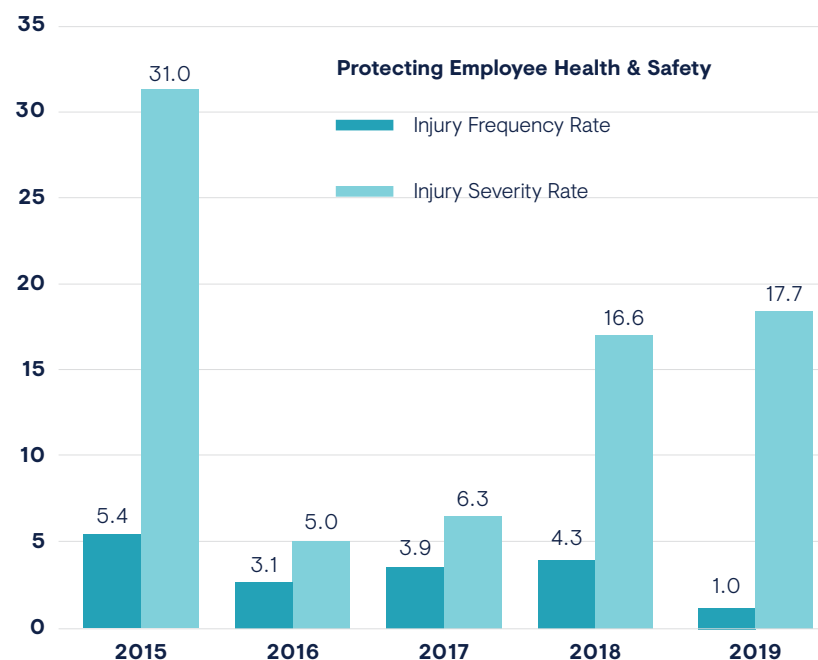
Injury frequency and severity rates are used to show the number and severity of occupational injuries.

Our frequency rate improved in 2019. However, our severity rate rose, mainly due to three injuries that resulted in multiple lost days.

**Injury Frequency Rate:** the number of lost time injury claims per 200,000 hours worked where 200,000 is the number of hours worked by 100 standard employees in one year

**Injury Severity Rate:** the number of work days lost due to lost time injury per 200,000 hours worked where 200,000 is the number of hours worked by 100 standard employees in one year

We remain dedicated to continual improvement of our performance and health and safety program through measures including active coaching, formal training, program audits, workplace inspections, group and individual objectives, communications and corrective action plans for identified hazards. We also maintain a closely managed process to ensure safe and timely return to work in the event of an injury.

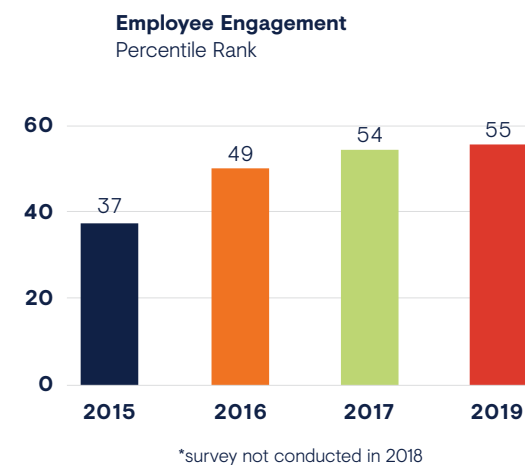


## Strengthening Employee Engagement & Experiences

### EMPLOYEE FEEDBACK

Minto has been conducting confidential, employee engagement surveys every 12 to 24 months for the past 15 years. Since 2015, we've leveraged the Gallup Q12 Employee Engagement Survey to assess engagement levels and have consistently improved the percentile ranking of our engagement scores. This is meaningful progress toward achieving our long term goal of reaching the top quartile of survey participants.

Survey results are shared with departments and action plans at the departmental, operating group and corporate-wide levels are established to address areas for improvement. Initiatives include augmenting technical training for customer-facing construction employees and making improvements to the company pension and benefits plans.

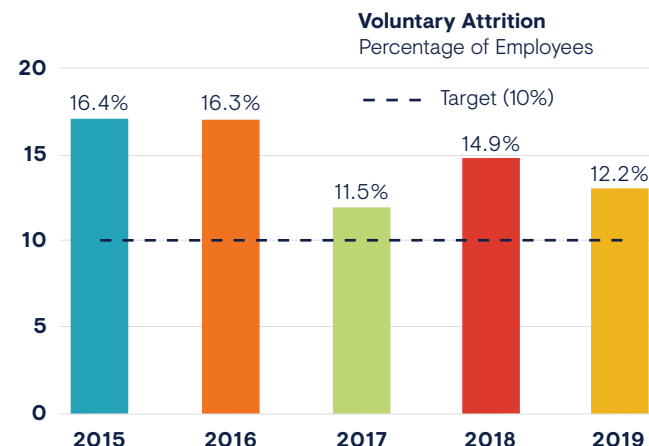




## VOLUNTARY ATTRITION

One of the business metrics Minto is consistently striving to improve upon is voluntary attrition, which represents an unplanned loss of expertise and experience as well as increased expense to recruit, hire and train new employees. We're focused on continually augmenting our employee value proposition (culture, benefits, training and compensation) to ensure attrition levels are at

or lower than industry norms. While attrition rates can fluctuate on a year-over-year basis, since 2015 we have seen a marked decline in our annual voluntary attrition. We recognize that some amount of frictional voluntary turnover is expected – and even healthy – and have established a long-term target of reducing voluntary turnover to 10% annually.



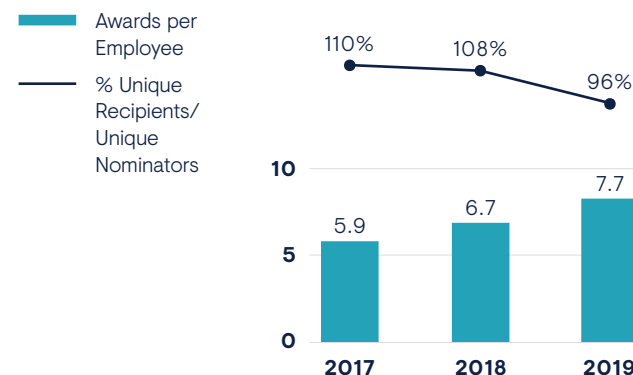
## RECOGNITION

Recognition and appreciation are critical elements of an organization that values employees and their accomplishments. Minto's recognition strategy, through the peer recognition BRAVO! program, has played a meaningful role in a steady increase in employee engagement levels and the reduction in employee attrition since 2016. Since the program's award-winning launch in 2016, over 80% of employees have received BRAVO! recognition awards for going above and beyond to contribute to our success.

This metric well exceeds our original target. Further, the program has been widely embraced by all employees with 1/3 of all recognition moments being peer-to-peer recognition.

Annually, those receiving the highest level BRAVO! award are nominated for a Greenberg Award under each of the Minto values: Achievement, Courage, Innovation, and Partnership.

### BRAVO! Recognition



## Connecting with Our Communities

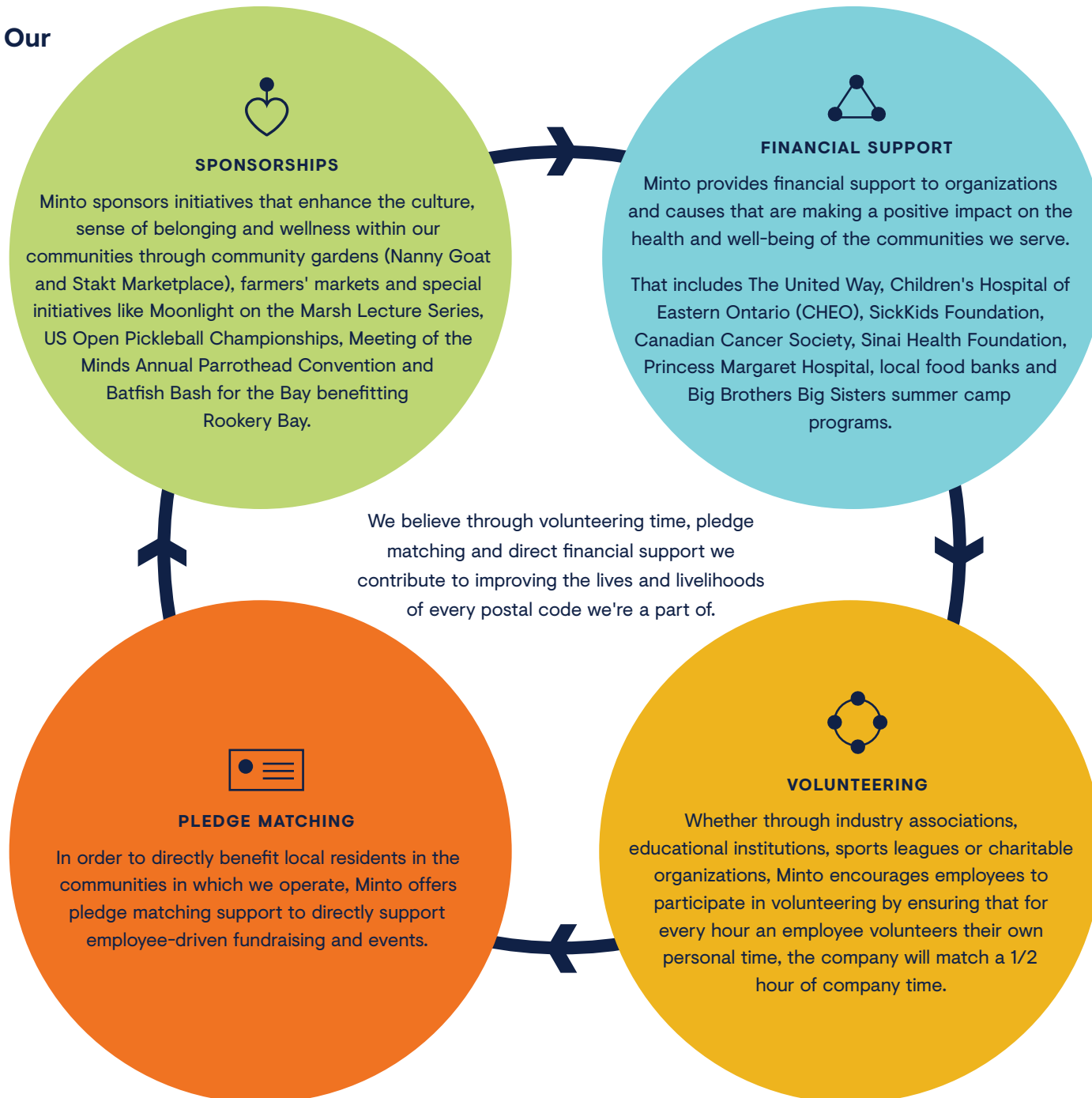
We connect with residents and tenants through a range of communication formats and engagement events throughout the year.

Minto Communities, Minto Commercial and

Minto Apartments regularly perform and analyze homeowner and tenant satisfaction surveys to identify strengths and opportunities for improvement. Results are shared with staff, and action plans are

developed and implemented to address issues and support ongoing efforts to provide the best possible service for our residents, tenants and homebuyers.

## Strengthening Our Communities



# Making a Difference for Both People and the Planet

For 19 years, Minto Communities Ottawa has been the proud partner and builder of the Dream of a Lifetime Lottery grand prize Dream Home for the Children's Hospital of Eastern Ontario (CHEO), raising over \$65 million for patients, families, medical practitioners and researchers.

This year, the Minto Dream Home offered something new and truly exceptional: A Net Zero Energy (NZE) home. An NZE home produces as much energy as it consumes, starting with a highly efficient envelope, heating, cooling and ventilation system, and topping it off with solar panels on the roof to generate enough electricity to power it all. The result is an energy efficient home that offers superior comfort and huge environmental benefits.

Building the Minto Dream Home as an NZE home provided the opportunity to push the boundaries of home design, raise awareness of NZE homes and their benefit to the environment while raising as much money as possible in support of the CHEO Foundation.

The 2019 lottery sold out in record time, three weeks ahead of schedule, and raised an unprecedented \$5 million for the hospital. This is truly an amazing example of how innovation and Minto's support can make a difference for both people and the planet.





## CASE STUDY

# A Meaningful Way to Share and Connect Through the LIVE Better Blog

In 2018, Minto launched the LIVE Better blog to help deliver on our brand promise of helping people live better by sharing valuable information with our residents, homeowners and the community at large. Each week new articles are posted on living greener, healthier, smarter, more connected lives through everything from design and décor to tips for reducing waste, increasing energy savings, staying healthy and getting involved in causes and community. In 2020, the blog also played a critical role in providing information on pandemic resources, social distancing and other ways to ensure the communities we serve stay informed and healthy.

Since 2018, the blog has had just under 2.2 million visits and 1.4 million visitors – and perhaps most importantly, created a meaningful way for us to share and connect with the community.

157

ARTICLES  
PUBLISHED

+2.2

MILLION  
VISITS

+1.4

MILLION  
VISITORS





# Building Community Through Sustainability

In 2019, Minto formed a partnership with Stackt Market in Toronto – an innovative cultural destination built entirely of repurposed shipping containers. Our partnership included a community greenhouse, pocket park and artist installation located across the street from Minto Westside and Niagara West at the intersection of Front and Bathurst streets. Residents at Niagara West and Minto Westside, as well as the surrounding community, participated in various workshops at the greenhouse including a two-part workshop on how to grow their own microgreens. The neighbouring pocket park was built as a greenspace surrounded by pollinator plants and artwork, connecting visitors to nature within the city.

The initiative allowed Minto to increase awareness amongst area residents on the importance of sustainability, while providing access to local artists and culture to help foster a deep sense of belonging for all those that live nearby.



## PRIORITIES

### OUR NEW COMMUNITIES

Our Environmental Processes  
for Our New Communities

Reducing Construction Waste

Pursuing Green Building  
Verification

### OUR INVESTMENT PROPERTIES

Our Environmental Processes for  
Our Investment Properties

Reducing Energy Intensity

Striving to Reduce Carbon  
Intensity

Reducing Water Intensity

Maintaining Green Building  
Certification



## Our New Communities

### OUR ENVIRONMENTAL PROCESSES FOR OUR NEW COMMUNITIES

Minto Communities aims to build better  
places to live, work and play by focusing on:

- Energy efficiency and carbon emissions reduction
- Material selection and waste management
- Natural systems and biodiversity
- Resilience
- Health and wellness
- Community

We follow an integrative process from design and construction through to occupancy and operation of our homes and communities. In developing the strategy for our projects, we balance market needs with regulatory standards and third party verification while leveraging building science and industry best practice to deliver leading communities.





## Furthering Innovation and Sustainability in the Glen Agar Community

To help advance our sustainability goals, innovation was a focus for the 53 three-storey luxury homes within the Glen Agar community in Toronto.

Minto Communities in Canada was one of the first production builders to offer zoned heating, ventilation and air conditioning (HVAC) as an upgrade to our homebuyers. The home is divided into multiple zones, allowing the zoned HVAC system to deliver heating and cooling directly to each zone. Natural Resources Canada research indicates that with this feature 90% of homeowners experience increased comfort with respect to temperature and 70% experience reduced energy consumption. With almost half of the homebuyers taking advantage of this new option, it's clear this is a desirable, value-added feature.

As well, the innovative Aerobarrier technology delivers a cost effective premium sealed building envelope – key to a high performance home. It's also a useful tool in identifying construction details that are hard to seal, while providing the construction team with a consistent and reliable way to achieve air tightness targets. With this technology, we were able to achieve an average air tightness of 1.2 air changes per hour (ACH), which is a significant improvement over the building code assumed maximum of 3.0 ACH.



## CASE STUDY

# Improving Energy Performance Through Air Tightness

Air tightness is one of the most critical aspects of ensuring comfort and efficiency, with testing being a part of programs including Toronto Green Standard and ENERGY STAR® for Multi-family High Rise.

Partnering with RDH Building Science on a pilot project at Yorkville Park, Minto is proud to be one of the first high-rise developers in the Greater Toronto Area to complete a large building air tightness test.

The many benefits of completing this pilot project included:

- Identifying the leakage rate through the entire envelope of a floorplate or building, rather than between suites
- Overall testing process insight including logistics, costs and labour
- Baseline performance assessment ahead of mandated requirements
- Improvements to the envelope assembly details and installation practices

Air tightness measured at 0.39 cubic feet per minute of air leakage per square foot of envelope area (cfm/ sq ft) performing better than the 0.4 cfm/ sq ft maximum which is anticipated to be included in a future revision of building code. RDH published a case study on the test in the fall 2019 issue of “Pushing the Envelope” by the Ontario Building Envelope Council, found [here](#).





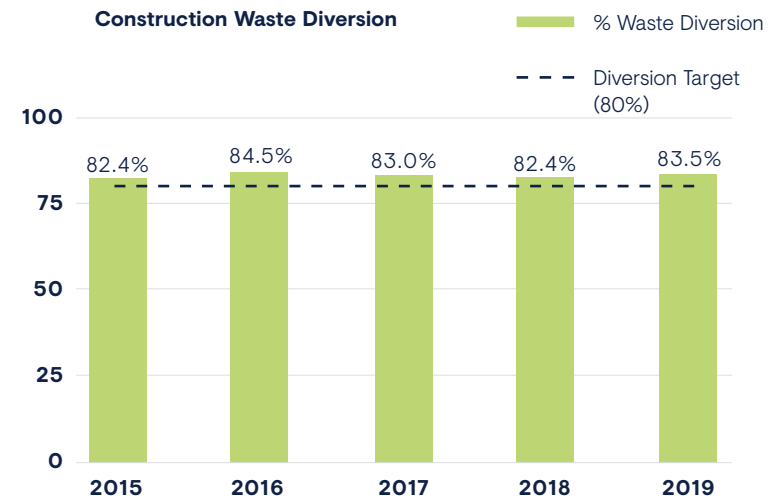
## Reducing Construction Waste

Minto Communities Canada has been tracking construction waste diversion since 2009 and continues to target a minimum 80% diversion rate from landfill. Diversion rates have remained relatively flat while the construction waste industry experiences significant challenges including landfills reaching capacity, a shrinking market for low-quality recyclables, and increasing transportation and processing costs.

Through a greater focus on waste data analysis in 2019, it's clear that the industry overall will benefit from the introduction of a standard methodology for waste diversion measurement and reporting.

Minto Communities will continue engaging with designers, suppliers, trades and site staff to identify opportunities for material efficiency and waste management including:

- Design details that improve material efficiency
- Pre-fabrication/ modular construction to reduce waste on site
- Working with trade partners to identify opportunities to innovate and build a culture of minimizing waste generated
- Source separation of material types through the development of construction waste management strategies





# An Important Step Forward in Measuring and Reducing Construction Waste

As construction activity continues at unprecedented rates in Ontario and other jurisdictions, it's increasingly important to measure and manage waste generated. In 2016, Minto Communities in Canada began investigating construction waste intensity and how it could be measured and tracked – a metric aimed at providing better insight into resource efficiency compared with construction waste diversion.

In 2019, construction waste intensity was tracked on a monthly basis. This approach was found to have its challenges, mainly due to complexities in calculating the area under construction in a given month in relation to the waste generated in that same timeframe.

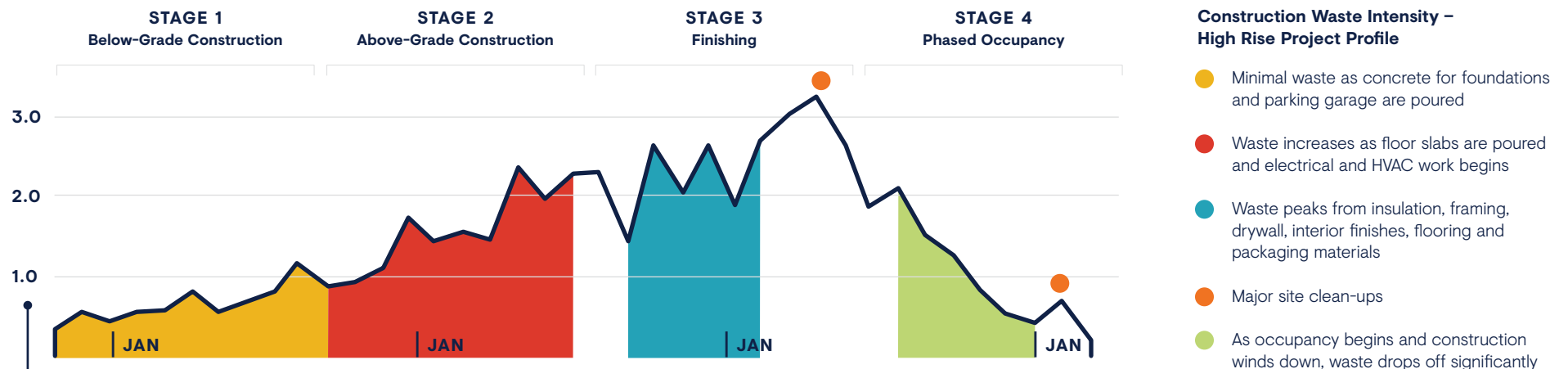
While consolidated monthly tracking wasn't optimal, the effort of close examination and analysis has led to

the development of project-based benchmarking. As Minto continues to work on this initiative, we hope to provide insight and leadership to the industry in order to work toward baseline performance data for industry-wide benchmarking.

## CONTINUALLY IMPROVING

- Project Waste Intensity  
50.7 kg/ sq m
- LEED® Best Practice  
Waste Intensity  
36.6 kg/ sq m

While the intensity measured is above best practice, we want to share information as we continue to make improvements.

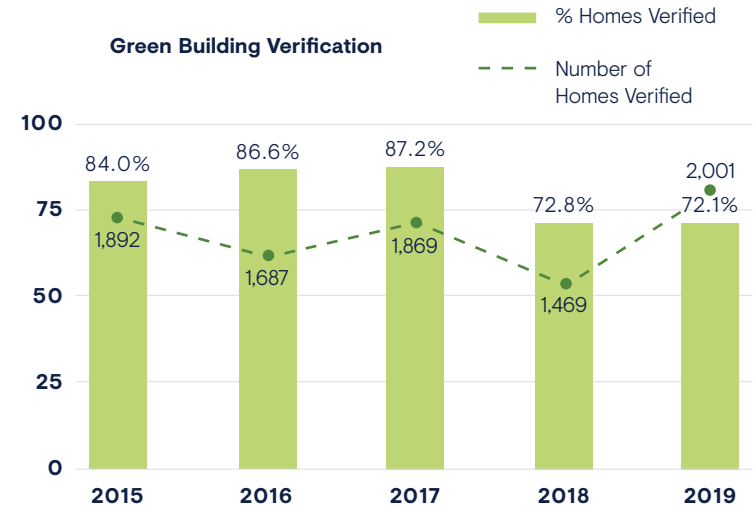


Total waste per month/ Total project Gross Floor Area = kg/ sq m/ month  
Waste profiles vary by project.

## PURSUING GREEN BUILDING VERIFICATION

Third party verification is used to demonstrate a high-performance and better built home for our homebuyers while helping to reduce their environmental impact. The decision to third party verify is highly influenced by the markets within which we operate. Verification standards targeted include: HERS®, EnerGuide Rating System, ENERGY STAR® for New Homes and LEED®. The decrease in verification in 2018

to 2019 is attributed to the shift in certain geographies to verify every model once per quarter, as inspections have shown that the construction team is consistently delivering homes in line with the chosen verification system.



## CERTIFICATIONS IN 2019 INCLUDE:

### Ottawa

#### BEECHWOOD

LEED® Canada NC Silver

#### UPPERWEST

LEED® Canada NC Gold

All low-rise homes received an EnerGuide label

### GTA

#### LONGBRANCH

Phase 1 (Blocks 1, 2 and 4)  
LEED® Canada NC Silver

All low-rise homes received an ENERGY STAR® for New Homes certificate

### USA

Average 60 HERS® index across low-rise homes





## Our Investment Properties

### OUR ENVIRONMENTAL PROCESS FOR OUR INVESTMENT PROPERTIES

Minto Apartments and Minto Commercial have a comprehensive system in place to manage the environmental impacts of our investment property operations. As part of this system, Minto Apartments completes technical building assessments for approximately one third of the existing income property portfolio each year to identify opportunities for improvement and support conservation goals. Buildings are also benchmarked against a geographical peer group to determine if there are opportunities to improve performance relative to the Minto portfolio.

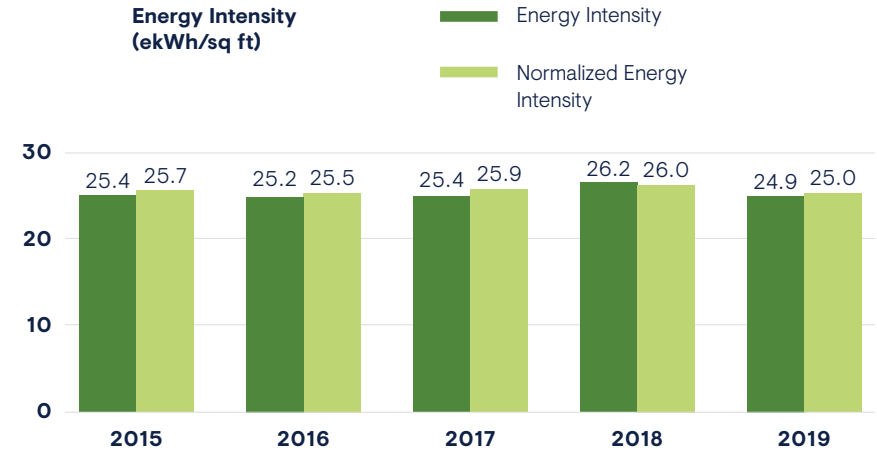




### REDUCING ENERGY INTENSITY

Portfolio energy intensity, measured in equivalent kilowatt-hours consumed per square foot (ekWh/ sq ft), decreased in 2019. This was due to in-suite light emitting diode (LED) bulb retrofits, commercial Building Automation System (BAS) recommissioning projects and transitioning from local access to online residential Building Automation Systems. Updating and optimizing the residential BAS schedules and sequences began in the second half of 2019.

Building operations will continue to be optimized in 2020. Additional sensors will be added to increase our control of equipment operation and, where appropriate, make-up air units will be retrofitted with variable frequency drives to allow the building ventilation rate to modulate with building occupancy.

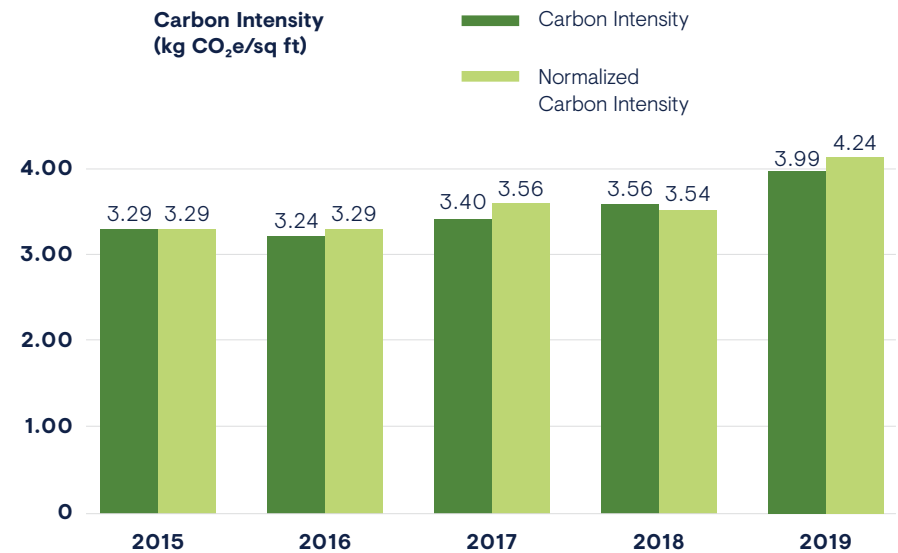


### STRIVING TO REDUCE CARBON INTENSITY

Both the absolute and weather normalized carbon intensity, measured in kilograms of carbon dioxide equivalents emitted per square foot (kg CO<sub>2</sub>e/ sq ft), increased in 2019. Although there was a significant decrease in annual electricity consumption, overall natural gas consumption increased in 2019. The decrease in electricity consumption, reflected in the lower energy intensity, did not offset the increase in the natural gas component of total carbon emissions due to the higher emission factor of natural gas.

Natural gas consumption increased due to upgraded boiler plants in buildings that were historically under heated. However, overall

consumption decreased during the last quarter of the year as building automation systems were brought online and optimized.



## CASE STUDY

# Simple Bulb Replacements Continue Saving Energy

Minto Apartments has always recognized the importance of working with local utility companies to identify opportunities for energy and water-saving projects. So when Toronto Hydro approached us with the SuiteSaver project, it was a win-win situation: Toronto Hydro would replace in-suite incandescent and compact fluorescent (CFL) bulbs with new LED bulbs at no cost to Minto Apartments. Minto provided access to ten buildings in the Greater Toronto Area, and with most suites being submetered for electricity, the savings from the new bulbs went directly to residents while Toronto Hydro reduced the demand on the local electricity grid.

The result was over 16,500 old bulbs replaced with new LED bulbs – saving electricity and reducing costs.

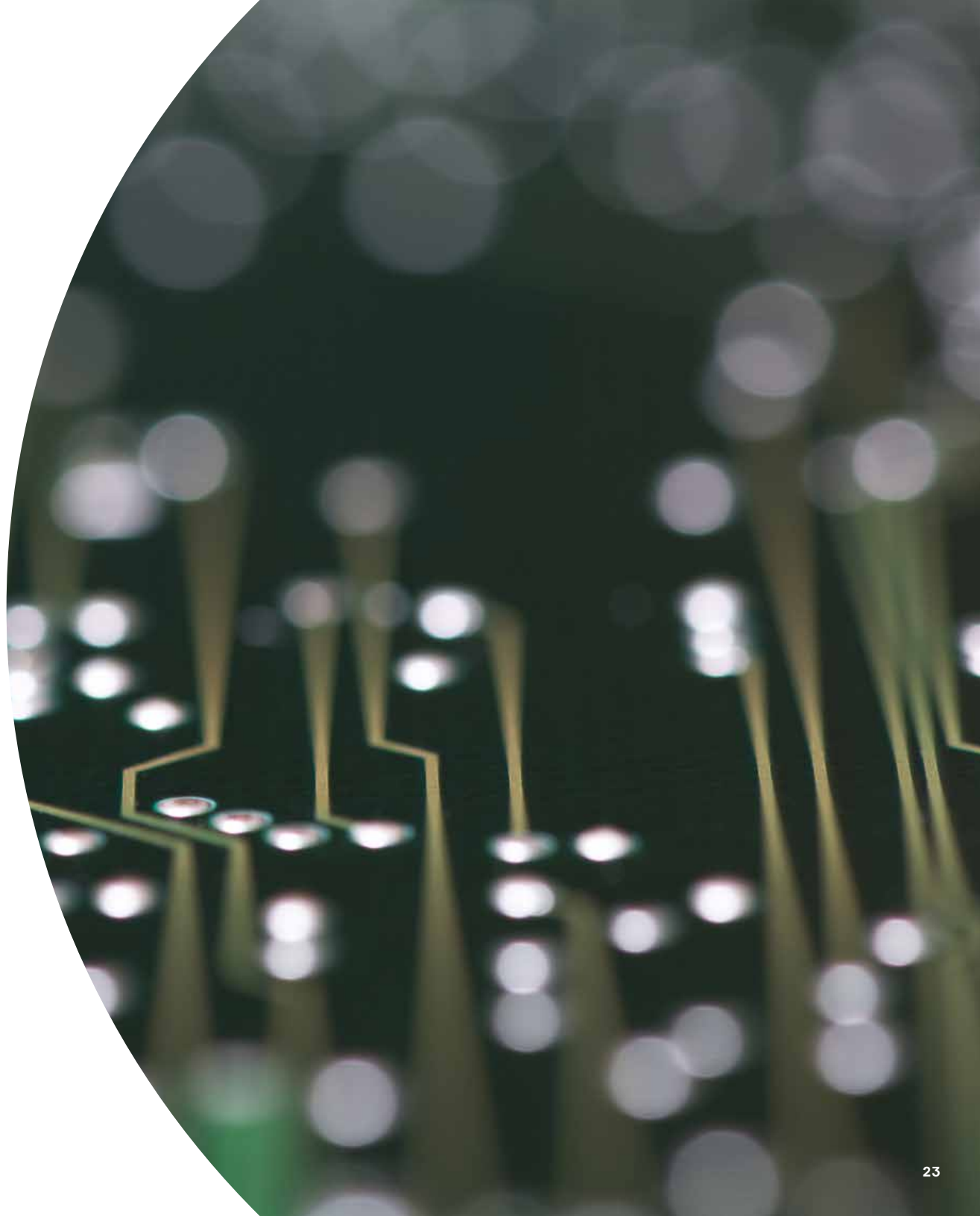


# Artificial Intelligence Helps Deliver on the Promise of Smarter Buildings

One of the most recent advances in building operation is using Artificial Intelligence (AI) for Building Automation Systems. Instead of monitoring and reacting to instantaneous building conditions, AI systems learn how a building operates over time, and in conjunction with the weather forecast will proactively operate building equipment based on a prediction of future conditions in the building.

The result is a truly smart building, allowing operation to be optimized by minimizing the run time of equipment and by gradually ramping equipment up or down to avoid large swings in demand.

In order to reap the greatest benefits of these advanced systems, Minto Apartments is currently piloting different AI systems in two residential buildings with plans to test a third. The promise of smarter, more efficient buildings is on its way.





# Creating Healthier Indoor Spaces Everyone Can Enjoy

To meet increasingly stringent energy performance targets, all aspects of building mechanical systems must be optimized, including common area ventilation systems. While required by building code to provide a certain amount of fresh air for healthy indoor air quality, common area ventilation systems are often oversized in order to minimize odour transmission between apartments. This creates a problem, as the oversizing of equipment results in extra energy to run it, and for heating and cooling to temper the outdoor air.

In 2019, Minto Apartments investigated the use of an ionization filtration system that would reduce the amount of common area ventilation while still maintaining healthy air quality within the building. The preliminary test with the Plasma Air Bi-Polar Ionization system was a success.

As a result, not only was ventilation system energy use reduced, the ionization filtration system had the added benefit of improving the air quality by effectively neutralizing odorous gases and volatile organic compound contaminants. Lab testing by the manufacturer indicates this system can also reduce particulate matter, bacteria and virus cells delivering on the growing importance of healthier indoor spaces.

Our next step? Minto plans to retrofit the system into several apartment buildings, and has included the technology in the design of all our new buildings to deliver a healthy and more efficient solution from which everyone can benefit.



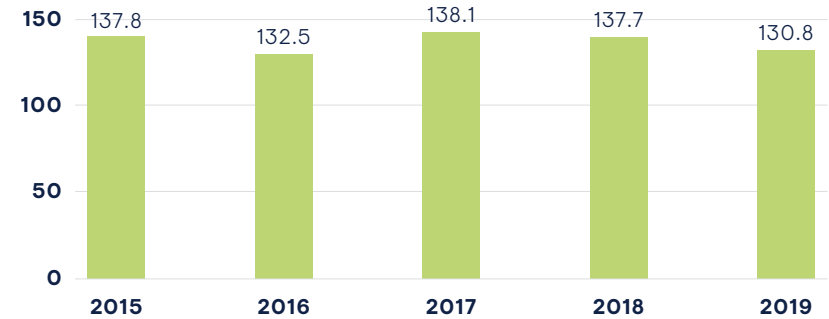
### REDUCING WATER INTENSITY

Portfolio water intensity, measured in litres consumed per square foot (L/ sq ft), dropped significantly in 2019 due to continued implementation of the toilet renewal program, which replaces all internal toilet components every six years, or sooner if needed. The installation of Flowie technology with real-time water consumption monitoring, is a key tool in

analyzing long-term consumption trends including overnight consumption which is a key indicator of water leakage.

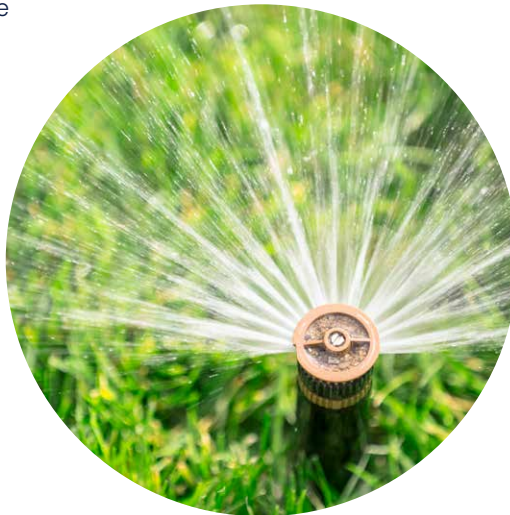
In 2020, irrigation controllers will be upgraded and toilet renewals will continue with the objective of further decreasing portfolio water consumption.

Water Intensity (L/sq ft)

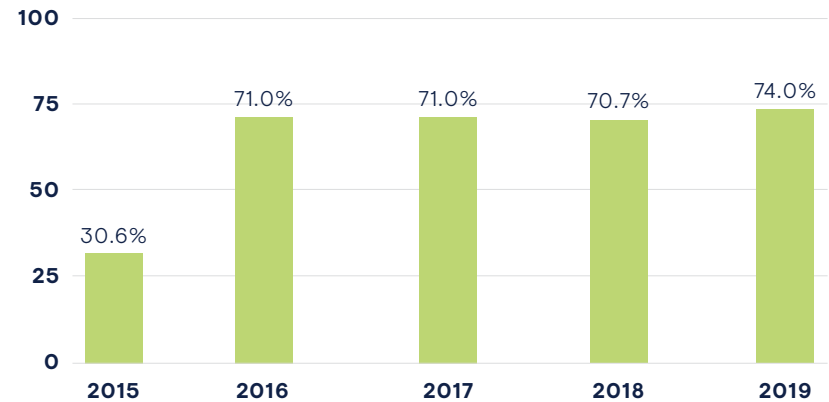


### MAINTAINING GREEN BUILDING CERTIFICATION

The percentage of our operated commercial space with a third party certification increased slightly due to the disposition of several non-certified properties.



Percentage of Commercial Space Certified (%)



# Industry Participation

We take an active role in providing a developer and property manager perspective to the regulators while they evolve building codes and introduce elective standards to move the sustainability bar higher for the industry. We participate in and support the following industry groups:



## AWARDS

2019 Canada's Top 100  
Greenest Employers

2019 DRHBA's Corporate  
Citizenship Award

2019 GOHBA Production  
Builder of the Year

## Builder/ Property Manager Associations

Bay Building Industries  
Association

BILD

BOMA Canada

Canadian Home Builders'  
Association

Collier County Builders'  
Association

Federation of Rental-Housing  
Providers of Ontario

Gold Coast Builders'  
Association

Greater Ottawa Home Builders'  
Association

Greater Toronto Apartment  
Association

Hilton Head Area Home  
Builders Association

National Association of Home  
Builders

Ontario Home Builders'  
Association

REALPAC

Treasure Coast Builders'  
Association

Volusia County Builders'  
Association

## Conservation Groups

Conservancy of Southwest  
Florida

Halifax Health

Naples Botanical Garden

Rookery Bay Nature  
Preserve

Nature Preserve

## Professional Associations

APICS

Canadian Institute of  
Management

Infrastructure Health and  
Safety Association

Urban Land Institute

## Other Industry Organizations

Canada Green Building  
Council

EnerQuality

GRESB

## Working Groups

City of Ottawa –  
Energy Evolution

City of Toronto –  
Toronto Green Standard

EnerQuality – ENERGY STAR  
Multifamily High Rise Program

Natural Resources Canada –  
Net Zero Energy Council

Town of Oakville –  
Oakville Community Energy Plan  
Task Force

Town of Whitby –  
Whitby Green Standard





To learn more or get  
involved, visit us at  
[minto.com](https://minto.com)