
News and Information

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Employees Identify “The Green 30” Organizations Based On Eco-Friendly Programs and Practices

Hewitt Associates’ Green Index Measures Workplace Perceptions of Employers’ Environmental Initiatives

TORONTO—The list of Canada’s “Green 30”—organizations whose employees are most positive about their record on environmental stewardship—was released today, Earth Day, by Hewitt Associates, a global human resources consulting and outsourcing company. The list (attached) was compiled from employee feedback using Hewitt’s Employee Green Index, which focuses on employers’ strategies, activities and efforts to minimize the environmental impact of their operations, products and services.

As part of the 2010 *Best Employers in Canada* and *Best Small & Medium Employers in Canada* studies, Hewitt surveyed over 100,000 employees at 230 organizations regarding their employers’ commitment to environmental stewardship. At the Green 30 organizations, an average of 86 per cent of employees have a positive perception of their employers’ eco-friendly efforts. At the 30 organizations with the least positive reviews, that figure is 58 per cent.

“Our findings show that employees really see the difference when their employer is focused on developing and implementing environmentally-conscious policies and practices,” said Neil Crawford, Hewitt’s leader of the *Best Employers in Canada* study. “Effective green programs and practices may persuade certain employees to join or stay with an organization.”

However, more employers are gradually adopting environmentally-friendly programs. While all of this year’s Green 30 encourage recycling, waste reduction and/or reduced paper usage, so do 86 per cent of the 30 organizations with the lowest rankings on the Employee Green Index. “The gap is higher with respect to other initiatives,” stated Crawford. “The Green 30 are twice as likely as the 30 lowest ranked organizations to subsidize carbon offsets for business travel, sponsor programs to reduce green house gas emissions from business operations, host events to facilitate participation in Earth Day or Earth Hour, and subsidize the costs of bike storage and/or showers for employees who cycle to work. While there are significant variations in the use of some of these practices amongst

the Green 30, they all demonstrate real passion and commitment to reducing the impact of their business on the environment in the eyes of their employees.”

The Green 30 list appears in the May 3 edition of *Maclean's*, as well as in the May 10 issue of *Canadian Business*. Both magazines are available on newsstands today, Earth Day.

Organizations that participate in the *Best Small & Medium Employers in Canada* (50 – 399 employees) or the *Best Employers in Canada* (400 or more employees) studies are automatically eligible for The Green 30 list. The deadline to register for each study—and therefore be considered for the 2011 Green 30 list—is May 31, 2010. For more information and to register online, please visit www.hewitt.com/bestemployerscanada

About Hewitt Associates

Hewitt Associates (NYSE: HEW) provides leading organizations around the world with expert human resources consulting and outsourcing solutions to help them anticipate and solve their most complex benefits, talent, and related financial challenges. Hewitt consults with companies to design and implement a wide range of human resources, retirement, investment management, health management, compensation, and talent management strategies. As a leading outsourcing provider, Hewitt administers health care, retirement, payroll, and other HR programs to millions of employees, their families, and retirees. With a history of exceptional client service since 1940, Hewitt has offices in 33 countries, including Canadian offices in Toronto, Montreal, Vancouver, Calgary and Regina, and employs approximately 23,000 associates who are helping make the world a better place to work. For more information, please visit www.hewitt.com/canada.

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THE GREEN 30 2010

The list of The Green 30 of 2010 appears below in alphabetical order.

Organization	Headquarters
Aecon Group Inc.	Toronto ON
BC Biomedical Laboratories Ltd.	Surrey BC
Bentall LP	Toronto ON
BLJC	Markham ON
Cascades Inc.	Kingsey Falls QC
Cisco Canada	Toronto ON
Co-operators Life Insurance Company	Regina SK
Delta Hotels	Toronto ON
EllisDon Corporation	London ON
Envision Financial	Langley BC
G&K Services Canada Inc.	Mississauga ON
Greater Edmonton Foundation: Housing for Seniors	Edmonton AB
ISL Engineering and Land Services	Edmonton AB
Ivanhoe Cambridge Inc.	Montreal QC
LoyaltyOne Inc.	Toronto ON
Lush Fresh Handmade Cosmetics	Vancouver BC
Marriott Hotels of Canada Ltd.	Mississauga ON
McDonald's Restaurants of Canada Limited	Toronto ON
Mountain Equipment Co-op	Vancouver BC
National Leasing	Winnipeg MB
Nexen Inc.	Calgary AB
PCL Constructors Inc.	Edmonton AB
Public Outreach Fundraising Consultancy Inc.	Toronto ON
Ricoh Canada Inc.	Mississauga ON
Scotiabank Group	Toronto ON
Stewart Weir & Co. Ltd.	Sherwood Park AB
Stikeman Elliott LLP	Toronto ON
TD Bank Financial Group	Toronto ON
The Co-operators	Guelph ON
Vancity Credit Union	Vancouver BC