



Solstice Sustainability Works Inc.

Bringing sustainability to life

At Solstice Sustainability Works, we believe that the quest for sustainability is the defining challenge of our time. It requires us collectively to discover ways to meet the needs of people everywhere without undermining the natural systems that support us. At Solstice, we have seen that *sustainability works* – for people, for business, for communities and, critically, for our environment.

With an emphasis on management, measurement and reporting, Solstice helps organizations turn good intentions into reality and bring their sustainability goals to life. Whether you are beginning your sustainability journey or building on existing programs, Solstice can help you take the next step.

Who we are

Susan Todd is the founder and principal of Solstice Sustainability Works Inc. Susan is a respected voice on sustainability management, reporting and assurance. Her varied roles - accountant, environmental consultant, trainer and sustainability advisor - provide her with a triple bottom line perspective on sustainability and a wealth of practical experience to back it up.

Susan is a Chartered Accountant with a Bachelor of Commerce from Queen's University and a Masters in Natural Resource and Environmental Management from Simon Fraser University. She is a member of the Institute of Chartered Accountants of BC, the Sustainability Experts Advisory Panel of the International Federation of Accountants, and the Institute of Social and Ethical AccountAbility. She previously served on the Human Rights Advisory Group of the Global Reporting Initiative's G3 project.

Susan is supported by a network of talented associates - all experienced sustainability professionals in their own right.

What we do

Since 1997, Solstice has offered a range of sustainability services including research, consulting, assurance and training. We are best known for our work in the following areas:

- Sustainability reporting and assurance
- Corporate Social Responsibility
- Stakeholder engagement

How we help

Our goal at Solstice is to help organizations realize their goals for sustainability. With many clients, we work deeply, supporting them over time to move from first steps to leadership in sustainability. With others, we jump in to assist them with a key project. Some of the services we provide include advice or help with:

- Sustainability issues scanning
- Benchmarking
- Gap analysis
- Specialized research
- Strategies and implementation plans
- Sustainability management systems
- GRI reporting
- Independent assurance
- Stakeholder analysis
- Stakeholder engagement planning
- Facilitation

Solstice also leads The Accountability Project www.theaccountabilityproject.ca, which delivers training workshops on sustainability reporting, assurance and stakeholder engagement, using AA1000 and GRI frameworks.



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What the clients say:

"Sue Todd has been instrumental in helping Mountain Equipment Co-op become a Canadian leader in sustainable business practices. From her first involvement in 1999 where she helped define what social and environmental responsibility means at MEC, to her latest project assisting in the creation of the co-op's first Accountability Report, Sue has demonstrated an extraordinary capacity to listen, guide, research and write. Truly, we would not be where we are now if not for her participation."

Peter Robinson, CEO
Mountain Equipment Co-op

"Sue Todd's expert support in developing MEC's first Accountability Report was invaluable. Her knowledge of best practises helped us discover what it took to be a leader. Her technical expertise helped us to identify risks and ensure reliability, repeatability and efficiency in our data streams. And her thorough, sensitive and insightful approach to stakeholder engagement won the respect of our toughest audiences both internal and external."

Denise Taschereau
Former Sustainability Manager, MEC
Co-founder, Fairware Promotional Products Ltd.

"In this age of accountability Sue Todd provides change leaders with practical strategies that allow them to reflect and evaluate without losing sight of their mission. Sue's expertise in social auditing offers a surprisingly effective approach to social and economic justice –most likely because she knows that true creativity comes when discipline is combined with passion and insight."

Al Etmanski
President
PLAN

"Sue Todd of Solstice developed an environmental management system which is now part of the DNA of our company. In doing so, she gave us perspective on a triple bottom line approach before the term even existed."

Arthur DeJong
Mountain Planning and Environmental Resource Manager, Whistler Blackcomb

"Sue worked closely with Vancity in the early days of social reporting, and helped to shape what has now become our award-winning accountability report. Sue's professionalism, thoroughness, and strategic thinking helped us to break new ground, improve our internal systems and processes, and ultimately our triple-bottom-line performance."

Joanne Westwood
Manager, Accountability Programs,
Sustainability Group
Vancity and Citizens Bank of Canada

"For the past 6 years, Solstice has helped us to refine and deepen our sustainability commitments and to realize the benefits. Sue Todd's steady insight and attention to detail has helped us hard wire social responsibility into Hydro's day-to-day business. Her work is characterized by professionalism and high ethical standards and continues to be a point of reference at BC Hydro in discussions on sustainability."

Allison Morrison
Manager of Innovation and Sustainability
Strategic Asset Management, Distribution
BC Hydro

"Sue Todd has contributed significantly to the development of corporate social accountability and transparency in Canada. As a Chartered Accountant, Sue brings a high degree of rigour and integrity to the field of sustainability reporting and this is ultimately reflected in the quality of her clients' reports."

Adine Mees
President and CEO
CBSR

"From the early days Sue Todd has contributed to the international effort to develop and disseminate credible and accountable models of sustainability reporting. Her thoughtful analysis and practical experience have enhanced AccountAbility's standards, research and training. We're thankful Sue is there when we need a good mind to test our leading edge work."

Simon Zadek
Chief Executive
AccountAbility