

SUPPORTING CANADIAN ENGINEERS | CR25 MICROPILE DRILLING RIG | NAVIGATING SAFETY IN TRENCHING

# PILING CANADA

The Premier Publication of Canada's Piling Industry

[pilingcanada.ca](http://pilingcanada.ca)

\$4.50 CANADIAN  Issue 1 • 2024

## THE BRILLIANCE OF CANADIAN ENGINEERS

*From innovation to impact,  
meet the people shaping the  
future of infrastructure in  
the Great White North*

**Educational Path for Civil  
Engineering Technologists**

## Trevi Spa earns certifications for social accountability, diversity and gender equality

Trevi Spa, a company of the Trevi Group leading the division that carries out special foundations and soil consolidation works, continues to build its own environmental, social and governance (ESG) identity with organizational processes based on international best practices. In October 2023, the company obtained three significant ESG-related certifications from DNV, a certification and assurance company that issues the SA8000 ethical certification, the ISO 30415:2021 diversity and inclusion certification and the UNI/PdR 125:2022 gender equality certification.

“Having obtained these certifications confirms Trevi’s commitment to sustainability through a process of continuous improvement, especially in some key areas such as respect for human rights, respect for labour law, protection against child exploitation and guarantees of safety and health in the workplace, freedom of association and the right to collective bargaining along the entire value chain of the company’s activities,” Giuseppe Caselli, CEO of the Trevi Group, said.

### *SA8000: certification for Social Accountability International*

The SA8000 certification of Social Accountability International is a management system focused on working conditions. It is also called ethical or social certification because it requires the company to address aspects of worker protection that go beyond occupational health and safety, and includes fair wages, prevention of child labour, compliance with the requirements of national collective agreements, freedom of association and prevention of any form of discrimination.

SA8000 guarantees compliance with the best international guidelines and ethical rules defined by the world’s most influential organizations for protecting human and labour rights, such as the International Labour Organization conventions and the relevant United Nations conventions. It is an international ethical certification of a voluntary nature that commits companies to an audit of their supply chains, triggering a virtuous circle throughout the entire process. It is issued following a verification process of transparent and measurable requirements.

### *ISO 30415:2021: certification for diversity and inclusion*

Trevi Spa also obtained the certification for diversity and inclusion for the effectiveness of the actions taken to create a diversity-inclusive working environment. Issued by DNV according to the international standard ISO 30415:2021 on human resource management – diversity and inclusion. The standard is acceptable globally. It is granted at the end of a verification process of transparent and measurable requirements.

The standard aligns with Global Compact’s principles and some of the most important United Nations Sustainable Development Goals, such as gender equality,



PHOTO: COURTESY OF TREVI GROUP

Trevi Spa earned three important certifications in October 2023

decent work and economic growth, and inequality reduction. It is inspired by the principles of human rights at work.

Since its foundation, Trevi has promoted and supported the values of diversity and inclusion. These elements are essential for a company that works on five continents, often in contact with unique realities, different peoples and cultures. Thus, diversity has always inspired Trevi, contributing to innovation and value creation with positive effects on business and making it possible to meet the challenges of an ever-changing world. In the same way, inclusiveness is fundamental to guarantee fairness and equal opportunities to everyone in the organization, protecting and enhancing their uniqueness. It is an assumption of responsibility that requires the constant contribution of the entire organization in terms of policies, processes, organizational practices and the behaviour of individuals.

### *UNI/PdR 125:2022: certification for gender equality*

The purpose of the UNI/PdR 125:2022 certification for gender equality is to acknowledge the willingness of organizations to adopt a systemic approach and cultural change capable of creating inclusive and equal working environments. The certification body considered six areas to assess the organization’s inclusiveness and respect for gender equality: culture and strategy, governance, human resources processes, opportunities for growth and inclusion of women in the company, pay equity by gender, protection of parenthood and work-life balance.

## Major gains in workplace equity for professional and administrative staff at Candu Energy Inc.

A female majority group of Candu Energy workers, represented by the Society of Professional Engineers and Associates (SPEA), has won a major victory in their fight for fairness and equity at Candu Energy, a subsidiary of SNC-Lavalin (now AtkinsRéalis).

After joining SPEA and a multi-year struggle to bargain a fair and equitable collective agreement, an arbitrator has awarded a first contract to the Operations and Administration (OA) employees at Candu Energy.