

# 2025 SUSTAINABILITY REPORT



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## HEDGEHOG TECHNOLOGIES

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## SUSTAINABILITY REPORT 2025

Our commitment to clean energy, innovation, Indigenous partnerships, and responsible engineering that empowers communities and protects the planet.

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# ABOUT THIS REPORT

Hedgehog Technologies' Sustainability Report outlines our ongoing efforts to drive sustainability across our key stakeholders, including clients, team members, and the broader community.

This report is informed by both internal and external discussions with stakeholders and focuses on four key areas: **Environmental Responsibility, Indigenous Prosperity, People, and Governance.**

Our sustainability initiatives align with the UN's 2030 Agenda for Sustainable Development, and we are committed to not only meeting but exceeding the targets set by the Sustainable Development Goals (SDGs). Covering the period from *January 1 to December 31*, this report serves as a benchmark for accountability as we track our progress toward these objectives. It will be published annually under the oversight of our Leadership team and stakeholders.

To learn more about the UN's Sustainable Development Goals, visit <https://sdgs.un.org/goals>



# A MESSAGE FROM OUR CEO

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*Michael Wrinch, CEO of Hedgehog Tech*

At Hedgehog, sustainability is our foundation. This year, we take pride in our role in the 2 MW Indigenous-built solar farm, a milestone that reduces reliance on fossil fuels and reinforces our commitment to reconciliation through meaningful partnerships. This project exemplifies the power of collaboration in advancing clean energy and sustainable development.

Beyond projects, we shape the future of engineering through leadership in Engineers Canada and ASTM, driving improvements in safety, sustainability, and innovation. By setting higher industry standards, we ensure a lasting positive impact on communities and the environment. Additionally, our DEI initiatives now extend into schools, encouraging young girls to explore engineering careers and fostering a more diverse and inclusive workforce.

Hedgehog Technologies remains dedicated to sustainable, ethical, and forward-thinking solutions. Together with our partners, we will continue to push boundaries and drive meaningful change where it matters most.

# ABOUT HEDGEHOG TECH



## MORE THAN JUST CONSULTANTS

Since 2001, we've engineered bold solutions for a better world—powering remote communities with renewables, securing critical infrastructure with robust cybersecurity, and designing safe, and thrilling attractions. Every project reflects our commitment to sustainable, safe, and inclusive development.

**MISSION:** To make complex visions a practical reality.

**VISION:** To be a conduit of innovation around the globe.

**VALUES:** Accountable | Collaborative | Diverse | Community Builders

WE MAKE COMPLEX VISIONS A  
PRACTICAL REALITY.



# OUR CORE INDUSTRIES

## INDIGENOUS ENERGY

Partnering with Indigenous communities to co-develop clean energy projects that support energy sovereignty, local training, and long-term capacity building.

## AMUSEMENT RIDES

Engineering safe, high-performance ride systems—specializing in controls, testing, and commissioning for complex attractions

## UTILITIES & INFRASTRUCTURE

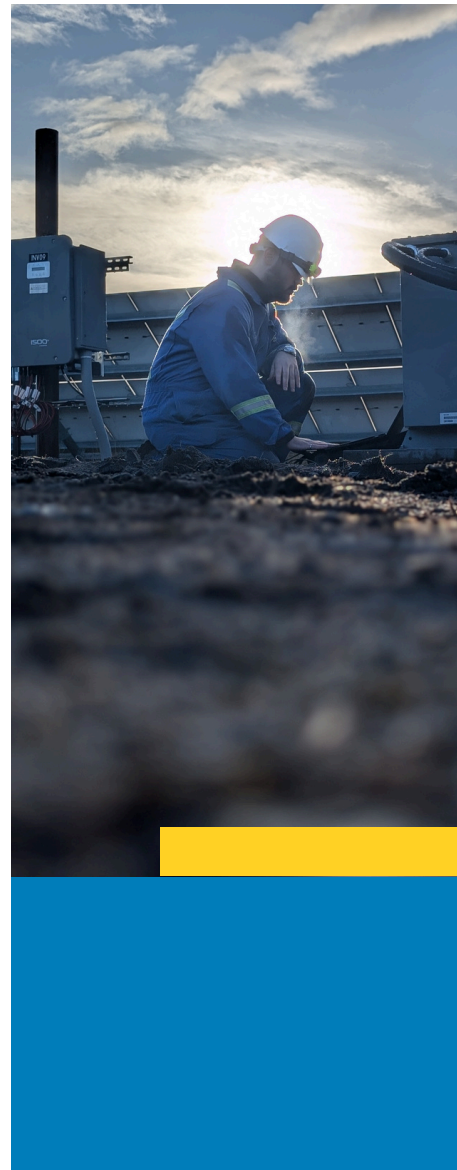
Supporting utilities with innovative engineering solutions that improve infrastructure resilience.

## OSB & WOOD

Modernizing OSB and wood processing facilities through automation, system integration, and electrical upgrades.

## PRODUCT DEVELOPMENT

Providing end-to-end product development, turning ideas into innovative, sustainable solutions ready for market.



# OUR SDG TARGETS



## CLIMATE ACTION

We take responsibility for reducing our carbon footprint by integrating sustainable practices across all operations. Through innovation and environmental stewardship, we lead efforts to combat climate change.



## INDUSTRY, INNOVATION, AND INFRASTRUCTURE

We advance sustainable economic growth by modernizing infrastructure and applying innovative technologies—from smart cities to renewable energy systems—to build a resilient future.



## AFFORDABLE & CLEAN ENERGY

We develop clean energy solutions that maximize efficiency and minimize environmental impact, expanding access to renewable technologies in underserved communities.



## GENDER EQUALITY

We promote equity through inclusive policies, diverse leadership, and a workplace culture that empowers all individuals to grow, lead, and succeed.

# THOUGHT LEADERSHIP

## How to choose the right arc flash PPE

Emphasizing the critical importance of proper personal protective equipment (PPE) in safeguarding workers from the risks of arc flash events is critical.

BY JARRED RICHTER JANUARY 18, 2024



## DECARBONIZING REMOTE COMMUNITIES VIRTUAL SUMMIT APRIL 11, 2024



## SDGS IN ACTION PODCAST

Published on UN Global Compact  
By: Dr. Michael Wrinch

## DECARBONIZING REMOTE COMMUNITIES

Published on Canadian Consulting Engineer  
By: Dr. Michael Wrinch

## HOW TO CHOOSE THE RIGHT ARC FLASH PPE

Published on Plant Engineering  
By: Jarred Richter

## CYBERSECURITY CHALLENGES OF LEGACY OT

Published on Industrial Cybersecurity Pulse  
By: Younes Rashidi

# SUSTAINABILITY

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Our commitment goes beyond just technical solutions; we cultivate a culture of environmental responsibility, empowering employees and stakeholders to embrace sustainable practices.

Every action we take reflects our dedication to shaping a cleaner, more resilient future for our customers, communities, and the planet—bringing our vision of sustainability to life through innovation and technology.

# FEATURE

 **CANADIAN CONSULTING ENGINEER AWARDS**

Hedgehog was honored to receive the Canadian Consulting Engineer Award of Excellence and the Engineering a Better Canada Award for our work on a 2 MW solar array at a remote Indigenous airport in northern BC. This project supports renewable energy in remote communities and strengthens our commitment to sustainable infrastructure, empowering local communities and advancing Canada's clean energy future.



# SUSTAINABILITY IMPACT

## CALE BOUDREAU, MARKETING DIRECTOR

“

WE ARE SHAPING THE  
NEXT GENERATION OF  
INNOVATORS



Sustainability drives our innovation at Hedgehog. Building a solar microgrid along an active airport runway reduces diesel reliance while empowering locals with training and mentorship.

Our CEO Dr. Michael Wrinch's appearance on the SDGs in Action podcast highlights our commitment to supporting remote communities through sustainable engineering.

We are shaping the next generation of innovators, contributing to BCIT's high-profile campaign featured in SkyTrain stations and Cineplex theatres across the Lower Mainland. Looking ahead, our Nimba microgrid controller represents the next step in smart, sustainable energy solutions.

As part of our long-term vision, we're developing a framework to build a diverse pipeline of next-generation engineers, ensuring a more inclusive and sustainable future for the industry.

# FEATURE

 **UN GLOBAL COMPACT: SDG'S IN ACTION PODCAST**

CEO Dr. Michael Wrinch joined the SDGs in Action podcast by the UN Global Compact to discuss engineering sustainable solutions for remote communities, covering the challenges and rewards of implementing resilient energy systems with Indigenous and rural partners.

[Click the link](#) to listen.

## EPISODE 3: GOAL 7, 9, 11

# Innovating for a Sustainable Future



### GUEST SPEAKER

**Dr. Michael Wrinch**

Founder, Hedgehog Technologies

# SUSTAINABILITY METRICS

This section tracks our progress toward key sustainability goals, aligned with the Sustainable Development Goals (SDGs). By measuring indicators, we evaluate our impact and hold ourselves accountable to high standards of environmental and social responsibility. These metrics reflect our ongoing commitment to creating a more sustainable and equitable future.

Revenue from Sustainable Projects (%)

**51**

Energy produced through projects (kWh):

**644,768 KWH**

Remote/Hybrid Team (%)

**100**

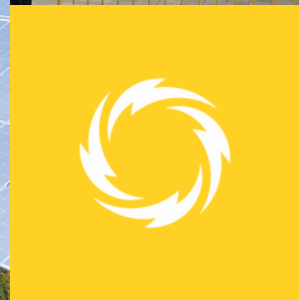
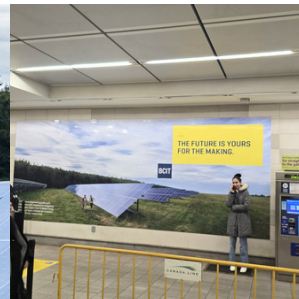


# FEATURE

 **BCIT “BETTER FUTURE 2024” CAMPAIGN**

Hedgehog Technologies was proud to take part in the British Columbia Institute of Technology’s Better Future 2024 campaign, a powerful celebration of hands-on learning and real-world impact. Featured across SkyTrain stations and Cineplex theatres, the campaign showcases BCIT graduates who are driving innovation across industries, including our own team member Aileen Maynard, Project Manager.

[Click the link](#) to watch the video.



**A CONDUIT OF INNOVATION  
AROUND THE GLOBE.**

# PEOPLE

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We believe in fostering innovation from the ground up. We're committed to shaping the future of engineering by starting early through initiatives like job shadowing days in office and school presentations. These experiences give students hands-on. Over time, many of these students become integral members of our team, contributing to cutting-edge projects and sustainable solutions.

# FEATURE

 **ADVANCING DIVERSITY & EQUITY IN TECH AND MANUFACTURING**

Aileen Maynard, Project Manager, participated in the Advancing Diversity and Equity in Tech and Manufacturing session, hosted by the UN Global Compact Network Canada and SCWIST. The event brought together industry leaders to discuss promoting diversity, equity, and inclusion, emphasizing the need for equitable opportunities for underrepresented groups, especially women, in tech and manufacturing.



**BRINGING IDEAS & INNOVATION  
TO LIFE THROUGH TECHNOLOGY**

# PEOPLE IMPACT

## BALA ZHOU, BOOK KEEPER

“

PEOPLE ARE THE  
FOUNDATION OF  
SUSTAINABLE  
SUCCESS.



At Hedgehog Technologies, our people are the foundation of sustainable success. In 2024, we enhanced our internal systems by integrating our financial platform with project management tools. This streamlined process allows for greater efficiency in project tracking, billing, and reporting that ensures we remain accountable and responsive as we scale.

We welcomed new talent into our team and celebrated the cultural diversity within our office by honoring global holidays and sharing traditional foods monthly. This initiative enhances a more inclusive and connected environment.

From maintaining strong client relationships through effective billing practices to keeping a healthy accounts receivable balance, our finance team helped lay the groundwork for another year of impactful innovation. With a significant increase in project billing and several major projects secured for the future, we're proud to support sustainable growth through operational excellence.

# PEOPLE METRICS

This section tracks our progress toward key sustainability goals, aligned with the Sustainable Development Goals (SDGs). Our people metrics encompass workforce well-being, inclusion, safety, leadership development, and community impact. By measuring these areas, we ensure our practices foster a resilient, engaged, and socially responsible organization.

Policies or benefits updated (#)

**6**

Total Recordable Incident Rate (TRIR):

**0**

Diverse and underrepresented team (%):

**49**



# FEATURE

 **JOB SHADOWING DAY**

We hosted a Job Shadowing Day to give local students a firsthand look at a day in the life of an engineer. We shared insights on career paths, tools of the trade, and the role of sustainability in their work. By mentoring future talent, we support STEM education and help build a more diverse and skilled workforce—key to our long-term social sustainability goals.



**WE MAKE COMPLEX VISIONS A  
PRACTICAL REALITY.**

# GOVERNANCE

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We are committed to strong governance rooted in professional integrity, accountability, and continuous improvement. Our participation in Engineers Canada and other regulatory and industry bodies reinforces our commitment to ethical engineering practices, public safety, and environmental stewardship.

Through active engagement in regulatory frameworks, professional development, and engineering advocacy, we ensure our team remains aligned with the highest industry standards

# FEATURE

 **ASTM F24 MAJOR MODIFICATIONS TASK GROUP**

Hedgehog continues to lead in engineering excellence through its active role in shaping global safety standards. This year, Matt Keeler, Electrical Engineering Manager, and Andreas Huster, Principal Engineer, have contributed their expertise to the ASTM F24 Major Modifications Task Group, a committee focused on refining guidelines for substantial changes to amusement rides and devices.



# GOVERNANCE IMPACT

## MATTHEW KEELER, ELECTRICAL ENGINEERING MANAGER

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THIS SPIRIT OF  
RESPONSIBILITY AND  
FOLLOW-THROUGH  
DEFINES THE CULTURE  
WE'VE BUILT.



Our work with industry committees like ASTM F24 and partners like ACEC-BC reflects our values in action. Whether advocating for policy improvements or collaborating on standards, we bring a pioneering mindset and seek clarity in every conversation.

Through ACEC-BC, we've addressed small firm governance and promoted more inclusive, people-centered approaches to regulation and talent development. Our focus on holistic solutions ensures technical, human, and environmental considerations are always part of the equation.

We're proud of our team members who take active roles in professional governance—not for recognition, but because they believe it matters. They mentor, shape ethical policy, and contribute to standards with humility and persistence. This spirit of responsibility and follow-through defines the culture we've built.

That same commitment is embodied by our founder, Mike Wrinch, whose leadership across Engineers Canada, Technical Safety BC, and Engineers and Geoscientists BC demonstrates integrity and long-term systems thinking. For us, governance isn't just compliance—it's how we build trust, manage risk, and make decisions that serve people and planet.

# GOVERNANCE METRICS

We actively contribute to the development and advancement of industry standards through participation in professional associations, regulatory bodies, and standards committees. Our team holds leadership roles in influential task forces, boards, and academic collaborations, ensuring we remain at the forefront of governance, ethical practices, and innovation within the engineering sectors.

Industry Associations Engaged (#)

**8**

Thought Leadership Published (#)

**36**

Ethical or Compliance Breaches Reported (#)

**0**



# FEATURE

 **ENGINEER'S CANADA 30 BY 30 CONFERENCE 2024**

Michael Wrinch, CEO of Hedgehog Technologies and President of Engineers Canada, joined the 2024 30 by 30 Conference to support gender equity in engineering. Speaking alongside equity champions and regulators, he reinforced the importance of turning commitment into action.



**BRINGING IDEAS & INNOVATION  
TO LIFE THROUGH TECHNOLOGY**

# CYBERSECURITY

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## YOUNES RASHIDI, CHIEF OPERATING OFFICER

In 2024, we enhanced our cybersecurity framework, underscoring our commitment to safeguarding client data, intellectual property, and internal systems. We proactively upgraded our digital infrastructure with advanced threat detection tools and implemented multi-factor authentication across all corporate platforms.

These measures strengthened our overall security posture and increased resilience against potential breaches and disruptions. By equipping our teams with the necessary knowledge and skills, we successfully mitigated risks associated with human error, demonstrating measurable improvements in incident response times and significantly reducing susceptibility to cyber incidents.

Our ongoing investments in cybersecurity reflect our dedication to maintaining trust and transparency with our clients, partners, and stakeholders.



# INDIGENOUS PROSPERITY

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Hedgehog is committed to reducing our environmental impact through renewable energy investments, energy efficiency optimization, and the development of sustainable infrastructure in partnership with both urban and Indigenous communities, including those in remote regions.

We foster a culture of environmental responsibility, encouraging employees, partners, and community members to embrace sustainable practices rooted in respect for the land and local traditions."

# FEATURE

 **IESO 2024 FIRST NATIONS ENERGY SYMPOSIUM**

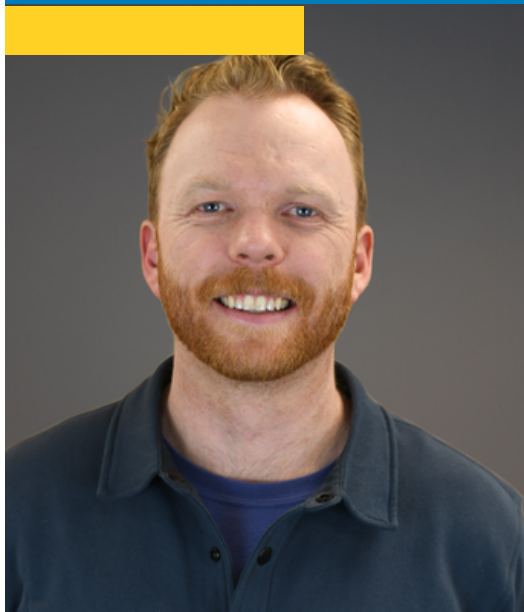
At the 2024 IESO First Nations Energy Symposium, Charles Lewthwaite, Renewable Energy Systems Engineer at Hedgehog Technologies, delivered a powerful presentation on advancing energy sovereignty through Indigenous-led solutions. He showcased the success of the 300 kW solar installation in Fort Severn First Nation which has reduced diesel dependence and lowered greenhouse gas emissions.



# INDIGENOUS PROSPERITY IMPACT

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RESPECTFUL  
PARTNERSHIPS ARE  
KEY TO FOSTERING  
GREATER LOCAL  
CONTROL OVER  
ENERGY.



## CHARLES LEWTHWAITE, RENEWABLE ENERGY SYSTEMS ENGINEER

In 2024, we had the privilege to lead a discussion on "Empowering Energy Projects: Success Through Indigenous Leadership and Transformational Partnerships" at the 8th annual IESO First Nations Energy Symposium in Toronto. We were especially honoured that Owen Miles, the Community Energy Champion from Fort Severn First Nation, could join us for the panel. It was his first time visiting Toronto and speaking at such an event. His firsthand insights significantly enriched the conversation around how genuine community leadership and strong, respectful partnerships are key to fostering greater local control over energy and achieving true energy sovereignty.

Our dedication to supporting Indigenous energy initiatives also extended to our continued work in renewables throughout 2024. We remained involved in the commissioning and development of the largest renewable energy project in BC. This project represents a significant step towards greater energy self-sufficiency for remote communities and a conscious move away from fossil fuels. Building respectful partnerships is essential for empowering local communities to take greater control over their energy resources.

# INDIGENOUS PROSPERITY METRICS

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We are committed to fostering long-term, sustainable prosperity for Indigenous communities by prioritizing collaboration, respect, and empowerment. Through meaningful partnerships, skills training, and support for local economic development, we aim to create opportunities that align with Indigenous values and contribute to community well-being, ensuring mutual growth and success.

Indigenous Trainees Supported (#)

**12**

Indigenous Communities Engaged (#)

**4**

Knowledge transfer sessions focused on engineering skills & renewable energy (#)

**10**



# FEATURE

 **DECARBONIZING REMOTE COMMUNITIES VIRTUAL SUMMIT**

Michael Wrinch, CEO of Hedgehog Technologies, delivered a compelling keynote at the Decarbonizing Remote Communities Virtual Summit, hosted by Canadian Consulting Engineer. Drawing from over two decades of experience in electromechanical engineering, Wrinch emphasized the importance of community-led approaches to sustainable energy projects in remote areas.

**DECARBONIZING**  
*REMOTE COMMUNITIES*

**VIRTUAL SUMMIT**  
**APRIL 11, 2024**



# THANK YOU

## REACH OUT, WE'RE HERE TO HELP

Contact us if you have any questions or want to discuss your next project. We make complex visions a practical reality.

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