



## 2018

- working on reducing FCC's greenhouse gas (GHG) emissions by 40% by 2025, in line with federal sustainable development targets.
- launched a Women Entrepreneur Program to support women entrepreneurs in the agriculture and agri-food sector.
- collaborated with mental health experts to develop the information booklet *Rooted in Strength*, which was distributed to every farm mailbox in Canada.
- partnered with the Do More Agriculture Foundation to sponsor mental health first aid training programs for producers.
- supported 4-H Canada in delivering their Healthy Living Program for rural youth across Canada.
- sponsored *Au coeur des Familles Agricoles*, an organization providing agriculture-focused mental health training in Quebec.
- provided over 9.5 million meals for food banks and food programs nationwide through FCC Drive Away Hunger.
- accessed the FCC AgriSpirit Fund and contributed \$1.5 million to 84 community projects across Canada in 2018-19, 32 of these projects were sustainability-based initiatives.
- partnered with over 500 industry organizations to host the third annual Canada's Agriculture Day on February 12, 2019.
- introduced transition specialists into our roster to assist customers as they prepare for inter-generational business transitions.
- launched the FCC Starter Loan aimed at the 18 to 25-year-old demographic.
- expanded our Ignite: FCC Young Farmer Summit event series from five to 11 events to connect with young producers and industry entrepreneurs nationwide.
- initiated an FCC Employee Crisis Fund to show compassion as well as extend a bit of financial help to fellow employees facing difficult circumstances.
- supported Campus for All's 4-to-40 program offering term employment to adults with intellectual disabilities.
- achieved a Net Promoter Score® of 69.5, placing us among leading financial services and other organizations across Canada and around the world.

## 2017

- set internal environmental performance targets to help us lower FCC's greenhouse gas (GHG) emissions by 40% by 2025
- awarded \$1.5 million through FCC AgriSpirit Fund for capital projects in rural Canada, with new criteria for sustainability-related projects
- recognized as a Future 40 Responsible Corporate Leader for the fifth consecutive year
- created the FCC Employee Crisis Fund, which is cost-shared with employees and allows us to show compassion and extend financial help – up to \$1,000 – to coworkers facing difficult circumstances
- launched Ignite, the FCC Young Farmer Summit, a series of high-energy events to engage agriculture's next generation
- hosted the second annual Canada's Agriculture Day, which brought the industry together to showcase all the exciting things happening in agriculture
- provided 7.2 million meals through FCC Drive Away Hunger

## 2016

- launched Canada's Agriculture Day, a day to showcase our industry, celebrate agriculture and food, and create a closer connection with consumers
- recognized as a Future 40 Responsible Corporate Leader for the fourth consecutive year
- established an Indigenous Affinity Group to foster an internal environment that is inclusive, respectful and honours Aboriginal culture, history and tradition
- created the Young Entrepreneur loan to support agriculture's retail, manufacturing and food processing sectors
- provided a record 6.75 million meals through FCC Drive Away Hunger

## 2015

- piloted Generation Ag, a new program in partnership with Agriculture in the Classroom, which educates high school students in urban settings about the agriculture industry
- committed \$500,000 to STARS air ambulance to help them provide critical care and transport for rural residents in Alberta, Saskatchewan, Manitoba and Eastern B.C.
- provided 5.2 million meals to food banks across Canada through FCC Drive Away Hunger
- partnered with the University of Regina to offer the Campus for All program – a four-year inclusive post-secondary education experience for adults with intellectual disabilities – and hired three graduates of the program
- moved a portion of our corporate office workforce into a LEED certified silver building
- introduced a carpool program for corporate office employees
- recognized on the Corporate Knights Future 40 Responsible Corporate Leaders list for the third year in a row
- received the Innovator of the Year award from Food Banks Canada for being a corporate partner who has made a unique contribution to address the issue of hunger in Canada
- recognized on Aon Hewitt's Best Employers in Canada list for 13 years in a row

## 2014

- launched Back to Ag, a new partnership between FCC, the Canadian Agriculture Safety Association (CASA) and the Rick Hansen Foundation, which helps injured workers return to agriculture
- collected 5 million pounds of food during FCC Drive Away Hunger
- advanced our support of young farmers with a new program, the FCC 4-H Club Fund
- invested over \$300,000 into agricultural safety
- helped 177 customers through the FCC Ag Crisis Fund
- piloted a code of conduct for our vendors and suppliers to adhere to that identifies the environmental, social and ethical requirements that we consider in our procurement process
- reduced our overall corporate emissions (office energy, air travel, vehicle travel and paper use) by 3.5%
- ranked 12th on the Corporate Knights Future 40 Responsible Corporate Leaders list

## 2013

- engaged nearly 30,000 students during Canadian Agriculture Literacy Week, in partnership with Agriculture in the Classroom
- provided training to 6,615 people through the FCC Ag Safety Fund
- collected 6.6 million pounds of food during FCC Drive Away Hunger
- provided support to 166 customers through the FCC Ag Crisis Fund
- launched Culture Fundamentals, an employee program to enhance understanding of our culture and recommit to our cultural practices
- heard through the Aon Hewitt survey that 94% of employees believe FCC is a socially and environmentally responsible organization
- conducted energy audits in FCC offices across the country
- reduced paper use by 6.1% and kilometers travelled via air by 7.8%

## 2012

- launched a \$500 million Young Farmer Loan program
- signed a four-year, \$1 million sponsorship agreement with the Canadian 4-H Council
- collected 3.1 million pounds of food during FCC Drive Away Hunger
- supported 105 community projects through the FCC AgriSpirit Fund, FCC Expression Fund and FCC Regina Spirit Fund
- ranked in the top 10 on Aon Hewitt's 50 Best Employers in Canada list
- launched FCC Think Green, our environmental footprint reduction program
- recruited 32 employees to be green champions of our environmental efforts

## 2011

- launched Canadian Agriculture Literacy Week with Agriculture in the Classroom
- introduced Field Manager PRO 360 software with GIS capability
- collected 2.4 million pounds of food during FCC Drive Away Hunger
- raised over \$416,000 for United Way chapters across the country
- launched the FCC Aboriginal Student Empowerment Fund
- recognized as a national winner in Canada's 10 Most Admired Corporate Cultures™ program
- ranked in the top 10 on Aon Hewitt's 50 Best Employers in Canada list

## 2010

- updated the CSR strategy with five focus areas
- implemented a diversity strategy with a focus on Aboriginal partnerships
- launched the FCC Ag Safety Fund
- introduced the Energy Loan
- published Knowledge Insider with a focus on the green economy
- collected 1.7 million pounds of food during FCC Drive Away Hunger
- ranked in the top 10 on Aon Hewitt's 50 Best Employers in Canada list

## 2009

- committed \$1 million to the Canadian 4-H Council
- increased the FCC AgriSpirit Fund to \$1 million
- introduced the Aboriginal Summer Student Program
- collected 1.6 million pounds of food during FCC Drive Away Hunger
- ranked in the top 10 on Aon Hewitt's 50 Best Employers in Canada list

## 2008

- supported Regina and surrounding area with the launch of the \$100,000 FCC Regina Spirit Fund
- helped more than 100 customers with the FCC Ag Crisis Fund
- collected over 1 million pounds of food during FCC Drive Away Hunger
- ranked in the top 10 on Aon Hewitt's 50 Best Employers in Canada list

## 2007

- recognized the contribution of women to rural Canada by launching the FCC Rosemary Davis Award
- collected over 253,000 pounds of food during FCC Drive Away Hunger
- ranked in the top 10 on Aon Hewitt's 50 Best Employers in Canada list

## 2006

- approved the first CSR strategy with six focus areas
- integrated the Canadian Environmental Assessment Act into FCC operations
- began measuring the Customer Experience Index
- joined the newly formed Federal Crown Committee on CSR
- collected over 410,000 pounds of food during FCC Drive Away Hunger

## 2005

- trained all employees on the FCC culture
- collected over 171,000 pounds of food during FCC Drive Away Hunger

## 2004

- launched the FCC AgriSpirit Fund with \$400,000 in support of rural Canada
- established the FCC Ag Crisis Fund
- collected over 77,000 pounds of food in Ontario during the first FCC Drive Away Hunger tour

## 2003

- introduced cultural practices to employees

## 2002

- offered management training workshops to customers

## 2001

- implemented an employee volunteer program
- launched the Enviro-Loan

## 2000

- focused community investments on hunger, agriculture and safety by sponsoring Canadian Agricultural Safety Week and recognizing World Food Day

## 1999

- committed to giving one per cent of profits to charitable and not-for-profit organizations
- implemented a leadership development program for all managers