

# 2021-22 Environmental, Social and Governance (ESG) highlights

## Environmental impacts



**Reduce emissions by 40%:** On track to reduce FCC greenhouse gas emissions by 2025 through monitoring office energy, air and vehicle travel, and paper consumption.



**Understanding climate-related risks:** In 2022, FCC published its first set of Climate-Related Disclosures based on the Task Force on Climate-Related Financial Disclosures (TCFD) standards.



**Help in difficult times:** When unforeseen events happened, like environmental incidents, FCC provided 1,115 customers with assistance through support programs.



**Giving back:** Through the FCC AgriSpirit Fund, 57% of funded projects were related to energy efficiency, sustainable food practices and avoiding food waste in rural communities.



**From printing to planting:** Since joining the PrintReleaf program in 2019, FCC has offset paper consumption by reforesting 1,231 trees in global reforestation projects.

## Social impacts



**Mental wellness:** FCC advanced mental health support by sharing content and resources and the integration of mental health speakers at FCC Knowledge events.



**Support for under-represented groups in agriculture:** FCC disbursed \$5.4 billion in lending to women entrepreneurs and young farmers and entrepreneurs, and continued our commitment to Indigenous truth and reconciliation by completing the first phase toward achieving a gold certification in the Progressive Aboriginal Relations (PAR) program.



**Healthy and engaging workplace:** FCC creates an environment where employees can grow and thrive by strengthening our culture, developing caring and capable leaders, supporting learning and development, and being responsive to feedback.



**Building a diverse workforce:** 23% of new hires were self-declared members of employment equity groups.



**36 million meals and counting:** The annual Drive Away Hunger campaign collected a record 36 million meals for Canadians in need with 126 Canadian food industry partners.

## Governance impacts



**Committed to responsible business:** Due diligence measures are conducted on all lending customers as well as third parties FCC transacts with.



**FCC employees act with integrity:** 100% of employees completed a knowledge check on FCC's Code of Conduct learning and signed their annual attestation to understand and comply with the Code of Conduct.



**Safeguarding information:** Regular training is provided to all employees and consultants on social engineering tactics and information management and privacy expectations.



**Strong governance:** We completed a third-party assessment of our ESG governance framework and are committed to implementing the recommendations in the future.