


2022-23 Environmental, Social and Governance (ESG) highlights






Environmental impacts

- 
Advancing environmental agriculture sustainability: We're developing an approach to support our customers and the agriculture industry to address climate impacts, beginning with the launch of the customer sustainability incentive pilot program.
- 
Reducing operational emissions: We're on track to reduce FCC greenhouse gas emissions by 40% by 2025 through the reduction of 307 tonnes this year. We set an ambition to be net-zero aligned in our internal operations.
- 
Understanding climate-related risks: We published our [second climate-related disclosures](#), which can be found in our annual report, and highlight FCC's processes for identifying and assessing physical and transition risks.
- 
Minimizing e-waste: We donated 1,011 laptops, 480 cells phones and other computer accessories to non-profit organizations across Canada.
- 
Reforestation globally: We offset our paper consumption this year by reforestation 312 trees in global reforestation projects.

Social impacts

- 
Enhancing financial inclusion in agriculture: We disbursed \$5.54 billion in lending to Indigenous communities and Peoples, women, and young farmers and entrepreneurs.
- 
Working towards reconciliation: We're on track to move into the certification phase of the Progressive Aboriginal Relations (PAR) program by 2024 and have developed an approach to promote procurement and supply chain opportunities with Indigenous businesses.
- 
Making diversity a priority: 30.8% of our new hires self-declared as members of employment equity groups. We also published our first [Accessibility Plan](#) in alignment with the Government of Canada's Accessible Canada Act.
- 
Tackling food insecurity: With the help of 90 industry partners, the equivalent of over 40 million meals for Canadians in need were collected through the annual [Drive Away Hunger](#) program. FCC contributed over 2.5 million meals towards this total.
- 
Supporting mental health: We launched [Rooted in Resilience](#), the second instalment in our mental health series. This series is designed for Canadian producers and highlights tips, resources, and stories to generate awareness and support for the industry.

Governance impacts

- 
Maintaining integrity standards: We conduct due diligence on all lending customers and third parties.
- 
Acting ethically: 93% of employees complete FCC's Code of Conduct knowledge check and 100% sign their annual attestation that they understand and comply with the Code. Any potential wrongdoing by FCC employees will be addressed under the Public Servants Disclosure Protection Act.
- 
Managing cybersecurity: We achieved our cybersecurity maturity target based on the National Institute of Standards and Technology Cybersecurity Framework.
- 
Protecting information: We launched enterprise-wide information risk learning and formed a Technology and Information Risk Governance Committee that approved a new Information Security policy and will oversee the risk management of information security.
- 
Ensuring strong governance: We are proud that each member of our Board of Directors has completed ESG training focused on trends, risks, opportunities and organizational integration.