



DELIVERING A SUSTAINABLE FUTURE

The Canada Post Environmental Action Plan



A Stronger Canada – Delivered

BUILDING A GREENER CANADA POST WITH OUR UNIONS AND ASSOCIATIONS



Canadian Postmasters
and
Assistants Association



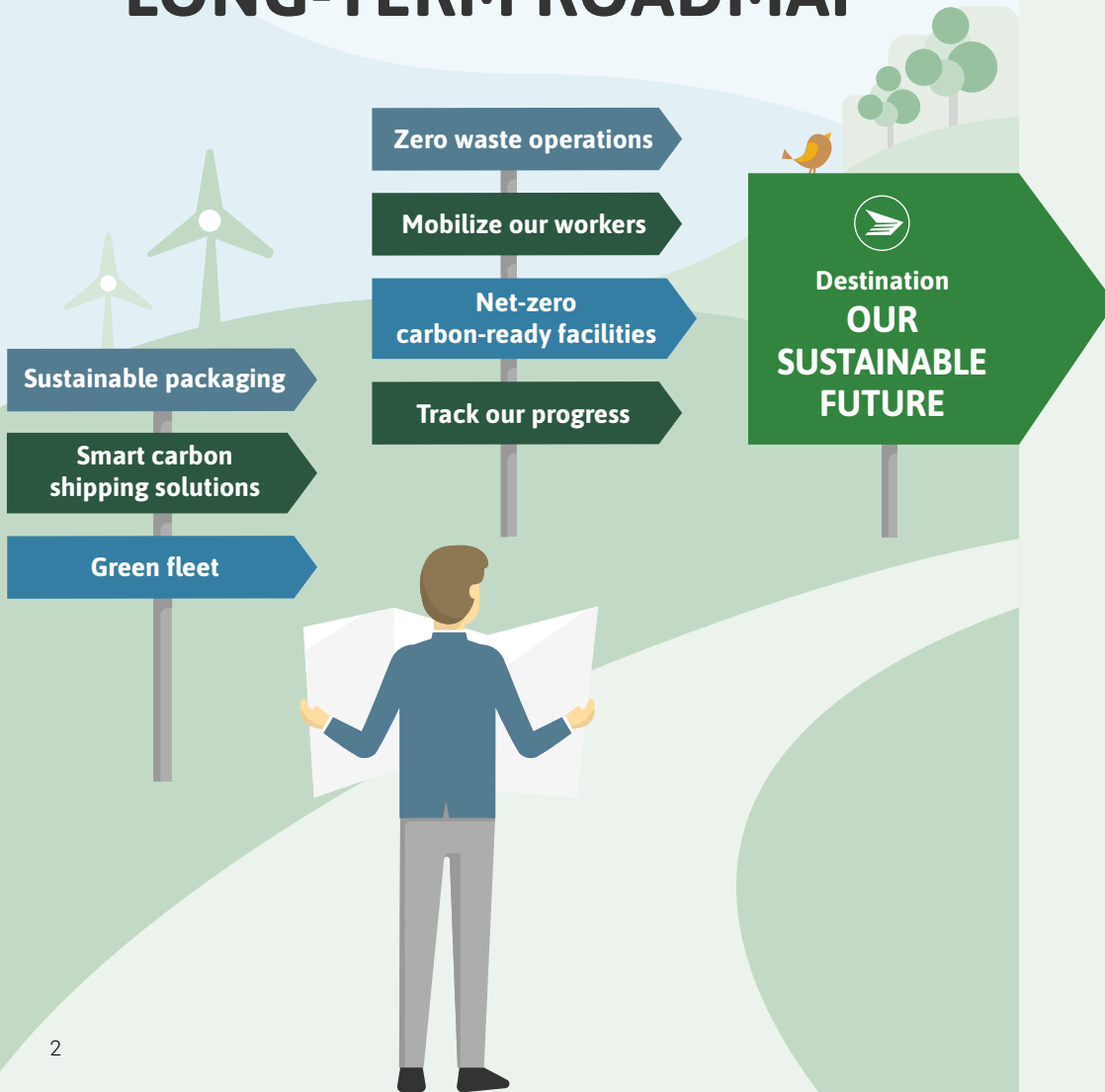
L'Association canadienne
des maîtres
de poste et adjoints

Canada Post and its bargaining agents would like to acknowledge the ancestral, traditional and unceded territories of the First Nations, Métis and Inuit People. We also acknowledge the importance of environmental sustainability to Indigenous culture and lifestyle. We recognize the importance of continuing to improve our relationships with Indigenous Peoples of Canada. It is in this spirit that we reaffirm our commitment to reconciliation and collaboration across every aspect of Canada Post.

All the bargaining agents have been longstanding supporters of environmental sustainability, working to build a culture of sustainability across Canada Post.



LONG-TERM ROADMAP



OUR PATH TOWARDS SUSTAINABLE DELIVERY

Given its size and its role in serving this vast northern country, Canada Post has a considerable environmental impact. We also recognize that Canadians expect us to contribute to the sustainability of our country and the world.

This action plan summarizes our environmental goals and how we intend to achieve them.

We are creating a greener, more sustainable Canada Post – and aspire to become, in time, a leader in sustainable delivery.

Track our progress in our annual Sustainability Report at canadapost.ca/sustainability.

To contact us about corporate sustainability, email ESG@canadapost.ca.

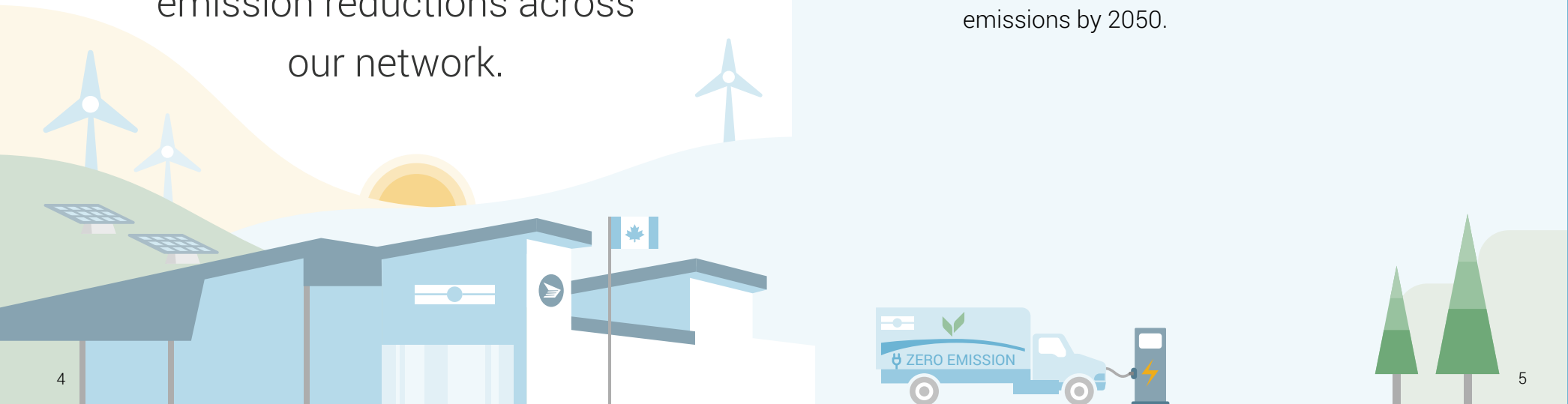


CLIMATE ACTION

We support the transition to a low-carbon future through significant greenhouse gas emission reductions across our network.

Canada Post is committed to contributing to a low-carbon future. We're upgrading our fleet with hybrid, low-carbon and zero-emission vehicles. We're designing new facilities to be net-zero carbon ready and taking other steps to reduce our greenhouse gas emissions (GHG).

We're also finalizing our long-term climate strategy and setting ambitious targets that will help us achieve our vision of net-zero emissions by 2050.



1 Develop a climate strategy and signature target in line with our long-term vision of net-zero emissions by 2050.

1.1 Establish GHG reduction targets for scopes 1, 2 and 3 transportation and building emissions.

2 Prioritize alternative propulsion vehicles as we progressively renew and grow our fleet.

2.1 Pilot new models of zero-emission delivery vehicles.

2.2 Continue deploying alternative propulsion vehicles.

3 Design and build new buildings to be net-zero carbon-ready.

3.1 Pilot on-site renewable energy generation, net-zero carbon-ready concepts and certifications for new plants and depots.

3.2 Pilot on-site renewable energy generation and zero-carbon building features for a new rural corporate post office concept.

4 Establish a long-term plan to reduce GHG emissions from buildings across the real estate portfolio.

4.1 Establish key energy-conservation tasks that reduce GHGs in plants and depots.

4.2 Develop and implement a retrofit strategy for existing buildings in the real estate portfolio.

4.3 Implement a renewable energy procurement and management strategy working with partners in government.

5 Implement initiatives to reduce emissions from Scope 3 subcontracted transportation, rural fleet, employee conveyance and business travel.

5.1 Engage key transport vendors with highest contribution to Canada Post's carbon emissions.

5.2 Update business travel policy to encourage low-carbon transportation options such as rail, public transit, teleconferencing and video conferencing.

5.3 Develop a program that incentivizes Rural and Suburban Mail Carriers to reduce their vehicle GHG emissions.

Scope 1: Direct emissions from owned sources
Scope 2: Indirect emissions from the generation of purchased electricity
Scope 3: Indirect emissions from sources not owned or controlled by Canada Post





ZERO WASTE

We'll strive for zero waste
in our operations and
phase out single-use plastics.

The postal industry was an early adopter of reusable totes and crates to reduce waste when transporting the mail. With the introduction of ecommerce and flyer delivery, non-recyclable and disposable materials made their way into our plants, depots, post offices, homes and communities. It's time to rethink the way we deliver today so that future generations can enjoy litter-free spaces and cleaner oceans.

Turning waste into resources and finding solutions to close the loop is at the core of the circular economy. We're going to transform the way we think about waste. Goodbye non-recyclable plastic and single-use coffee cups. Hello new ways of working!

Signature Target

Divert at least 90% by weight of non-hazardous operational waste by 2030 and 90% of all construction and demolition waste by 2030.

Eliminate the unnecessary use of single-use plastics in Head Office, corporate events and meetings by 2020 and Canada Post operations by 2022.



6 Conduct waste audits at key facilities.

- 6.1 Review waste audit results and work with local sites to identify and implement opportunities for improvement.

7 Establish waste diversion targets for key facilities and track performance.

- 7.1 Work with key sites to understand current diversion performance and set 2022 improvement goals.
- 7.2 Optimize existing composting services and extend to key facilities where municipal services exist.

8 Track and log materials diverted from landfill.

- 8.1 Implement an ongoing tracking process at key sites to capture all materials diverted from landfill through reuse, recycling or donation practices.

9 Pilot reuse strategies in operations.

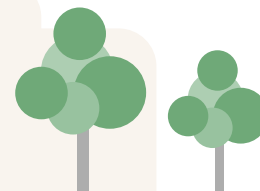
- 9.1 Develop and implement reusable equipment management strategies that reduce the need for disposable options.
- 9.2 Refurbish mechanical parts for plant equipment and machines.
- 9.3 Collect and aggregate smaller materials for reuse or recycling.

10 Phase out unnecessary single-use disposable plastic from all Canada Post activities, events and operations.

- 10.1 Establish and communicate a policy to discourage the use and procurement of unnecessary single-use disposable plastics.
- 10.2 Phase out single-use plastics and bottled water from all Canada Post and bargaining agent meetings and events.
- 10.3 Test and implement solutions that reduce, reuse or recycle single-use plastics used in Canada Post daily operations.
- 10.4 Work with vendors to find solutions to eliminate or replace unnecessary single-use disposable plastics in on-site cafeterias, vending machines, catered events and the Corporate Pride catalogue.

11 Work with major vendors on disclosure of environmental performance.

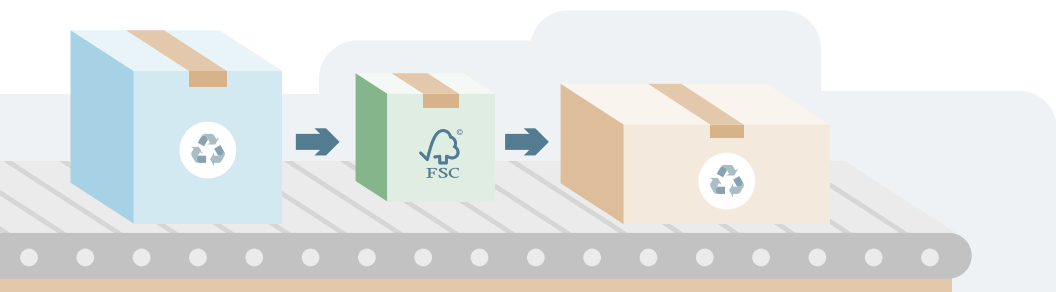
- 11.1 Establish zero waste policy and contract specifications to reduce construction waste.
- 11.2 Engage third-party cleaning and waste management services to ensure alignment with zero waste policy and goals.





SUSTAINABLE DELIVERY

We will transform delivery services to meet changing customer and community expectations around sustainability.



What we deliver is important. So is how we deliver it. We're partnering with like-minded retailers to offer Canadians sustainable, recyclable packaging and smart-carbon delivery solutions.

Signature Target

Implement and promote sustainable solutions for parcels and mail (material selection, packaging and shipping) by 2022.

12 Reduce the environmental footprint of our retail and ecommerce packaging by sourcing more sustainable materials and phasing out plastic film.

- 12.1 Replace virgin plastic packaging with recycled content and explore the use of compostable and fibre-based materials.
- 12.2 Discontinue packaging bundles merchandized in retail with single-use plastics.
- 12.3 Improve consumer-facing Canada Post packaging communication to increase recycling awareness.

13 Engage customers and industry on environmental and sustainable best practices for parcels and mail through thought leadership.

- 13.1 Recognize and celebrate ecommerce and mail industry success in sustainable environmental practices at the Canada Post E-commerce Innovation Awards and at the Expert Partner Conference.
- 13.2 Work with the mail industry to create and promote best practices for the creation of sustainable mail.

14 Test and act on market interest for carbon neutral shipping, low carbon shipping and circular economy solutions.

- 14.1 Launch a smart-carbon shipping option.
- 14.2 Launch a reusable packaging model that leverages the postal network.

15 Develop partnerships to reduce plastic packaging waste and plastic in the mail stream, ease urban congestion and support sustainable cities.

- 15.1 Support the sustainable cities agenda by testing future delivery models.
- 15.2 Map the volume of plastic in the mail stream.
- 15.3 Work with industry and subject-matter experts on innovations to reduce plastic in the mail stream.





ENGAGE OUR WORKERS

Our goal is to engage and empower our workers to take action on environmental sustainability.

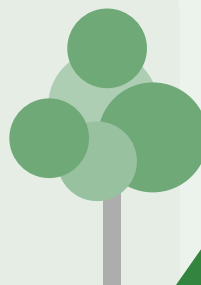
Our workforce of over 68,000 is at the heart of Canada Post.

It's the workers – whether sorting and delivering mail, maintaining our equipment and infrastructure, or interacting with our customers and the community – who have the best ideas for how we can implement and constantly improve sustainable practices.

We'll empower our workers with the tools and resources they need to help us work towards a more environmentally sustainable Canada Post we can continue to be proud of.

Signature Target

Canada Post is recognized as an environmentally sustainable employer by 60% of its workers by the end of 2022.



16 Engage our workers on taking climate action.

- 16.1 Promote sustainable modes of commuting such as carpooling, public transit and active transportation.
- 16.2 Pilot electric vehicle charging stations for our workers and host an electric vehicle day with purchase incentives.

17 Empower our workers with the tools and training to make responsible decisions that reduce Canada Post's environmental footprint.

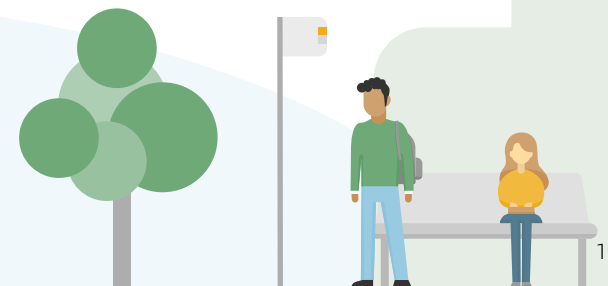
- 17.1 Develop and implement general and job-specific environmental training, guidelines, job aids and peer-to-peer training with input from bargaining agents.
- 17.2 Establish national funding and approval mechanism called the Sustainability Action Fund that allows our workers to tap into resources to launch local environmental initiatives.

18 Build pride and culture through participation in local environmental initiatives and collective activities.

- 18.1 Share success stories and best practices to engage our workers to participate in local environmental initiatives.
- 18.2 Host marquee events to encourage environmental action in the community such as tree planting and shoreline clean-ups.

19 Communicate our progress regularly to our workers to increase awareness.

- 19.1 Develop and implement a plan for joint internal communications on environmental goals, initiatives and progress.



**WE ARE PROUD TO WORK AND
ALIGN WITH THE FOLLOWING
FRAMEWORKS AND ORGANIZATIONS**



The environmental aspirations of Canada Post, its unions and associations go well beyond this document. We imagine a future where our buildings and fleet are powered by renewable energy, and where post offices also function as community hubs that respond to local needs. We want to work together to build a greener Canada Post.

We are pleased that the following two groups have endorsed the Environmental Action Plan:

