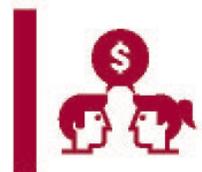




SUSTAINABLE DEVELOPMENT ACTION PLAN 2019–2020



2019–2020 SUSTAINABLE DEVELOPMENT ACTION PLAN

Sustainable development fits naturally into the mission of the Caisse de dépôt et placement du Québec, which seeks to ensure both the continuity of depositors' funds and Québec's long-term development.

La Caisse's Sustainable Development Action Plan, prepared under the terms of Québec's *Sustainable Development Act*, is designed to help implement the current Government Sustainable Development Strategy. It provides an opportunity to present our initiatives and position them as part of an integrated effort.

The plan takes into consideration the environmental, social and economic aspects of development activities. It is based on the five government directions listed below and helps la Caisse carry out four essential activities identified in the government's strategy. Each direction has objectives that serve as responses to the basic issues in sustainable development, and the strategy defines a total of 27 such objectives. La Caisse has emphasized some of these objectives in its action plan, developing them into specific actions and measures.

The retained government directions (the following numbers correspond to those established in the Government Sustainable Development Strategy) are as follows:

- ① Strengthen sustainable development governance in the public service
- ② Develop a prosperous economy that is sustainable, green and responsible.
- ③ Manage natural resources responsibly while respecting biodiversity
- ④ Foster social inclusion and reduce social and economic inequality.
- ⑧ Encourage the production and use of renewable forms of energy as well as energy efficiency to reduce greenhouse gas emissions

To align with the government's current strategy covering up to 2020, la Caisse adopted an initial plan covering 2016 to 2018 that was extendable to 2020. The following pages describe the actions that will be taken over the next two years as part of the extension of the 2016 to 2018 plan. Certain actions that have been completed are noted. Lastly, it should be noted that this plan covers actions that will be carried out by both la Caisse and its subsidiaries

A number of government directions and objectives are not relevant to la Caisse's mission or sphere of activity. When actions cover more than one government objective, we have given priority to the action that seemed most appropriate.

APPENDIX A presents the list of directions and objectives that were not retained for the Sustainable Development Action Plan.

Legend



Actions taken in response to one of the nine results targeted under Objective 1.1 (several actions may be taken in the interests of attaining a single targeted result).



Actions taken in response to Agenda 21 for culture.

STRENGTHEN SUSTAINABLE DEVELOPMENT GOVERNANCE IN THE PUBLIC SERVICE

Objective 1.1 Strengthen eco-responsible practices in the public service



Action 1 Carry out eco-responsible actions related to current material resource management operations

Measure • Foster concluding agreements with social economy companies



Action 2 Apply best practices in material resource and waste management (Ivanhoé Cambridge)

Measure Completed as part of the 2016–2018 Action Plan



Action 3 Encourage the adoption of eco-responsible practices in document management

Measures • Continue reducing the mass of paper documents
• Raise employee awareness on adopting document management best practices
• Train new employees on good document management practices



Action 4 Encourage employees to adopt sustainable mobility

Measures • Develop a communications plan targeting employees' work-related travel habits
• Create an action plan on employee business travel, including: sections related to GHG emissions in calls for tender for travel agencies and offsetting GHG emissions related to la Caisse-employee air travel



Action 5 Carry out construction, renovation and leasehold improvement work in an eco-responsible manner (Ivanhoé Cambridge)

- Measures
- Continue implementing the occupation strategy at Édifice Jacques-Parizeau
 - Foster eco-responsible practices when developing and redeveloping commercial buildings (environmental certifications)



Action 6 Improve eco-responsible management of the IT infrastructure

- Measures
- Reduce internal kWh consumption for IT services
 - Ensure that an eco-responsible process is used for dealing with IT equipment that has reached its end of life



Action 7 Adopt best practices for organizing eco-responsible events at la Caisse

- Measure
- Create an action plan to implement best practices in removing water bottles, raising awareness among assistants and handing out a checklist on organizing events

Objective 1.2	Strengthen consideration of sustainable development principles by the government ministries and bodies
Action 8	Improve how sustainable development principles are taken into account in Caisse activities
Measure	<ul style="list-style-type: none"> • Integrate sustainable development elements into la Caisse's Intranet
Action 9	Develop a new generation of business leaders by facilitating access to knowledge
Measures	<ul style="list-style-type: none"> • Deploy the program for new graduates in finance for a 12-month period (various sectors) • Continue enhancing the regular internship program, offering them quality jobs at la Caisse
Action 10	Develop the visibility and representation of women in all Caisse activities
Measures	<ul style="list-style-type: none"> • Provide development and networking opportunities for women at la Caisse, notably by pursuing our Effet A program cohort • Develop a strategy on diversity and inclusion and a concrete action plan to support gender diversity at la Caisse
Objective 1.4	Continue developing knowledge and skills on sustainable development in the public service
Action 11	Engage employees' interest and enhance their knowledge on sustainable development
Measure	<ul style="list-style-type: none"> • Organize internal activities on sustainable development

Objective 1.5 Strengthen access to and participation in cultural life as a lever of social, economic and territorial development

G Action 12 Give pride of place to Québec arts and culture by promoting la Caisse's art collection and providing greater access to it

- Measures
- Organize guided visits for employees and members of the greater community
 - Hold luncheons on visual arts-related topics

G Action 13 Raise awareness of Québec's cultural heritage among national and international partners

Completed as part of the 2016–2018 Action Plan

G Action 14 Recognize the role played by art and culture as a driver of democracy

Completed as part of the 2016–2018 Action Plan

Action 15 Improve the cultural quality of the environments we live in by appropriately presenting and protecting Québec's cultural heritage and by showcasing public art, architecture, design and distinctive landscapes (Ivanhoé Cambridge)

- Measures
- Integrate cultural considerations into decisions on leasehold improvements and property modernizations and restorations
 - Develop partnerships with various organizations in order to protect and showcase our cultural heritage (e.g. the City of Montreal's Bureau d'art public, Héritage Montréal, the McCord Museum)

Objective 1.6 Cooperate on sustainable development nationally and internationally, in particular within the Francophonie

Action 16 Participate in collective responsible investment initiatives with other investors or groups in the financial community

Measure • Identify relevant initiatives for la Caisse and participate in them

Action 17 Participate in collective initiatives with other actors in the industry and take part in various sustainable development associations (Ivanhoé Cambridge)

Completed as part of the 2016–2018 Action Plan

Direction 2

DEVELOP A SUSTAINABLY PROSPEROUS ECONOMY: GREEN AND RESPONSIBLE

Objective 2.1 Support the development of green and responsible business practices and models

Action 18 Encourage Québec companies to develop or continue a sustainable development process

Measure

- Support the development of an ecosystem that supports businesses in the social economy (e.g. SVX)

Action 19 Help increase the number of businesses that have embarked on a sustainable development process (Ivanhoé Cambridge)

Completed as part of the 2016–2018 Action Plan

Objective 2.3 Foster investment and financial support to ease the transition to a green and responsible economy

Action 20 Promote stewardship investing

Measures

- Continue implementing the actions of the Investor Leadership Network

Direction 3

MANAGE NATURAL RESOURCES RESPONSIBLY AND WITH RESPECT FOR BIODIVERSITY

Objective 3.1 Efficiently manage natural resources in a concerted manner to support economic vitality and maintain biodiversity

Action 21 Adopt responsible practices and approaches to natural resource management (Ivanhoé Cambridge)

- Measures
- Improve how water is managed in our buildings
 - Share water, energy and air management policies with business partners

Objective 3.2 Conserve and promote biodiversity, ecosystems and ecological services by improving the society as a whole interventions and practices

Action 22 Sustainably restore, build and promote ecosystems and favour their diversity (Ivanhoé Cambridge)

- Measure
- In partnership with la Caisse, participate in greening and biodiversity initiatives (e.g. volunteer tree planting activities, greening a schoolyard or lot)

Direction 4

FOSTER SOCIAL INCLUSION AND REDUCE SOCIAL AND ECONOMIC INEQUALITIES

Objective 4.1 Help recognize, develop and maintain skills, particularly among the most vulnerable

Action 23 Foster access to work for the most vulnerable members of society (Ivanhoé Cambridge)

Measure

- Continue social reintegration initiatives

Objective 4.2 Support and promote the activities of community organizations and social economy enterprises that make a contribution to social inclusion and reduce inequalities

Action 24 Raise the profile of the Initiative Collectivité, which encourages and recognizes employee engagement in the community

Measures

- Recognize employees' involvement through visibility on the internal Scoop platform or through a direct donation to the organization of up to \$1,000
- Encourage employees to share their expertise with organizations through the Bénévoles d'affaires platform
- Create opportunities for collective commitment in support of causes by encouraging employees who organize team volunteer activities

Action 25 Strengthen support for and promotion of community and social economy organizations that help achieve social inclusion and reduce inequalities by encouraging employee involvement (Ivanhoé Cambridge)

Measures

- Implement a volunteer program in partnership with NPOs

Direction 7

SUPPORT SUSTAINABLE MOBILITY

Objective 7.1: Support the electrification of various means of transportation and improve energy efficiency in this sector to develop the economy and reduce greenhouse gas emissions

Action 26 Expand the application of the Sustainable Development Plan to all Caisse subsidiaries

Measure

- Develop an action plan specific to CDPQ Infra's activities and its Réseau Express Métropolitain project

Direction 8

ENCOURAGE THE PRODUCTION AND USE OF RENEWABLE FORMS OF ENERGY AS WELL AS ENERGY EFFICIENCY TO REDUCE GREENHOUSE GAS EMISSIONS

Objective 8.2 Optimize the production of renewable forms of energy for the benefit of all Quebecers

Action 27 Carry out projects that optimize the production of renewable forms of energy (Ivanhoé Cambridge)

Measure

- Propose a strategy on renewable energy

APPENDIX A – OBJECTIVES NOT RETAINED

REASONS THAT SOME GOVERNMENT OBJECTIVES HAVE NOT BEEN RETAINED IN LA CAISSE'S 2019-2018 SUSTAINABLE DEVELOPMENT PLAN

Following an analysis of the 27 objectives in the 2015–2020 Sustainable Development Strategy and discussions with key actors at la Caisse, certain objectives were not retained in the 2019–2018 Sustainable Development Plan. Objectives not retained were grouped into the following two main categories:

La Caisse's mission prevents it from contributing to the attainment of this objective.

- 1.3 Encourage the adoption of different approaches to public participation when establishing and implementing government policies and measures.
- 2.4 Develop and promote skills in support of the transition to a green and responsible economy
- 2.5 Help consumers make responsible choices.
- 4.3 Support and promote the development of social and economic measures for people living in poverty and the underprivileged
- 5.1 Foster the adoption of healthy lifestyles
- 6.1 Foster the implementation of good land use practices
- 6.2 Strengthen the capacity of communities to support economic and social regional vitality
- 6.3 Support public participation in community development
- 6.4 Strengthen the resilience of communities by adapting to climate change and preventing natural disasters
- 7.1 Augment the accessibility of services, places of employment and land through the practices we use and through integrated land use planning and sustainable transportation

An action under the Sustainable Development Plan already contributes to attainment of this objective.

2.2 Support the development of green sectors and eco-responsible goods and services produced in Québec.

La Caisse contributes to this objective indirectly through eco-responsible actions related to current material resource management operations.

5.2 Act to make communities healthier and safer

La Caisse contributes to this objective indirectly through its action to carry out construction, renovation and leasehold improvement work in an eco-responsible manner.

8.1 Improve energy efficiency

La Caisse contributes to this objective indirectly through the action to carry out construction, renovation and leasehold improvement work in an eco-responsible manner and the action to adopt responsible practices and approaches to natural resource management.

8.3 Foster the use of different forms of energy that reduce greenhouse gas emissions

La Caisse contributes to this objective indirectly through the action to optimize the production of renewable forms of energy.

This objective contains actions and achievements already addressed in a large-scale project beyond the scope of the Sustainable Development Action Plan.

7.2 Support the electrification of various means of transportation and improve energy efficiency in this sector to develop the economy and reduce greenhouse gas emissions