



## Environmental, Social, and Governance (ESG) Policy

**Date established: May 18, 2022**

**Date effective: May 18, 2022**

**Purpose:** Not for profit organizations have responsibility to be socially responsible and embrace Environmental, Social and Governance (ESG) strategies, targets and reporting as imperatives of managing their reputations and enhancing their attractiveness to donors and partners. Organizations and the communities they serve will benefit from the adoption and integration of a material ESG practice.

In the past, corporate giving has often had a transactional quality: *when giving is done at a certain level, the company logo appears on the donor wall or in the event program*. ESG enables a different dynamic, with donor and Calgary Meals on Meals (CMOW) striving toward common objectives. They belong in every meeting and every casual interaction, creating an enriched donor experience, employee retention and opportunity to better amplify efforts.

### **Policy:**

There are three key components to the CMOW's ESG strategy related to environmental, social, and governance aspects:

#### **Environmental**

Environmental criteria include choice of energy use, reduction of waste, pollution minimization and natural resource conservation. The criteria will be used in evaluating any environmental risks CMOW faces and how those are managed:

- Sources products from manufacturers who can demonstrate strong environmental policies and practices
- Seeks to lower greenhouse gas emissions as opportunities arise including in the operation of the production facility and transportation
- Uses renewable energy sources as appropriate and available
- Will select the greener alternative where economically feasible

#### **Social**

Social criteria reflect the organization's business relationships. CMOW will:



- Purchase ingredients and supplies from companies that operate an ethical supply chain
- Support and encourage diversity, equity and inclusion
- Maintain policies to protect against discrimination, sexual misconduct and harassment
- Pay fair wages
- Provide a health and safety program for employees and/or volunteers

### **Governance**

Governance within CMOW reflects the changing world and increased accountability for all organizations by:

- Utilizing accurate and transparent accounting methods and reporting to CMOW membership on an annual basis
- Embracing diversity and inclusion on the CMOW board
- Ensuring ongoing transparency in terms of board member selection and recruitment
- Employing an Executive Director independent of the board chair
- Ensure all CMOW records are appropriately safe-guarded and managed.

### **Reporting and Sustainability**

Environment, Society and Governance will not be viewed in isolation from one another or separate within the CMOW organization; rather, the sustainability of the CMOW ESG methodology shall be an integral component of CMOW's organic activities.

CMOW will report on the metrics related to ESG at each board meeting annually at the AGM and in the annual report.

