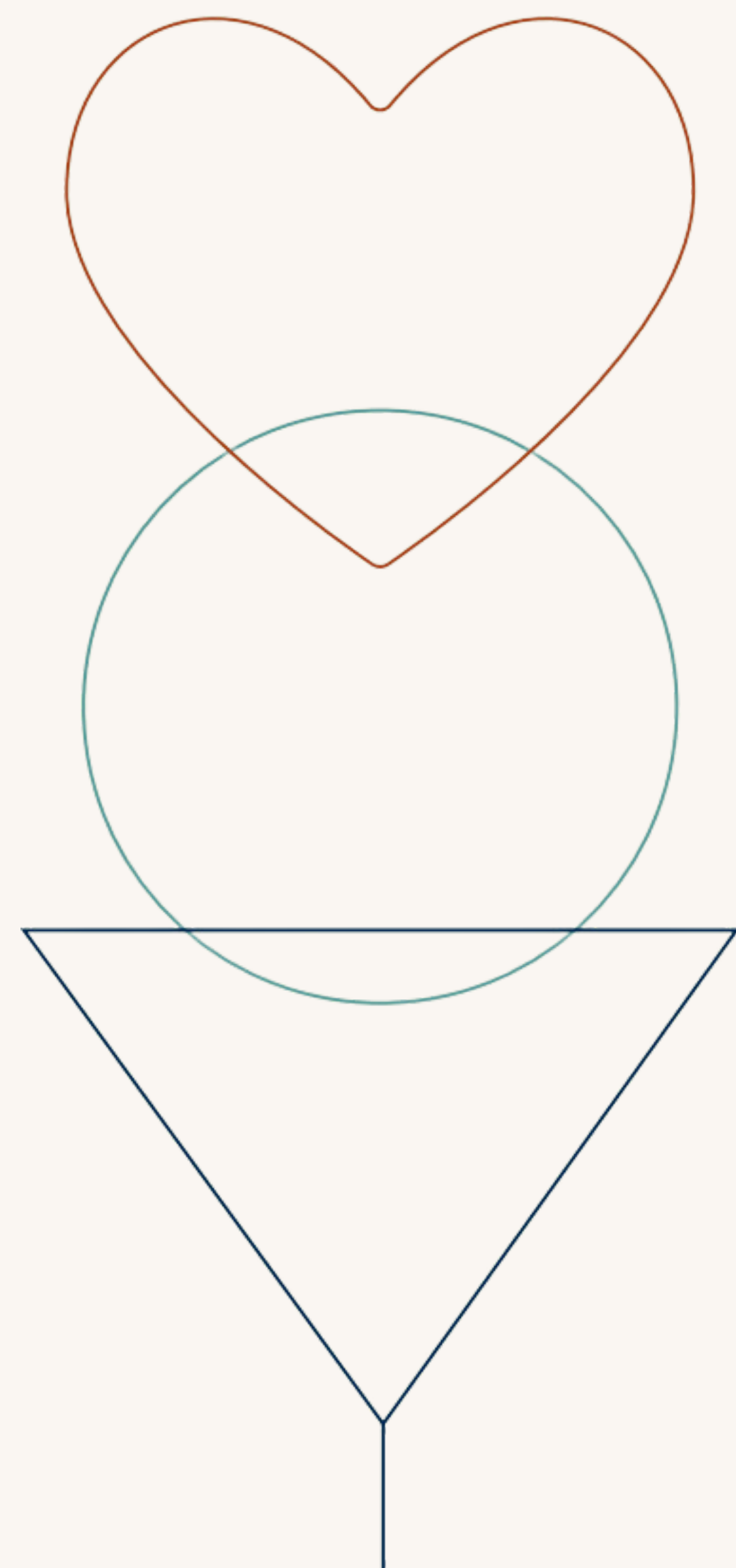


# LCBO

## David Pajtondziew Social Impact & Sustainability Intern

Vision: Creating a more sustainable future for Ontarians and advancing positive changes within the industry.

### Spirit of Sustainability



#### Good People

- Provided \$13.3 million to directly support communities through fundraising efforts, assisting 25 impact partners
- Moderation Mandate supports positive drinking choices
- 180+ employees marched in Pride Parades across Ontario

#### Good Planet

- Lightweight Glass Program reduces carbon emissions and promotes more sustainable distribution
- 178 employees planted over 1000 trees across the province
- 92% of Retail Service Centre waste was diverted from landfills

#### Good Partners

- 36 good partners featured in campaigns supporting social & sustainable initiatives
- 36 scholarships awarded to support diverse women through the Spirit of Inclusion Initiative

### Key Takeaways

- Collaboration is an important part of change and an avenue to increase impact. The LCBO collaborates with many industry partners and suppliers to drive social and sustainable change through meaningful initiatives.
- The importance of engaging the entire organization around social impact and sustainability. Sustainability and social impact are integrated across the organization, and this increases the effectiveness and impact of various initiatives and fundraising events.
- The power of effective leadership to foster organization-wide commitment to sustainability and social impact goals. At the LCBO I saw firsthand the importance of leadership and how the SoS team was able to collaborate with various departments, managers, and industry partners to engage them on impact initiatives.
- The value of simplifying concepts to help make sustainability accessible and relatable

### Highlights

- **Love Pairs With Everything Media Event:** During my internship I had the opportunity to attend the LCBO Pride Media Event that brought together media, sponsors, influencers, and charity partners to celebrate Pride with the LCBO. The event honoured the important work of the charity partners and the impact of LCBO fundraising efforts. To date, LCBO has raised over \$7.7 million in support of the 2SLGBTQI+ community.
- **Tree Planting:** I participated in one of LCBO company tree planting events at Hilton Falls Conservation Area in partnership with Tree Canada. To date, LCBO has raised over \$800K for Tree Canada and planted over 244,000 trees.
- **Campfire Circle:** Volunteered with other LCBO team members for the day with Campfire Circle to support their children's programs. Last year, LCBO donated \$588,472 to Campfire Circle

## Major Projects & Contributions

#### Supported the development of LCBO's 5 year ESG Strategy

- Attended meetings with consulting firm Ernst & Young, on GHG inventory mapping, emission reduction planning, and other material topics related to the 5 year ESG strategy.
- Supported the ESG strategy development with research, insights, and benchmarking.
- Presented supplier research to the SoS team and Ernst & Young to inform the Scope 3 emission reduction strategy.

#### Supplier ESG Commitments Research Report & Presentation

- Researched the emissions, waste management, and packaging commitments of the LCBO top suppliers by net sales.
- Developed a research report that analyzes the percentage of suppliers that disclose their emissions, have reduction commitments, waste audits, and sustainable packaging initiatives.
- This research supports the LCBO supplier code of conduct and Scope 3 emission reduction strategy

#### Partnership Proposals for Social Impact Initiatives

- Developed a partnership proposal to fund a charity focused on supporting persons with disabilities and improving accessibility. Presented the potential charity partners and projects to the SoS team and the Director of Accessibility.
- Developed a presentation for a partnership with Uber in alignment with the Moderation Mandate that focused on offering safe transportation for all LCBO events.