

### About Canada Post:

Canada Post is a Crown corporation and the primary postal operator in Canada, providing mail and parcel delivery, logistics, and other related services across the country. The company also focuses on integrating sustainable practices across its operations, supply chain, and community engagement efforts to contribute to a more sustainable future.

### Corporate Sustainability Team:

The Corporate Sustainability Team at Canada Post is responsible for setting the vision and driving the company's sustainability strategy and initiatives across its operations. They work closely with various departments to integrate sustainable practices into business processes, report ESG impacts, and engage stakeholders, including employees, customers, and the broader community, to support Canada Post's commitment to a more sustainable and responsible future.

### Fun Fact:

Canada Post was one of the first 150 companies globally whose net-zero target was approved by the Science Based Targets initiative (SBTi)!

### Key Project:

#### Biodiversity Strategy

- Contributed to biodiversity strategy using The Taskforce on Nature-related Financial Disclosures' (TNFD) LEAP (Locate, Evaluate, Assess, Prepare) approach to analyze nature-related issues at Canada Post.
- Utilized the Science-Based Targets Network's (SBTN) Materiality Screening tool to understand nature impacts in direct operations and supply chain.
- Identified nature based dependencies and impacts by sector for supply chain using data from Exploring Nature Capital Opportunities, Risks and Exposure (ENCORE).
- Determined Canada Post sites across Canada in Key Biodiversity Areas (KBAs) and assessed impacts.

### Additional Contributions:

- Updated annual emission factors and calculated Canada Post's Q1 and Q2 GHG Inventory.
- Contributed to external sustainability reporting (UN Global Compact, Ecovadis).
- Contributed to last-mile study (a comparative review with Canada Post's competitors to determine who has the lowest emitting last-mile delivery model) by researching peer postal depot locations across Canadian cities. The models assessed in the study are Canada Post's model (delivering to every address), courier model, and Amazon's model of random routes based on dynamic routing.
- Conducted research on Canada Post's climate risks and opportunities for climate resilience through analyzing Canadian regulations and corporate best practices.
- Collaborated with sustainability summer students on Action Learning Project, which accounts for 20% of internship responsibilities and culminates in a final presentation to managers, directors and GMs. Identified and addressed challenges associated with durable goods waste disposal at Canada Post, and recommended opportunities to better measure and improve diversion.

### Key Takeaways:

1. Effective knowledge sharing and ongoing communication between departments is essential to achieve sustainability and operational goals.
2. Sustainability often requires a trial-and-error approach, as finding the most effective strategies to environmental challenges can be complex and evolving.
3. The commitment of senior management to sustainability sets the tone for a culture that values environmental responsibility and social impact.

### Highlights and Canada Post's Signature Behaviours:

- *Make the Call:* Felt confident in taking initiative and making decisions because of supportive team.
- *Know the Destination:* Responsibilities felt meaningful as they directly contributed to advancing Canada Post's goals.
- *Deliver for Others:* Very collaborative company culture that encourages personnel to reach their potential.
- *Ignite our Pride:* Canada Post continues to serve Canadians coast to coast, so the day to day work felt impact driven.

