



Policy Title – Corporate Social Responsibility Policy
Approving Body: Executive Director
Responsible Manager(s): Executive Director Senior Director, Outreach and Engagement Senior Director, Operations
Effective Date: May 14, 2025

1. Policy Statement

- 1.1. Our Corporate Social Responsibility (CSR) policy outlines our commitment to conducting our operations ethically, promoting sustainability, and making a meaningful impact on the communities we serve.
- 1.2. This policy aims to ensure that at WUSA¹, we:
 - i. Conduct our operations in a socially responsible and ethical manner.
 - ii. Protect the environment and safety of people.
 - iii. Support human rights.
 - iv. Engage, learn from, respect, and support the communities and cultures that exist where we work.

2. Ethics and Transparency

- 2.1. WUSA is committed to maintaining the highest standards of integrity and corporate governance practices to ensure excellence in our daily operations, and to promote confidence in our governance systems.
- 2.2. Our operations will be conducted in an open, honest, and ethical manner.
- 2.3. We recognize the importance of protecting all our human, financial, physical, informational, social, environmental, and reputational assets.
- 2.4. We will advise our employees, contractors, suppliers and other stakeholders of our Corporate Social Responsibility Policy and will work with them to achieve compliance with this policy.
- 2.5. WUSA is committed to measuring, auditing and publicly reporting performance on its CSR programs.

3. Responsibility to Members

- 3.1. Barring any confidentiality obligations/restrictions, decisions relating to governance, administration, and operations will be made in a democratically open, transparent, and accountable manner.

¹ Federation of Students, University of Waterloo operating as the Waterloo Undergraduate Student Association (WUSA)

- 3.2. WUSA is committed to working alongside municipal governments and other community stakeholders to actively address student concerns and advocacy issues.

4. Stakeholder Relations and Community Investment

- 4.1. WUSA will engage stakeholders clearly, honestly, and respectfully.
- 4.2. WUSA is committed to timely and meaningful dialogue with all stakeholders, including members, customers, employees, suppliers, Indigenous peoples, governments, and regulators, among others.
- 4.3. WUSA will strive to integrate community investment considerations into decision-making and business practices and will assist in local capacity building to develop mutually beneficial relationships with the community we operate in.

5. Protecting the Environment, Health, and Safety

- 5.1. WUSA is committed to protecting the health and safety of all individuals affected by our activities, including our employees, members, consumers, contractors, and the public. WUSA will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices and continuous improvement.
- 5.2. WUSA recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into our business decision-making.

6. Human Rights

- 6.1. WUSA recognizes the historical and persistent inequities and barriers to equitable participation that exist in society and on campus and strives to be an equitable and inclusive community, rich with diversity, preserving the human rights of all persons, and based upon understanding and mutual respect for the dignity and worth of every person.
- 6.2. WUSA will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse.
- 6.3. WUSA will always strive to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all relationships it enters, including respect for cultures, customs and values of individuals and groups.

7. Environmental, Social, and Governance (ESG) and Human Rights in Investment Decisions

- 7.1. Investment decisions will be evaluated to ensure they do not conflict with ESG criteria, avoiding opportunities that are proven to cause significant environmental

harm, undermine sustainable development goals, and negatively impact social equity.

7.2. We are also committed to addressing concerns related to internationally recognized human rights, as outlined in the Universal Declaration of Human Rights and relevant frameworks such as the UN Guiding Principles on Business and Human Rights. As such, investments will be reviewed to ensure they do not directly or indirectly contribute to human rights abuses, forced labour, or exploitative practices.

7.3. See below further details of our ESG values relating to investment decisions:

Environmental	Organizations that have shown a commitment to decarbonization, water conservation, and biodiversity must be prioritized. Organizations that downplay, delay, or attempt to profit from the continued destruction of the climate are unacceptable investment selections. Organizations that perpetuate currently destructive practices, oil and gas, automotive, agriculture and construction need to be examined with care. WUSA values cool cities, clean air and water, healthy ecosystems, strong public transit, efficient logistics; it emphasizes the importance of conserving our planet for the joy of future generations through its investments.
Social	Organizations that have shown a commitment to antiracism and anticolonialism, fair trade, and labour rights, must be prioritized for investment. Organizations that have been criticized by Amnesty International, Human Rights Watch, or are on a UN Blacklist are unacceptable investment selections until they have provably solved their failings. WUSA values strong communities, accessibility, and gender and sexual diversity; it emphasizes the importance of reducing inequality through its investments.

Governance	Organizations that have shown a commitment to including employees in their corporate decision making, that are member-led or are publicly transparent in their operations must be prioritized for investment. Organizations that rely on "vitality models", put themselves at an artificial loss, or choose to pursue quarterly growth via downsizing, are not healthy corporations in the long term, and are unacceptable investment selections. WUSA values innovation, affordability, transparency, and respect for labour; it emphasizes the importance of secure employment through its investments.
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8. Suppliers' Standards

- 8.1. WUSA is committed to eliminating unlawful discrimination and to promoting equality and diversity in our professional dealings with suppliers and other third parties. We will work with partners and suppliers who align with our values and uphold the highest standards of ethics, quality, and social responsibility. This commitment extends to ensuring that the products and services we procure or endorse meet our expectations for environmental sustainability, ethical labour practices, and support for underrepresented communities, including Indigenous populations.
- 8.2. WUSA endeavours to enter clear and fair contracts with our suppliers. Wherever possible, we aim to support the local economy by contracting with local suppliers.

9. Compliance and Enforcement

- 9.1. Compliance with this policy is mandatory and failure to comply with the provisions of this policy may expose WUSA to significant risks, including but not limited to: operational; legal/regulatory; financial; reputational; safety and security risks. Non-compliance may therefore lead to the enforcement of disciplinary measures such as warnings, suspension, or termination, depending on the severity of the violation.
- 9.2. Anyone who becomes aware of a violation or potential violation of this policy is required to promptly report the issue to their manager, or through the reporting mechanism detailed in the whistleblower policy.