



Policy Title – Sustainability Policy
Approving Body: Executive Director
Responsible Officer(s): Executive Director Senior Director, Outreach and Engagement Senior Director, Operations
Effective Date: May 14, 2025

1. Policy Statement

- 1.1. At WUSA¹, we are committed to making a positive impact on the environment, society, and economy through sustainable practices. This sustainability policy outlines our dedication to conducting operations responsibly and striving towards ethical and environmental responsibility in our practices.
- 1.2. Our aim through this policy is to:
 - i. Enhance the quality of life by promoting a safe, secure, and environmentally conscious atmosphere.
 - ii. Strive wherever possible to minimize the environmental impact of our operations.
 - iii. Reduce barriers to and provide incentives for environmentally conscious choices on the part of individuals.

2. Scope

This policy applies to all employees, volunteers, contractors, and other stakeholders involved in WUSA's operations.

3. Our Principles

WUSA is committed to:

- 3.1. *People*
 - i. Upholding fair labour practices and ensuring a safe and healthy workplace.
 - ii. Striving towards being a living wage employer and working towards ensuring that all employees, regardless of their role or employment status, receive wages that meet or exceed the living wage standard in our region.
 - iii. Maintaining a diverse, inclusive, and respectful work environment that values employees' well-being, fosters creativity, and encourages professional growth.
 - iv. Supporting our local communities by contributing to social initiatives, and environmental projects.
- 3.2. *Compliance*
 - i. Upholding ethical and sustainable business practices by complying with relevant environmental policy, practices, regulations, and legislation.

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

3.3. *Environment*

- i. Working towards the conservation of energy, water, and resources in all our operations.
- ii. Reducing our environmental impact by purchasing environmentally friendly products and services for our operations.
- iii. Striving to better understand both the direct and indirect impact that our operations can have on the environment.
- iv. Ensuring that the businesses that operate within the Student Life Centre strive to produce as little food waste as possible, including disposable containers, plates, cutlery, and bottles.
- v. In conjunction with the University of Waterloo, educating the campus population about the benefits of sustainability and the environmental damages associated with food waste.
- vi. Supporting and assisting the University of Waterloo in furthering environmental sustainability initiatives.

3.4. *Economic*

- i. Integrating sustainability into our existing operations, accounting, and reporting.
- ii. Reduce operating costs through improved resource management e.g. water, waste, carbon, employee engagement.
- iii. Operating with integrity, transparency, and ethical business practices in all financial matters.
- iv. Assessing the long-term financial implications of our decisions and investments to ensure economic sustainability and responsible growth.

3.5. *Sustainability-Related Investment Principles*

- i. Organizations that have shown a commitment to decarbonization, water conservation, and biodiversity must be prioritized.
- ii. Organizations that downplay, delay, or attempt to profit from the continued destruction of the climate are unacceptable investment selections.
- iii. Organizations in destructive sectors — including oil and gas, automotive, agriculture, and construction — must be examined with care.
- iv. WUSA values cool cities, clean air and water, healthy ecosystems, strong public transit, and efficient logistics; it emphasizes the importance of conserving our planet for the joy of future generations through its investments

3.6. *Monitoring and Communication*

- i. Monitoring and managing our environmental performance and working towards achievable targets to reduce adverse impacts.
- ii. Ensuring the communication of this policy to all employees, volunteers, contractors, and other stakeholders.
- iii. Regularly reviewing our sustainability policy to ensure it remains relevant and aligned with emerging best practices.

4. Compliance and Enforcement

- 4.1. 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.
- 4.2. 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.