

Environmental & Sustainability Policy



Here is a **comprehensive Environmental and Sustainability Policy** for **OHS professionals in Canada**, compliant with the highest regulatory standards. It includes **an appendix outlining jurisdictional differences** across all Canadian provinces and territories.

[Company Name]

Effective Date: [Insert Date]

Reviewed & Approved By: [Insert Name/Position]

Next Review Date: [Insert Date]

1. PURPOSE

At **[Company Name]**, we recognize that environmental protection and sustainable business practices are integral to our operations. We are committed to ensuring **compliance with Canadian environmental and sustainability laws** while promoting best practices that **protect the environment, conserve resources, and minimize waste**.

This policy applies to all employees, contractors, and stakeholders engaged in our operations.

2. POLICY STATEMENT

We are committed to:

- **Regulatory Compliance:** Meeting and exceeding environmental regulations at **federal, provincial, and municipal levels.**
- **Sustainable Operations:** Reducing our carbon footprint and enhancing energy efficiency.
- **Pollution Prevention:** Implementing proactive measures to minimize emissions, waste, and hazardous materials.
- **Resource Conservation:** Using materials responsibly, promoting recycling, and reducing waste generation.
- **Continuous Improvement:** Regularly assessing and enhancing our environmental practices.
- **Stakeholder Engagement:** Educating employees, contractors, and business partners on sustainability initiatives.

3. **SCOPE & APPLICATION**

This policy applies to all aspects of **[Company Name]**'s operations, including:

- Workplace health and safety programs.
- Waste management and disposal.
- Procurement and supply chain sustainability.
- Transportation and logistics.
- Facility management and energy use.

4. **COMPLIANCE WITH ENVIRONMENTAL LEGISLATION**

We will comply with all relevant **federal, provincial, and municipal environmental laws** in Canada, including but not limited to:

- **Canadian Environmental Protection Act (CEPA).**
- **Impact Assessment Act (IAA).**

- **Fisheries Act (for water protection).**
- **Species at Risk Act (SARA).**
- **Provincial Environmental Protection Acts (varies by jurisdiction – see Appendix A).**

5. KEY ENVIRONMENTAL COMMITMENTS

5.1 Energy Efficiency & Carbon Reduction

- **Reduce greenhouse gas (GHG) emissions through energy-efficient operations.**
- **Transition to low-carbon technologies and renewable energy sources** where feasible.
- **Encourage sustainable transportation options** (e.g., electric vehicles, carpooling, remote work).

5.2 Waste Reduction & Circular Economy

- **Reduce, reuse, and recycle materials** across all business activities.
- **Implement a waste management hierarchy** prioritizing reduction over disposal.
- **Properly manage and dispose of hazardous waste** per Canadian regulations.

5.3 Water Conservation & Protection

- **Prevent pollution and contamination** of water bodies.
- **Monitor and reduce water consumption** across operations.
- **Implement spill prevention and response plans** for hazardous substances.

5.4 Sustainable Procurement

- **Purchase materials and equipment** from **environmentally responsible suppliers.**

- Prioritize **eco-certified and recyclable**
- Reduce packaging waste by working with vendors on sustainable solutions.

5.5 Biodiversity & Land Protection

- Ensure that business activities **do not harm protected ecosystems**.
- Conduct **environmental impact assessments (EIA)** for major projects.
- Restore and rehabilitate natural areas affected by operations.

6. IMPLEMENTATION & ACCOUNTABILITY

6.1 Management Responsibilities

- Ensure this policy is integrated into all business activities.
- Monitor compliance with environmental regulations.
- Allocate resources for sustainability initiatives.

6.2 Employee Responsibilities

- Follow **environmental best practices** in daily work.
- Report environmental concerns or non-compliance issues.
- Participate in sustainability training and initiatives.

6.3 Contractor & Supplier Responsibilities

- Contractors must comply with **[Company Name]'s** environmental policies.
- Suppliers must provide **environmentally responsible materials** when possible.

7. MONITORING & REPORTING

We commit to **regularly reviewing** our environmental performance, including:

- Conducting **annual sustainability audits**.
- Tracking key performance indicators (KPIs) related to energy, waste, and emissions.
- Reporting environmental progress to stakeholders.
- Adjusting strategies to align with new regulations and industry best practices.

8. NON-COMPLIANCE & ENFORCEMENT

Failure to comply with this policy may result in:

- Corrective action plans.
- Disciplinary measures for employees.
- Contract termination for suppliers/contractors who violate environmental standards.
- Reporting violations to **regulatory authorities if required by law**.

9. CONTINUOUS IMPROVEMENT

We will:

- Stay updated on evolving **environmental laws and best practices**.
- Invest in **new technologies** that support sustainability.
- Engage with industry and government stakeholders to drive environmental progress.