



PG-103-EN Responsible Business Conduct Framework

6. Policy Requirements

6.1 Introduction

6.1.1 Our core values and competencies

CCC is committed to excellence in serving Canadian exporters. As such, CCC abides by the following core values in guiding its business activity:

Integrity: Trust, fairness and honesty are intrinsic to CCC interactions, and we expect the same from our clients and our customers. CCC expects employees to always act in good faith and in the best interests of CCC.

Professionalism: CCC approaches work with the highest levels of professionalism, and expects the same from the Canadian companies that work with CCC and the foreign governments

Responsibility: CCC is committed to upholding our responsibilities and accountabilities as a Crown corporation and a corporate citizen. CCC believes in operating responsibly recognizing our responsibilities in the areas of human rights, anti-corruption and the environment.

6.2.2 Ensuring good corporate governance

Good governance leads to sound decisions. CCC continues to maintain a standard of corporate governance that promotes transparency while ensuring accountability to our

In addition:

CCC is committed to combatting bribery and corruption.

CCC practices throughout its transactions.

CCC continually seeks to improve and promote its integrity compliance processes with Canadian exporters.

6.3.3 Conflict of Interest

CCC employees are required to act in the best interests of CCC:

As a client-facing organization, CCC is called upon to act in the best interests of the Canadian exporters we support under our Government of Canada man(a)-6(d)-6W*nBTks t

6.5.2 How does CCC demonstrate this commitment?

In cases where projects are funded through export credit agencies or international organizations such as the World Bank, CCC adopts the requirements set by those institutions. For projects with potential environmental impacts, CCC conducts a formal environmental review process and complies with the *Canadian Environmental Assessment Act, 2012* and subsequent *Impact Assessment Act* (S.C. 2019, c. 28, s. 1), under the purview of the Impact Assessment Agency of Canada. In accordance with these regulations, CCC will only carry out a project outside Canada if it is determined that it is not likely to cause significant adverse environmental effects.

CCC expects exporters to undertake due diligence on the environmental and social (Performance Standards) and comply with requirements set by international organizations.

CCC has established a cross-functional working group comprised of multi-level employees to ensure CCC can align with, meet or succeed the objectives of the Greening Government Strategy.

Employees at all levels are not only challenged to improve the way in which they conduct daily operations but to do so with the objective of reducing environmentally consumptive behaviours.

6.6 **Employee Engagement**

6.6.1 Health and wellness

Employee health and wellness is critical for achieving our goals. At CCC, we recognize both that the team is stronger than the individual, and that people are our strength. We work collaboratively with others to achieve our goals and those of our clients. We build lasting relationships through respect for others and ourselves. We value and respect diverse cultures, customs and business practices in Canada and internationally.

6.6.2 Promoting diversity and inclusion in the workplace

CCC ensures its decision-making reflects the principles of diversity and inclusion. To support this commitment to a diverse and inclusive work environment, CCC promotes diversity and inclusion within our teams and seeks to, respect, value and leverage diversity of thought and ideas.

6.6.3 Learning and Recognition

CCC is committed to developing the skills of our employees and has instituted a policy on Learning and a policy on Rewards and Recognition to promote our most important asset . our people. Broad, active support for learning is critical to ensuring that CCC

continues to effectively fulfill its purpose as the international contracting agency of the Government of Canada.

6.6.4 Community involvement

CCC participates annually in the Government of Canada Workplace Charitable Campaign (GCWCC), which supports the United Way among other designated charities. CCC has an active Social Committee that encourages employee engagement in this area with various events held throughout the year. These campaigns have proven to be very successful and boast high levels of employee participation and donations.

6.6.5 Training and Continuous Improvement

Training is provided to CCC employees on responsible business conduct policies and practices, including anti-

10. Enquiries

Questions and requests for interpretation/clarification should be submitted to the Vice-President of Legal Services, General Counsel and Corporate Services.