



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE ACTION PLAN

2024-2027

Sept-Îles Port Authority  
ESG Action Plan

# ABOUT OUR PLAN

The Port of Sept-Îles is committed to integrating environmental, social and governance (ESG) principles into all its operations and strategies. Our ESG action plan will foster sustainability, social responsibility, as well as transparent and ethical governance.

## Main objectives :

- Environment Reduce our carbon footprint, protect local biodiversity and encourage sustainable practices.
- Social Support local communities, ensure the safety and well-being of employees and foster diversity and inclusion.
- Governance Maintain high standards of transparency, ethics, and accountability in all activities.

## Key initiatives :

- Emissions reduction Implement green technologies and operational practices to reduce greenhouse gas emissions.
- Community engagement Working with local communities to support social and economic projects.
- Transparency and ethics Adoption of rigorous governance policies to ensure the transparency and integrity of our operations.

Our ESG action plan is a long-term commitment to a sustainable and prosperous future for the Port of Sept-Îles and its stakeholders. We know that sustainability and social responsibility are essential to our continued success and the creation of value for everyone.



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## MESSAGE FROM THE BOARD CHAIR AND PRESIDENT & CEO



**We are proud to present our 2024-2027 Environmental, Social, and Governance (ESG) action plan. This plan is a crucial step in our commitment to creating a sustainable and responsible future.**

We believe that integrating ESG measures will lead to exciting opportunities for our company. By adopting sustainable practices, we can reduce our ecological footprint, improve our operational efficiency, and bolster our reputation with stakeholders. In addition, by investing in the well-being of our employees and promoting transparent governance, we are creating a more inclusive and motivating work environment.

Implementing ESG measures is important for many reasons. It enables us to meet the growing expectations of our stakeholders, who now require that companies act responsibly. It also helps us anticipate and manage the risks tied to climate change, environmental regulations, and social change. Last but not least, it strengthens our resilience and our ability to innovate in an ever-changing world.

We are confident that this ESG action plan will help us stand out and allow us to embrace new opportunities. Together, we can make a significant and lasting difference.

Thank you for your commitment and continued support.

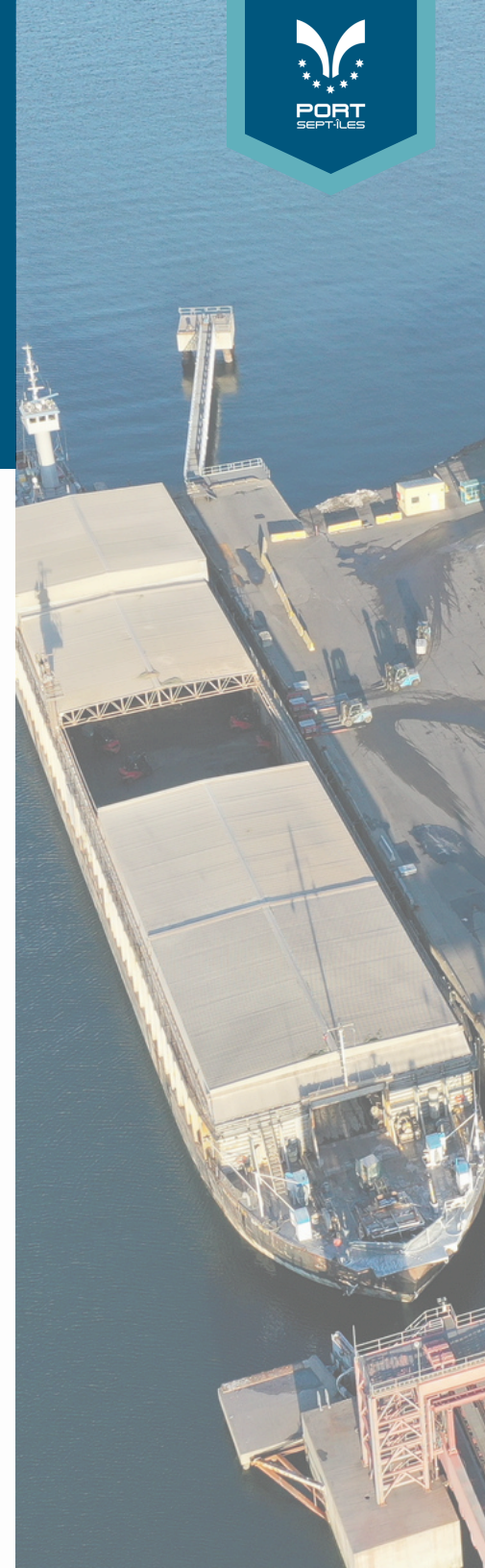
Sincerely,

**Bernard Lynch**

Chair of the Board of Directors

**Pierre D. Gagnon**

President & Chief Executive Officer



# THE PORT OF SEPT-ÎLES AT A GLANCE



Formerly managed entirely by the Canadian government, the Port of Sept-Îles became an autonomous federal government agency in 1999. Now we are a local organization managed and run by the people of Sept-Îles. Our development vision is mainly based on the needs and realities of our community.

With state-of-the-art facilities that can accommodate the world's largest bulk carriers, the Port of Sept-Îles extends along the edge of a bay cutting into the north shore of the Gulf of St. Lawrence. An archipelago of seven islands forms a scenic natural barrier at the mouth of this large body of water, affording safe anchorage for ships all year long.

**1st**

**Mineral port in North America**

**100<sup>MT</sup>**

**Annual cargo handling capacity**

**15**

**Docks on the bay**

**530**

**Average number of ships in port per year**

**260<sup>M\$</sup>**

**Annual economic spinoffs**

**75<sup>M</sup>**

**Depth of the Bay of Sept-Îles**





## Mission :

With state-of-the-art facilities and services, the Port of Sept-Îles is a major player in the national economy thanks to the synergy of our socio-economic, environmental, and community partnerships based on the responsible development of our operations.

## Vision :

Ensuring the growth of the Port and the sustainability of the Bay of Sept-Îles through innovation.

## Values:

**Partnerships** Our partnerships are the foundation of our commitment. They are at the heart of our communities' development and growth.

**Audacity** We are innovative in how we work, and we always seek to go above and beyond to meet the expectations of our partners.

**Responsibility** We manage resources responsibly to ensure they will be there for future generations.

**Transparency** We value respect and aim to build lasting relationships based on trust. We are committed to keeping our community partners up to date on our operations and projects.

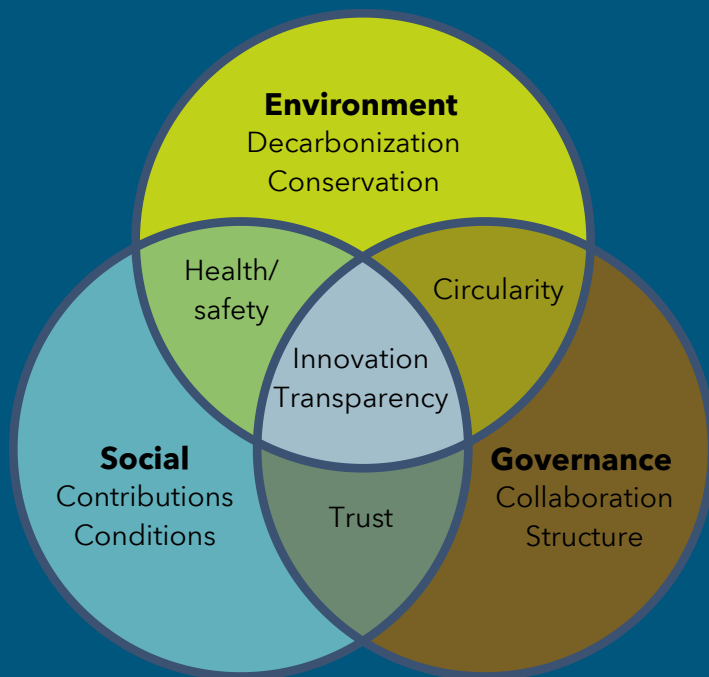
**Professionalism** Our dedicated team works to provide reliable services and facilities that meet the highest industry standards.



# OUR APPROACH TO ESG

We are committed to integrating ESG principles into all aspects of our port operations, and have made sustainability central to our strategy. Our priorities include protecting marine ecosystems, keeping our teams safe, and continuously improving our operational practices. Both on land and at sea, these goals are deeply rooted in our corporate culture. That's why we have put in place strict governance practices to reduce our ecological footprint and strengthen our relationships with local communities. By working closely with our partners and stakeholders, we hope to have a lasting impact and promote sustainable growth.

## Our main themes



# The 17 Sustainable Development Goals



The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 interconnected goals to end poverty, protect the planet, and ensure a peaceful and prosperous future by 2030. Reporting on SDGs shows our stakeholders that we are committed to the Global Goals, that we call on leaders to take the necessary action, and that we measure our progress over time.



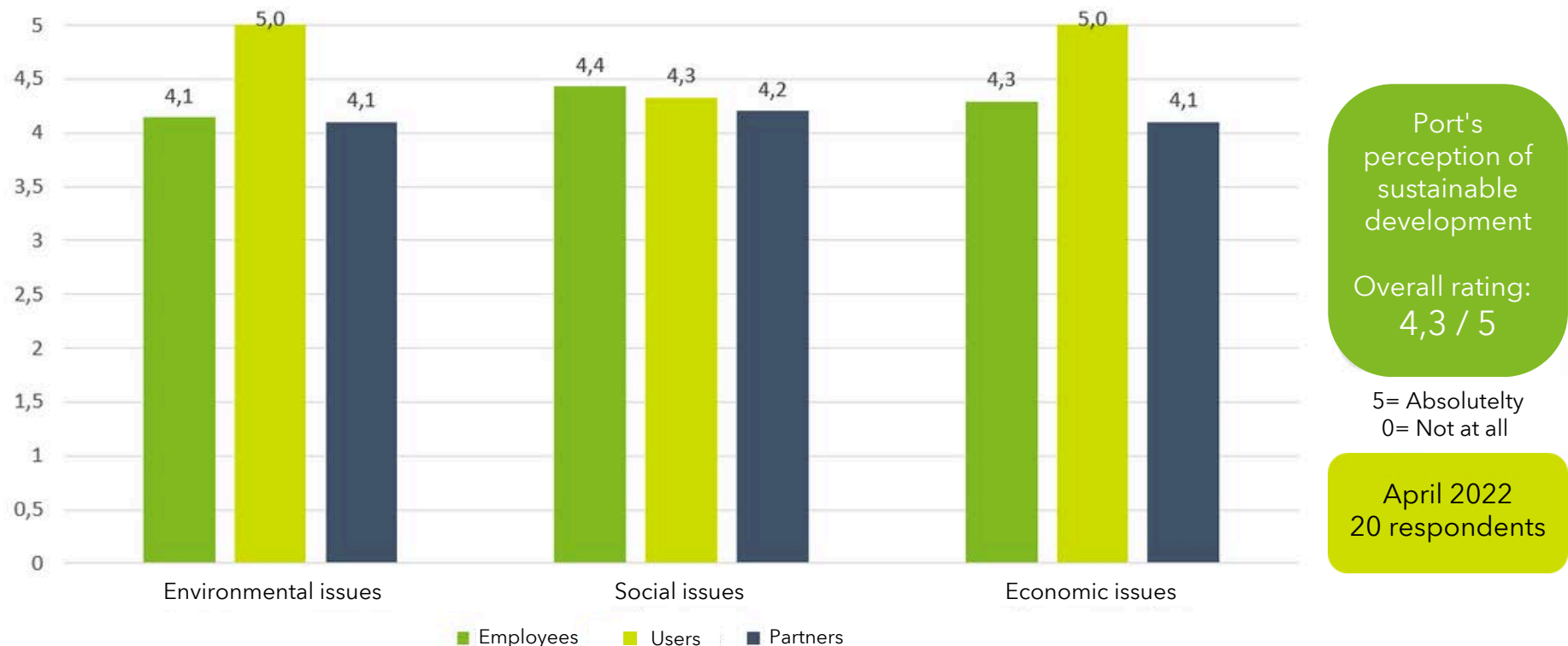


## Methods

Our ESG objectives are based on a strategic analysis conducted in 2023 with ADDERE Service-conseil, a sustainable development consulting firm. This analysis draws on an assessment of the Port's practices, external strategic monitoring of maritime practices, and consultations with employees, port users, and partners. A second initiative, a collaborative effort with the Eco-Advising Chair at UQAC and other Canada Port Authorities (CPAs), linked the actions of the Port of Sept-Îles to the United Nations' 17 Sustainable Development Goals (SDGs).

The Port carried out an assessment of its completed and planned actions in relation to relevant targets for the port sector, as well as a survey of employees, port users, and partners to assess their perception of the Port in terms of sustainable development (results in the table below). Users were asked to rate their perception of the Port in terms of environmental issues in sustainable development on a scale of one to five.

An ESG action plan co-construction workshop was also held with a number of employees. This process enabled us to improve and consolidate the actions included in this plan.



# ENVIRONMENTAL STEWARDSHIP







We recognize that our operations can impact the environment. That's why we are committed to conducting our business in an environmentally responsible way. We see environmental responsibility as not only a moral obligation, but also an opportunity to promote sustainable practices that benefit our company and our stakeholders.

As such, we have identified critical issues on which to focus. We place particular emphasis on decarbonizing our operations, protecting marine life and ecosystems, reducing waste, and managing our supply chains responsibly.

By integrating these principles into our operations, we hope to minimize our ecological footprint and play an active role in protecting our environment for future generations. Through strict governance practices and in close collaboration with stakeholders, we are determined to generate positive, lasting change that contributes to a more sustainable future.



-  **Decarbonize**
-  **Take bold action**
-  **Conserve and protect natural environments**
-  **Ensure responsible consumption**



# Making Innovation Central to Decarbonization

## Promoting the decarbonization of port and industrial activities on a regional scale

In response to the climate crisis, organizations must set targets for reducing greenhouse gas (GHG) emissions and have a concrete strategy for achieving them. The Port of Sept-Îles wants to go beyond mitigating its own impact on climate change and setting an example. Through major projects, we aspire to be a regional leader in decarbonization. Our main objectives and actions can be found in the following table.



### Relevant SDGs

**7** AFFORDABLE AND  
CLEAN ENERGY



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**13** CLIMATE  
ACTION



**17** PARTNERSHIPS  
FOR THE GOALS



Objectives	Actions	Aims
<b>Achieve carbon neutrality as a port authority and lead by example</b>	<ul style="list-style-type: none"> <li>• Encourage active transportation among employees</li> <li>• Electrify the vehicle fleet</li> <li>• Reduce fuel consumption by creating a snow removal plan</li> <li>• Improve the energy efficiency of our buildings</li> <li>• Disseminate our decarbonization plan and annual inventories</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce car use to get to the office (GHG balance sheet)</li> <li>• Fully electrify the Port of Sept-Îles vehicle fleet</li> <li>• Reduce the port authority's average annual GHG emissions by at least 2.4%</li> <li>• Offset all port authority emissions</li> </ul>
<b>Reduce the carbon footprint of ships and port activities</b>	<ul style="list-style-type: none"> <li>• Implement financial incentives for the development and adoption of clean technologies</li> <li>• Improve GHG emission monitoring in the port</li> <li>• Promote the use of alternative fuels</li> </ul>	<ul style="list-style-type: none"> <li>• Promote the adoption of clean technologies for ships and vehicles</li> <li>• Reduce the Port's average annual GHG emissions by at least 1%</li> <li>• Create green corridors (strategic alliance with other ports)</li> </ul>
<b>Promote local innovation to reduce GHG emissions</b>	<ul style="list-style-type: none"> <li>• Collaborate on innovative projects (renewable energy, logistics, sustainable transport, carbon capture)</li> </ul>	<ul style="list-style-type: none"> <li>• Take part in major regional projects</li> <li>• Ensure synergy with partners</li> </ul>



# Taking Action for Biodiversity

## Preserving ecosystems, biodiversity, and natural resources

As a founding member of Green Marine, the Port of Sept-Îles has been committed to protecting and promoting our precious ecosystem for years. We recognize the vital importance of biodiversity, both in our efforts to protect the species-rich marine life of Sept-Îles Bay and by supporting wildlife on land. Environmental responsibility guides everything we do.

For us, protecting natural resources is not just about conservation. It also encompasses responsible consumption and circular processes. We truly believe that by reducing our ecological footprint and maximizing the use of existing resources, we can be part of a sustainable and balanced future. By promoting environmentally friendly practices, we strive to protect our planet and inspire our partners and customers to join the movement for a greener, more responsible world.

### Relevant SDGs



Objectives	Actions	Aims
<p><b>Preserve air and water quality, and protect marine life</b></p>	<ul style="list-style-type: none"> <li>• Fund marine ecosystem conservation research</li> <li>• Monitor underwater noise, air and water quality, etc. in real time</li> <li>• Continue to install rainwater harvesting and treatment systems at terminals</li> </ul>	<ul style="list-style-type: none"> <li>• Invest in research and conservation</li> <li>• Meet quality standards</li> <li>• Achieve Green Marine Level 4 for aquatic ecosystems and underwater noise</li> </ul>
<p><b>Protect and restore land ecosystems in the port</b></p>	<ul style="list-style-type: none"> <li>• Adopt a responsible purchasing policy</li> <li>• Revegetate natural areas in the region, ensuring species protection and resiliency</li> <li>• Optimize terminal lighting</li> </ul>	<ul style="list-style-type: none"> <li>• Revegetate areas around the port and encourage tree planting</li> <li>• Reduce light pollution by conducting a lux study</li> </ul>
<p><b>Ensure responsible consumption and material circularity</b></p>	<ul style="list-style-type: none"> <li>• Improve the responsible purchasing policy</li> <li>• Improve waste management and implement compost collection throughout the port</li> <li>• Work with industries to develop circular economy solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Promote the purchase of local, environmentally friendly products</li> <li>• Increase the waste recovery rate</li> <li>• Implement circular economy initiatives</li> <li>• Achieve Green Marine Level 4 for waste management</li> </ul>



# SOCIAL RESPONSIBILITY







Social responsibility is central to our mission and values. We firmly believe that every company plays an essential role in the well-being of its employees and surrounding communities. That's why we are passionate about making a lasting positive impact by fostering safety, health, and personal development.

As part of our commitment to the communities of Sept-Îles and Uashat mak Mani-utenam, we are actively working to enrich the lives of locals. We support community initiatives, collaborate with local organizations, and participate in events that strengthen our region's social fabric. By investing in projects that meet citizens' needs, we hope to create a supportive environment where everyone can thrive.

By embedding these values into our daily operations, we also aim to foster greater inclusion and drive prosperity. We know that every action counts and that together, we can create meaningful change. Our commitment to acting ethically and responsibly is a step towards a future where the well-being of all is a shared priority.



-  **Build trust**
-  **Contribute to community life**
-  **Offer outstanding working conditions**
-  **Ensure the health and safety of employees**



# Supporting our Communities



## Fostering healthy relationships and contributing to community life



The Port's purpose is deeply rooted in the community of Sept-Îles, and we believe that every interaction counts. As such, we are committed to cultivating harmonious relations with local communities based on core values of transparency, active listening, and genuine collaboration. These values are pillars of constructive dialogue, allowing us to better understand citizens' needs and aspirations.

Another way the Port of Sept-Îles aspires to have a positive impact on community life is by actively participating in initiatives that promote well-being and personal development. We believe it's our duty to help our region flourish, whether by supporting local projects, getting involved in cultural events, or promoting sustainability. Working hand in hand with citizens and local organizations, we aim to build a better future for all, where economic development and social well-being are seamlessly intertwined.

### Relevant SDGs





# Truth and Reconciliation: A Foundation for Inclusive Sustainable Development

Truth and reconciliation—as part of an ESG plan—are essential to building a strong, lasting foundation. Truth, as a fundamental principle, calls on us to acknowledge and confront the past injustices against marginalized and Indigenous communities. This is crucial to fostering trusting relationships and mutual respect, which are key to any initiative for a sustainable future.

Reconciliation requires a genuine commitment to righting wrongs and restoring relationships. It means listening to those affected, valuing their knowledge and experience, and integrating their perspectives into decision-making. By adopting an inclusive approach, we not only correct the mistakes of the past, we also enrich our sustainable development strategies by drawing on a vast wealth of knowledge and practices.

For sustainable development to be effective, it requires recognition of the importance of the land and traditional practices, and a deep understanding of the social and environmental issues affecting different communities. It also requires total transparency in our actions and a willingness to learn from our mistakes. By fostering an open and honest dialogue, we can identify innovative solutions adapted to local realities, ensuring all voices are heard and valued.

Truth and reconciliation are cornerstones that must guide our actions within a sustainable development framework. By upholding these principles, we strive for social justice and the creation of resilient, prosperous communities capable of facing future challenges while respecting and protecting the environment.



Objectives	Actions	Aims
<p><b>Cultivate trust, communication, and harmony with communities</b></p>	<ul style="list-style-type: none"> <li>• Establish a method for ongoing, two-way communication with the community</li> <li>• Pursue reconciliation measures with the Indigenous community to establish sustainable and inclusive partnerships</li> <li>• Set up a citizens (good neighbour) committee</li> <li>• Organize community activities to raise awareness about the Port’s activities and strengthen the sense of belonging</li> </ul>	<ul style="list-style-type: none"> <li>• Involve the good neighbour committee in the Port’s development discussions</li> <li>• Organize two community events a year</li> <li>• Achieve Green Marine Level 5 for community relations</li> <li>• Adopt a collaborative approach to valuing Innu culture and integrating traditional practices and knowledge into project evaluation</li> </ul>
<p><b>Contribute to community life and citizen well-being</b></p>	<ul style="list-style-type: none"> <li>• Continue our community donations, sponsorships, and fundraising initiatives</li> <li>• Have designated meeting places and spaces for citizens at the port</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage corporate volunteering among Port of Sept-Îles employees</li> <li>• Be recognized by many community organizations for making a difference</li> </ul>



# Investing in the Future of our Talent

## Promoting employee well-being, health and safety, and career development

The Port of Sept-Îles relies on a team of passionate and dedicated individuals for its success. Their well-being, health, safety, and job satisfaction are among our top priorities. To ensure employee satisfaction and motivation, we firmly believe that the Port must offer good working conditions and professional development opportunities. Doing so not only helps us retain talent, it also enhances our appeal as an employer of choice.

We are firmly committed to maintaining a safe working environment for all. This means regular training, strict safety protocols, and a culture of vigilance. By investing in the well-being and safety of our teams, we are building the foundation of a successful and sustainable company where all individuals can thrive.



### Relevant SDGs



Objectives	Actions	Aims
<b>Offer outstanding working conditions and professional development opportunities</b>	<ul style="list-style-type: none"> <li>• Adapt our benefits to current trends</li> <li>• Offer training programs to support career progression</li> <li>• Promote advancement opportunities within our organization</li> <li>• Assess employee satisfaction and engagement through surveys or other means</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure competitive market positioning</li> <li>• Help employees reach their full potential through skill development</li> <li>• Develop in-house talent to prepare the next generation</li> <li>• Ensure continued employee satisfaction</li> </ul>
<b>Ensure the health and safety of port personnel</b>	<ul style="list-style-type: none"> <li>• Regularly update OSH procedures</li> <li>• Identify training needs and maintain a training directory</li> <li>• Conduct monthly inspections</li> <li>• Hold regular OHS committee meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a specific OSH training plan for each role</li> <li>• Create an OSH operation committee with port users</li> <li>• Require a work permit for site work</li> <li>• Ensure that corrective measures are in place</li> </ul>



# GOVERNANCE



Governance is the final pillar of our environmental, social, and governance (ESG) strategy. It is the framework that guides our decisions, actions, and commitment to sustainability. At a time when social and environmental issues are becoming increasingly important, it is crucial to ensure that our governance practices are sound, transparent, and responsible.

We believe that effective governance is based on integrity, accountability, and transparency. That's why we set high standards for ethical conduct, regulatory compliance, and risk management. This framework enables us to deliver on our commitments to stakeholders, while building trust and promoting a healthy and inclusive work environment.

We believe that strong governance is essential for our long-term success, and it also allows us to contribute to society and the environment. Together, we are working to build a company that respects its commitments and inspires sustainability in everything it does.

-  **Structure our ESG approach**
-  **Collaborate with partners**
-  **Be transparent**
-  **Provide regional leadership**



# Becoming a Regional Leader in Governance

## Pursuing good governance practices, leveraging partnerships, and adopting a regional vision

Governance is the last—but not least—pillar of our ESG strategy. It plays a crucial role in our company's environmental and social impact by ensuring that we apply best governance practices that strengthen our integrity and transparency. These practices allow us to structure and sustain our approach, while showcasing our achievements to our stakeholders. By ensuring strict governance, we also ensure accountability for our actions, which inspires trust and credibility within the community.

Fostering regional partnerships is also essential to making this work. Working with our partners not only promotes innovation, but also the creation of solutions tailored to the specific challenges of our region. These strategic alliances allow us to share ideas, optimize our resources, and maximize the impact of our efforts. Ultimately, our commitment to strong governance and regional partnerships contributes to sustainable development that benefits the entire community.

### Relevant SDGs

**10** REDUCED  
INEQUALITIES



**17** PARTNERSHIPS  
FOR THE GOALS





Objectives	Actions	Aims
Structure the ESG approach and monitor it over time	<ul style="list-style-type: none"> <li>• Create an internal committee to monitor the ESG action plan over time</li> <li>• Monitor the performance indicators set out in this plan annually</li> <li>• Update the environmental policy</li> </ul>	<ul style="list-style-type: none"> <li>• Implement the action plan</li> <li>• Achieve Green Marine Level 5 for environmental leadership</li> </ul>
Collaborer avec les partenaires pour le développement durable à l'échelle régionale	<ul style="list-style-type: none"> <li>• Develop and maintain partnerships</li> <li>• Work with partners on major regional, national, and international projects</li> </ul>	<ul style="list-style-type: none"> <li>• Enter into mutual collaboration agreements with strategic partners</li> </ul>
Faire preuve de transparence auprès des parties prenantes	<ul style="list-style-type: none"> <li>• Promote an internal code of ethics</li> <li>• Produce and share an annual ESG report</li> </ul>	<ul style="list-style-type: none"> <li>• Disseminate results for at least 10 ESG indicators in the annual report</li> </ul>