

Title: Air Canada's Commitment to Corporate Social Responsibility

Introduction Air Canada is deeply committed to corporate social responsibility (CSR), actively contributing to the well-being of communities, supporting environmental sustainability, and promoting ethical business practices. This document outlines Air Canada's key CSR initiatives, demonstrating its dedication to making a positive impact on society and the environment.

1. Environmental Sustainability Air Canada places a strong emphasis on reducing its environmental footprint and promoting sustainability. Key initiatives include:

- **Carbon Reduction Goals:** Committing to achieving net-zero carbon emissions by 2050, with interim targets for 2030 and 2040.
- **Sustainable Aviation Fuel (SAF):** Investing in the development and use of SAF to reduce lifecycle carbon emissions.
- **Eco-Friendly Operations:** Implementing energy-efficient practices, reducing waste, and promoting recycling across all operations.

2. Community Engagement Air Canada actively engages with communities through various programs and initiatives. Key efforts include:

- **Air Canada Foundation:** Supporting children's health and wellness through partnerships with hospitals, charities, and community programs.
- **Volunteer Programs:** Encouraging employees to participate in volunteer activities and support local communities.
- **Disaster Relief:** Providing aid and support during natural disasters and emergencies, including transportation of relief supplies and personnel.

3. Diversity and Inclusion Air Canada is committed to fostering a diverse and inclusive workplace and community. Key initiatives include:

- **Inclusive Hiring Practices:** Promoting equal opportunity employment and hiring a diverse workforce.
- **Employee Resource Groups:** Supporting employee resource groups that focus on diversity, equity, and inclusion.
- **Training and Education:** Offering diversity and inclusion training to employees to create a respectful and inclusive workplace culture.

4. Ethical Business Practices Air Canada upholds high ethical standards in all its business operations. Key practices include:

- **Code of Conduct:** Implementing a comprehensive code of conduct that outlines ethical principles and expectations for employees and partners.
- **Anti-Corruption Measures:** Enforcing strict policies and training programs to prevent corruption and unethical behavior.
- **Transparency and Accountability:** Maintaining transparency in financial reporting, stakeholder communications, and business operations.

5. Employee Well-Being Air Canada prioritizes the health, safety, and well-being of its employees. Key initiatives include:

- **Health and Safety Programs:** Implementing rigorous health and safety protocols to protect employees at work.
- **Mental Health Support:** Providing resources and support for employee mental health and well-being.
- **Professional Development:** Offering training and development programs to help employees grow and advance in their careers.

6. Sustainable Supply Chain Air Canada works with suppliers to promote sustainability and ethical practices throughout its supply chain. Key efforts include:

- **Sustainable Procurement:** Sourcing products and services from suppliers who adhere to environmental and ethical standards.
- **Supplier Code of Conduct:** Requiring suppliers to comply with Air Canada's code of conduct and sustainability criteria.
- **Collaborative Partnerships:** Working with suppliers to develop and implement sustainable solutions.

7. Health and Wellness Initiatives Air Canada promotes health and wellness among its passengers and employees. Key programs include:

- **Healthy Travel Options:** Offering healthy meal options and promoting wellness tips for passengers.
- **Fitness and Wellness Programs:** Providing fitness facilities and wellness programs for employees.
- **Safety Measures:** Ensuring high standards of hygiene and safety, especially in response to the COVID-19 pandemic.

8. Education and Youth Programs Air Canada supports education and youth development through various initiatives. Key efforts include:

- **Scholarship Programs:** Offering scholarships and financial support for students pursuing higher education.
- **Youth Mentorship:** Providing mentorship and career guidance programs for young people.
- **Educational Partnerships:** Collaborating with educational institutions to support academic and extracurricular activities.

9. Cultural and Arts Support Air Canada promotes cultural and artistic endeavors as part of its CSR strategy. Key initiatives include:

- **Sponsorship of Arts and Cultural Events:** Supporting arts, music, and cultural festivals across Canada and internationally.
- **Cultural Exchange Programs:** Facilitating cultural exchange programs to promote understanding and appreciation of diverse cultures.
- **Artistic Collaborations:** Partnering with artists and cultural organizations to showcase artistic talent and creativity.

Conclusion Air Canada's comprehensive corporate social responsibility initiatives reflect its commitment to making a positive impact on society and the environment. Through its focus on environmental sustainability, community engagement, diversity and inclusion, ethical

business practices, employee well-being, sustainable supply chain, health and wellness, education, and cultural support, Air Canada continues to contribute to a better future for all.