

Vancity works with people and communities to help them thrive and prosper. We engage people in a different way of banking that contributes to a better world and are committed to be social, environmental and ethical leaders.

We are stewards of the money our members place with us and are accountable to our members, employees and communities for the results of our decisions and actions. To that end, we have developed this Ethical Policy to guide business decisions.

This policy applies to our relationships with organizations throughout our group of companies.

We expect to work with organizations that meet or exceed generally accepted standards of good business conduct, including compliance with relevant laws and regulations.

We seek to work with organizations that demonstrate a commitment to:

- **Ethical Business Practices**
- **Environmental Leadership**
- **Respect and Fair Treatment**
- **Healthy Communities**
- **Peaceful Communities**

We welcome the opportunity to work with organizations taking significant steps to improve their social, environmental and ethical performance.

We will review this policy each year to ensure it remains relevant to our business and provides sufficient guidance to decision makers.

What we expect of others we expect of ourselves. Each year we will ask an independent third party to screen our own operations against this Ethical Policy using the same criteria we use to screen other organizations. We will publish the results in our public Accountability Report.

Vancity's Ethical Policy

Since 2000, Vancity's Statement of Values and Commitments has guided our business decisions and strategies. The Statement sets out our mission, purpose, core values and six commitments. Our Ethical Policy is one way we can ensure we are living our values and commitments, in particular our commitment to "lead by example and use our resources and expertise to effect positive change in our communities".

For a copy of our Statement of Values and Commitments, visit vancity.com/sovac.

Ethical Policy

ethical business practices

We seek to do business with organizations that:

- Demonstrate good corporate governance
- Demonstrate transparency and accountability
- Meet or exceed recognized professional standards

We do not want to do business with organizations that:

- Have a track record of non-compliance with laws, regulations or professional standards governing their operations

environmental leadership

We seek to do business with organizations that:

- Research, develop or market goods and services with environmental benefits
- Voluntarily implement formal policies, programs, and processes to reduce the negative environmental impacts of their operations, including the consumption of natural resources
- Have action plans in place to reduce greenhouse gas emissions

We do not want to do business with organizations that:

- Are involved in projects or practices that result in significant environmental damage
- Have a track record of non-compliance with environmental laws and regulations, or related civil fines or penalties

- Earn significant revenue from the exploration, mining, milling or refining of uranium
- Are directly involved in the nuclear power industry
- Conduct tests on animals in the development of cosmetic, personal care, or household products

respect and fair treatment

We seek to do business with organizations that:

- Support and promote fair trade and international standards of human and labour rights
- Demonstrate and promote inclusivity, equity and acceptance
- Demonstrate positive and fair relations with employees, customers, suppliers and the communities in which they operate
- Respect aboriginal rights and land claims

We do not want to do business with organizations that:

- Have a track record of human rights violations or are complicit in efforts to suppress human rights
- Have a track record of fines or convictions relating to violations of workplace health and safety standards
- Have a track record of non-compliance with applicable employment standards legislation and other workplace regulations
- Have a track record of poor treatment of employees, customers, suppliers or the communities in which they operate

healthy communities

We seek to do business with organizations that:

- Provide products and services that contribute to societal and individual health and well-being
- Demonstrate leadership in addiction prevention and treatment

We do not want to do business with organizations that:

- Earn revenue from the manufacture of tobacco products, or significant revenue from the distribution or sale of tobacco or tobacco products
- Earn significant revenue from services that foster addiction

peaceful communities

We seek to do business with organizations that:

- Contribute to building communities free of violence, fear and intimidation
- Promote peaceful resolution of conflicts

We do not want to do business with organizations that:

- Encourage hatred, discrimination, or exploitation towards individuals or groups
- Earn significant revenue from the manufacture, distribution, or sale of weapons or armaments