

2024

GRI, SASB INDEX

Environmental, Social and
Governance (ESG) Report



International Airport
Authority

Ottawa

Administration de
l'aéroport international

+ 45°19'24.6"N 75°40'02.7"W



GRI, SASB INDEX

The Ottawa International Airport Authority (Authority) has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI Standard	Disclosure	Response	SASB Alignment
GRI 1 Used: Foundation 2021			
GRI 2: General Disclosures			
1. The Organization and Its Reporting Practices			
2-1	Organizational details	<p>Ottawa International Airport Authority</p> <p>The Authority is a not-for-profit organization that operates and manages YOW for the economic benefit of the communities in the region. The Authority was established in 1996 under the National Airports Policy, which transferred the ownership and operation of major airports from Transport Canada to local airport authorities. The Authority assumed responsibility for YOW on February 1, 1997.</p> <p>2024 Annual Report</p>	
2-2	Entities included in the organization's sustainability reporting	<p>The Authority is granted control and custody of the Ottawa International Airport through its ground lease with Transport Canada, which formally defines the premises we manage, which includes an airfield, a passenger terminal building, parking facilities, and other land areas, each carrying a specific designation under the Authority's Land Use Master Plan.</p> <p>2023 ESG Report - About this report</p>	
2-3	Reporting period, frequency and contact point	<p>January 1, 2024- December 31, 2024</p> <p>Reporting cycle: Annual</p> <p>Contact point: esg@yow.ca</p>	

GRI Standard	Disclosure	Response	SASB Alignment
2-4	Restatements of information	<p>1. Updated baseline and emissions data See 2024 ESG Report- Environment</p> <p>a) Revised 2019 Baseline Scope 1 and Scope 2 emissions to reflect emissions from runway de-icing chemicals in 2019</p> <p>b) Updated 2022 Scope 2 emissions using new factors from Environment and Climate Change Canada (ECCC)</p> <p>2. GRI 201-4 Financial assistance received from government Airport Critical Infrastructure Program ("ACIP") to support critical infrastructure projects related to safety, security, and connectivity.</p> <p>2023: \$1,056,000 2024: \$1,055,000</p>	
2-5	External assurance	<p>We consistently develop and evaluate the Authority's performance data, examining various aspects such as data capture, collection, review, and reporting to ensure the presentation of consistent and accurate information. It is important to note that the Authority does not currently have a policy or mandate regarding external assurance for our non-financial reporting.</p>	
2. Activities and Workers			
2-6	Activities, value chain and other business relationships (how do you operate in the sector)	<p>The Authority managed 4.6 million passengers in 2024, an increase of 0.5 million or 12% compared to 2023.</p> <p>Passenger volume increased to an average of 12,621 per day; there was a total of 57,528 aircraft movements in 2024.</p> <p>As of December 31, 2024, the Authority had 9 air carriers providing flights to 11 international destinations, 16 domestic destinations, and 11 transborder destinations.</p> <p>2024 Annual Report</p>	
2-7	Employees	<p>As of December 31, 2024, the Authority employed 268 persons who were engaged in management, technical, administrative and general labour activities. This number includes employees away on leaves of absence, and 51 seasonal employees who were employed in general labour activities in the deicing and airfield maintenance departments.</p> <p>2024 ESG Report-Employee Metrics</p>	
2-8	Workers who are not employees	<p>Data for all workers who are not employees of the Authority but whose work and/ or workplace is controlled by the Authority, is not tracked by the Authority.</p>	

GRI Standard	Disclosure	Response	SASB Alignment
3. Governance			
2-9	Governance structure and composition	<p>A 14-member Board of Directors governs the Authority. The Board is nominated by various local stakeholders from the Canada's Capital Region, including municipal, provincial and federal government entities such as the City of Ottawa, Ottawa Tourism, Ville de Gatineau, Chambre de commerce de Gatineau, and the provincial Ministry of Transport.</p> <p>Details about the Board of Directors, including its composition, mandate, member profiles, by-laws, and Committee information, is available in the Governance section of our website.</p>	
2-10	Nomination and selection of the highest governance body	ESG: Governance	
2-11	Chair of the highest governance body	<p>Board Chair, Bonnie Boretsky</p> <p>2024 Annual Report</p>	
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Authority Board promotes the development and execution of long-term goals and strategies to support and promote growth in the Capital Region. It also supports the establishment of necessary systems for managing risks associated with the Authority's operations, as well as monitoring and evaluating management's performance in achieving the Authority's objectives.</p> <p>ESG: Governance</p>	
2-13	Delegation of responsibility for managing impacts	<p>The Board has delegated responsibility for the management of impacts to the executive leadership team whereby the Chief Financial Officer is the ESG executive sponsor, aided by cross-functional Environmental, Human Resources, and Business Development working groups.</p> <p>2024 Annual Report - Corporate governance, accountability, and transparency</p>	
2-14	Role of the highest governance body in sustainability reporting	<p>As the governing body responsible for overseeing the operations and strategic direction of the Airport Authority, the Board plays a crucial role in supporting the integration of sustainability principles into reporting practice.</p> <p>The Board sets the strategic direction, oversees implementation, including delegating ESG executive leadership, integrating sustainability into Board meetings, and reviewing/approving ESG reports.</p>	

GRI Standard	Disclosure	Response	SASB Alignment
2-15	Conflicts of interest	<p>Policies require all employees and Board members to disclose potential conflicts promptly. Regular reviews and transparent communication help mitigate conflicts, safeguard the integrity of our decision-making processes and uphold our commitment to ethical governance.</p> <p>Conflict of Interest Guidelines are in place as well as a Code of Business Conduct.</p> <p>ESG: Governance</p>	
2-16	Communication of critical concerns	<p>Key issues are communicated through routine Board meetings, and strategy updates. Due to the sensitive nature of these concerns, the information is strictly for internal use unless external reporting is legally mandated.</p>	
2-17	Collective knowledge of the highest governance body	<p>ESG: Governance</p>	
2-18	Evaluation of the performance of the highest governance body	<p>2024 Annual Report</p>	
2-19	Remuneration policies	<p>2024 Annual Report</p>	
2-20	Process to determine remuneration	<p>For employee remuneration, the Authority fulfills its obligations under federal employment equity and human rights laws, ensuring fair and competitive compensation aligned with industry standards.</p>	
2-21	Annual total compensation ratio	<p>The Authority complies with its obligation under federal employment equity and human rights legislation, including preparing an Employment Equity Plan in accordance with the Employment Equity Act (Canada).</p>	
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	<p>The Authority's sustainable development strategy is a comprehensive approach to embedding ESG considerations into its operations. This strategy outlines specific goals, objectives, and initiatives aimed at reducing the Airport's environmental impact, enhancing social and governance practices, and improving overall sustainability performance. By integrating ESG principles across all operations, participating in external assessments, and communicating transparently with stakeholders, the Authority aims to measure progress over time and contribute positively to the communities it serves.</p>	

GRI Standard	Disclosure	Response	SASB Alignment
2-23	Policy commitments	<p>The Authority is federally regulated and follows the Impact Assessment Act.</p> <p>As we uphold our purpose statement “Building on teamwork and sustainability, YOW safely connects people, moves goods, and creates economic prosperity for our community,” we focus on environmental responsibility and management. This commitment is rooted in the understanding that our employees value an organization that embodies sustainability through both its values and actions. Additionally, we recognize the accountability our community places on us to responsibly manage and mitigate the impacts of our operations.</p> <p>2024 ESG Report ESG: Governance</p>	
2-24	Embedding policy commitments	<p>All Authority employees and Directors are mandated to annually read and certify compliance with the Authority’s Conflict of Interest Guidelines and the Code of Business Conduct. Adherence to these policies is a prerequisite for employment, and failure to comply may result in suspension pending investigation, termination, or legal consequences. Additionally, the Authority imposes compliance requirements on suppliers and contractors through contract general terms and conditions, with consequences for non-compliance including contract termination, damages claims, and potential legal action.</p> <p>The Authority has established a Fraud and Safe Disclosure Policy, which includes an anonymous reporting program administered by a third-party entity.</p>	
2-25	Processes to remediate negative impacts	<p>The Authority addresses negative impacts through comprehensive policies, including the Code of Business Conduct, Workplace Harassment and Violence Prevention Policy, Conflict of Interest Guidelines, etc. These policies outline processes for identifying, mitigating, and remediating adverse effects on stakeholders and the environment.</p>	
2-26	Mechanisms for seeking advice and raising concerns	<p>Stakeholders can seek advice and raise concerns via the Authority’s designated channels, including an accessible “Contact Us” Contact Us YOW.</p> <p>The Authority encourages open communication and provides confidential avenues for addressing inquiries, feedback, and grievances to ensure effective stakeholder engagement and resolution.</p>	
2-27	Compliance with laws and regulations	<p>In 2024, the Authority fully complied with all applicable laws and regulations, incurring no penalties or fines. The Authority conducts regular audits and mandatory employee training on anti-corruption policies.</p> <p>Our commitment to compliance reflects our dedication to continual improvement and responsiveness to regulatory requirements.</p>	

GRI Standard	Disclosure	Response	SASB Alignment
2-28	Membership associations	Airport Carbon Accreditation Airports Council International- North America Canadian Airports Council Canadian Council for Sustainable Aviation Fuels Gatineau Board of Trade Tourism Ottawa Ottawa Board of Trade	
5. Stakeholder Engagement			
2-29	Approach to stakeholder engagement	2023 ESG Report - Stakeholder Engagement	
2-30	Collective bargaining agreements	Union: 84% Public Service Alliance of Canada (PSAC) Local 70701: 75.4% Ottawa Airport Professional Aviation Firefighters Association (OAPAFA) Local 3659: 8.6%	
GRI 3: Material Topics			
3-1	Process to determine material topics	2022 ESG Report - The Authority's ESG Journey	
3-2	List of material topics	2022 ESG Report - The Authority's ESG Journey 2024 ESG Report	
GRI 200: Economic Standards Series			
Economic Performance			
GRI 3: Material Topics			
3-3	Management of material topics	2024 ESG Report - About this report 2024 ESG Report - Environmental 2024 ESG Report - Social 2024 ESG Report - Governance	
GRI 201: Economic Performance			
GRI 201-1	Direct economic value generated and distributed	Economic value generated: \$162.1M, + 11% from previous year Economic value distributed: \$116.3 M, + 10% from previous year Economic value retained: \$45.8 M, + 15% from previous year 2024 Annual Report - Financial Review - 2024	

GRI Standard	Disclosure	Response	SASB Alignment
GRI 201-2	Financial implications and other risks and opportunities due to climate change	2024 ESG Report -Environmental	
GRI 201-3	Defined benefit plan obligations and other retirement plans	The Authority maintains one pension plan with defined benefit provisions. The Authority measures its accrued benefit obligations and the fair value of plan assets for accounting purposes annually, as of December 31. Pension expense for the defined contribution pension plan is recorded as the benefits are earned by the employees covered by the plan.	
GRI 201-4	Financial assistance received from government	Airport Critical Infrastructure Program ("ACIP") to support critical infrastructure projects related to safety, security, and connectivity. 2024: \$1,055,000	
GRI 202: Market Presence			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Since the Authority is federally regulated, minimum wage is the federal wage of \$17.30/hour (effective April 1, 2024). The Authority does not collect or calculate entry level wage by gender. This ratio is not applicable as 0% of employees earn minimum wage. \$47.57 average hourly wage	
GRI 202-2	Proportion of senior management hired from the local community	All senior management are hired from the greater Ottawa region.	
GRI 203: Indirect Economic Impacts			
GRI 203-1	Infrastructure investments and services supported	Significant Capital Projects Total: \$26.7M of which \$9.5M included main terminal and concessions upgrades, a 51% increase from previous year. 2024 Annual Report - Financial Review -2024	
GRI 203-2	Significant indirect economic impacts	2024 ESG Report -Economic Impact	

GRI Standard	Disclosure	Response	SASB Alignment
GRI 300: Environmental Standards Series			
GRI 3: Material Topics			
3-3	Management of material topics	2024 ESG Report - Environmental	
GRI 302: Energy			
302-1	Energy consumption within the organization	<p>Direct Energy Consumption: Natural gas consumption for 2023: 979,229 m3 (includes Co-Gen facility) Unleaded fuel consumption: 90,401 L gasoline Diesel fuel consumption: 305,936 L</p> <p>Indirect Energy Consumption: Total electricity consumption: 23,266,337 kWh (excludes tenant recovery and cogeneration supply to Airport) Unleaded fuel consumption: 0 for generators Diesel fuel consumption: 14,568 L</p>	
302-2	Energy consumption outside	The Authority does not report on this.	
302-3	Energy intensity	This is currently not calculated. The Authority is focused on achieving an absolute energy reduction.	
302-4	Reduction of energy consumption	-33% reduction in GHG emissions (Scope 1 and Scope 2) compared to 2019 baseline. 2024 ESG Report - Environmental	
302-5	Reduction of energy requirements of products and services	The Authority does not currently collect relevant data.	

GRI Standard	Disclosure	Response	SASB Alignment
GRI 305: Emissions			
GRI 3: Material Topics			
3-3	Management of material topics	2024 ESG Report - Environmental	
305-1	Direct (Scope 1) GHG emissions and explanation of the methodology used	<p>3,083 Tonnes CO₂e</p> <p>This number includes all combustion of fuels such as natural gas, gasoline and diesel, etc. that happens on site to support operations. This number does not include tenants such as restaurants operating out of the terminal.</p> <p>Scope 1 inventory has been calculated using Airport Council International's Airport Carbon and Emissions Reporting Tool (ACI ACERT) calculator.</p> <p>This number also does not include electricity supplied by the grid as that electricity is produced off site.</p> <p>In this context, Scope 1 emissions include natural gas boilers, fleet vehicles, generators, and the cogeneration plant, which supplies the Airport and the grid with electricity at opportunistic times throughout the year.</p>	<p>TR-AL-110a.1 /</p> <p>TR-AF-110a.1 Gross global Scope 1 emissions</p> <p>TR-AF-430a.2 Total greenhouse gas (GHG) footprint across transport modes</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>629T CO₂e</p> <p>Scope 2 inventory has been calculated using the ACI ACERT calculator.</p>	TR-AF-430a.2 Total greenhouse gas (GHG) footprint across transport modes
305-3	Other indirect (Scope 3) GHG emissions	The Authority does not currently report Scope 3 GHG emissions.	TR-AF-430a.2 Total greenhouse gas (GHG) footprint across transport modes
305-4	GHG emissions intensity	0.81 kg CO ₂ e/passenger (Scope 1 and 2 emissions)	
305-5	Reduction of GHG emissions	-33% reduction in GHG emissions (Scope 1 and Scope 2) compared to 2019 baseline.	
305-6	Emissions of ozone-depleting substances (ODS)	The Authority reported as of December 31, 2024 34 kg HCFC-22	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	The Authority is not currently monitoring air emissions at the Airport.	<p>TR-AF-120a.1</p> <p>Air emissions of the following pollutants:</p> <p>(1) NO_x (excluding N₂O),</p> <p>(2) SO_x, and</p> <p>(3) particulate matter (PM₁₀)</p>

GRI Standard	Disclosure	Response	SASB Alignment
GRI 400: Social standards			
Employment			
GRI 3: Material topics			
3-3	Management of material topics	2024 ESG Report - Social	
GRI 401: Employment			
401-01	New employee hires and employee turnover	<p>268 persons who were engaged in management, technical, administrative and general labour activities. This number includes 51 seasonal employees, who were employed in general labour activities in airfield and groundside maintenance departments.</p> <p>Labour practices: 84% of the Authority's employees are unionized, represented by Public Service Alliance of Canada (PSAC) Local 70701 (75.4%) and Ottawa Airport Professional Aviation Firefighters Association (OAPAFA), Local 3659 (8.6%)</p> <p>Total Turnover Rate 10.2% Voluntary 8.8% Involuntary 1.4% Union 7.4% Non union 2.8%</p> <p>Labour practices: 84% of active workforce covered under collective agreements 0 number of work stoppages \$0 total amount of monetary losses as a result of legal proceedings associated with labor law violations \$47.57 average hourly wage and 0% employees earning minimum wage, by region 2024 ESG Report-Employee Metrics</p>	<p>Labour practices TR-AL-310a) SASB SV-PS-330a.2 Voluntary turnover rate, Involuntary turnover rate</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The Authority has a single location of operations, and all employees are eligible for benefits.</p> <p>Permanent full-time, and seasonal employees are provided a comprehensive compensation package that includes group health benefits, paid and unpaid leave, and participation in a Defined Contribution Pension Plan.</p> <p>Seasonal employees have the option to continue receiving group health benefits during the off-season with employee-paid premiums.</p>	

GRI Standard	Disclosure	Response	SASB Alignment
401-3	Parental Leave	<p>The Authority complies with the Canada Labour Code in providing employees with parental leave upon their request (provided they are eligible as the birth parent of a newborn or parent of an adopted child) and in ensuring any employee who takes maternity or parental leave is reinstated in the position that the employee occupied when the leave commenced. If there is a valid reason that an employee cannot be reinstated, the Authority reinstates the employee in a comparable position with the same wages and benefits and in the same location.</p> <p>In addition, the Authority tops up the equivalent to the difference between Canada's Employment Insurance benefits and 100% of the employee's normal weekly rate of pay. Top-up paid to employees is in accordance with the union Collective Agreement or Excluded benefit booklet. To qualify for top-up, an employee must have completed six months of service.</p> <p>A total of 6 employees took parental leave in 2024. The Authority's retention rate in relation to parental leave for 2024 was 85%. Total number of employees who were entitled to parental leave, by gender: 52 female, 163 male.</p>	
402: Labour/Management Relations			
402-1	Minimum notice periods regarding operational changes	<p>The Collective Agreement includes language pertaining to minimum notice periods regarding significant operational changes, in particular the articles on Layoff/Recall and Technological Change, where a 120-day notice period is provided to the union. At the commencement of this notice period, the parties meet to consult prior to the employees ultimately receiving notice pertaining to such operational changes.</p>	
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	<p>The Authority has implemented an Occupational Health and Safety Management System (OHSMS).</p> <p>This system has been implemented based on the Canada Labour Code (CLC) Part II.</p> <p>SMS defines how it intends the management of aviation safety to be conducted as an integral part of their business management activities.</p>	<p>TR-AL-540a.1 TR-AF-540a.1 Description of implementation and outcomes of a SMS</p>

GRI Standard	Disclosure	Response	SASB Alignment
403-2	Hazard identification, risk assessment, and incident investigation	<p>To help prevent personal injury and property damage, the Authority investigates all reported hazards to ensure mitigating measures are put in place to ensure further hazards are not created. Incident investigations determine how incidents happened and specify preventative measures to avoid recurrence.</p> <p>The Authority uses systems of quality control and quality assurance to monitor compliance and effectiveness.</p> <p>An all-incident reporting form is used to capture any incidents.</p> <p>Workers have the right to refuse as per the Canada Labour Code.</p> <p>The Authority has comprehensive review processes, including the Accountability Management System (AMS) used to investigate all hazards and incidents to inform corrective action.</p> <p>2024 ESG Report- Social</p>	
403-3	Occupational health services	<p>Located in Ontario, Canada, the Authority ensures that access to health and medical services remains unimpeded in our community. Access is easy and government-funded. The Authority also has access to occupational health medical services.</p>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>A Workplace Health and Safety Committee (WHSC) comprised of Authority employees represents all Authority employees. This committee meets regularly to discuss health and safety concerns, including mental health and well-being to review progress and make recommendations to improve health and safety in the workplace.</p>	TR-AL-540a.1, TR-AF-540a.1 Description of implementation and outcomes of a SMS
403-5	Worker training on occupational health and safety	<p>The Authority has a wide array of health and safety training courses – both general and task specific.</p> <p>Management leads in efforts to train and educate employees, to promote a culture where employees self-report deficiencies, hazards, incidents, and accidents. Management also sets specific measurable goals for safety performance and regularly reports on these results.</p> <p>As part of the onboarding process, new employees are provided with a safety orientation covering Occupational Safety and Health (OHS) responsibilities. This includes employer/employee responsibilities, evacuation procedures, training requirements, reporting venues, and workplace harassment and violence. Furthermore, the process outlines the safety management system; explaining human factors and how they affect job functions, the hazards associated with working airside and what the campus can do to help keep everyone safe.</p>	

GRI Standard	Disclosure	Response	SASB Alignment
403-6	Promotion of worker health	The Authority promotes worker health as demonstrated by a range of activities including, formalizing and mandating all OHS Committee agendas to include addressing employee wellness, hosting flu clinics, and ensuring regular communication to employees about wellness, wellness services and resources.	
403-7	Prevention and mitigation of occupational health and safety impacts	The Authority requires contract services have compliance programs related to occupational health and safety. 2024 ESG Report - Social	
403-8	Workers covered by an occupational health and safety management system	The Authority has implemented an Occupational Health and Safety Management System (OHSMS). This system has been implemented based on the Canada Labour Code (CLC) Part II and as a method of risk mitigation. OHSMS defines how it intends the management of aviation safety to be conducted as an integral part of their business management activities	TR-AL-540a.1, TR-AF-540a.1 Description of implementation and outcomes of a Safety Management System
403-9	Work-related injuries	As of December 31, 2024 For all employees: <ul style="list-style-type: none"> • The number and rate of fatalities as a result of work-related injury: 0 • The number and rate of high-consequence work-related injuries (excluding fatalities): 1 (called Lost Time: 0.074 hours lost/1,000 hours worked) • The number and rate of recordable work-related injuries: 11 • The main types of work-related injury were minor in nature such as bumps, bruises, and minor cuts. • The number of hours worked: 482,653 • Data for all workers who are not employees but whose work and/or workplace is controlled by the organization is not tracked internally. • External to the Authority are contractors which control their own hazards. • Incidents are captured, investigated and corrective action built for all hazards; the Authority does not categorize incidents as high-hazard. • All hazards are assessed as they are identified. SMS goal is to eliminate and/or mitigate. • Incident rates have been calculated based on 200,000 hours worked. • No workers have been excluded from this disclosure. • High-hazard is interpreted as Lost Time. 	TR-AF-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees

GRI Standard	Disclosure	Response	SASB Alignment
403-10	Work-related ill health	The Authority had no fatalities or work-related ill health incidents in 2024.	TR-AF-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees

GRI 404: Training and Education

404-1	Average hours of training per year per employee (can be a qualitative statement describing training opportunities and delivery)	16.7 average training hours per employee Operations wide training courses included: <ul style="list-style-type: none"> • Mental health first-aid training • Indigenous cultural awareness training • Cybersecurity training 	
404-2	Programs for upgrading employee skills and transition assistance programs	The Authority offers training opportunities encompassing both general and job-specific development. 2024 ESG Report - Social	
404-3	100% of our non-unionized employees receive a semi-annual and annual performance and career development review.	100% of our non-unionized employees receive a semi-annual and annual performance and career development review.	

GRI 404: Training and Education

405-1	Diversity of governance bodies and employees	As of December 31, 2024, 20.9% of workforce is female.	<table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>EXECUTIVE</td> <td>37.5%</td> <td>62.5%</td> </tr> <tr> <td>DIRECTOR</td> <td>25.0%</td> <td>75.0%</td> </tr> <tr> <td>MANAGER</td> <td>22.2%</td> <td>77.8%</td> </tr> <tr> <td>INDIVIDUAL CONTRIBUTOR</td> <td>19.6%</td> <td>80.4%</td> </tr> <tr> <td>CONTRIBUTOR</td> <td></td> <td></td> </tr> <tr> <td>Total</td> <td>20.9%</td> <td>79.1%</td> </tr> </tbody> </table>		Female	Male	EXECUTIVE	37.5%	62.5%	DIRECTOR	25.0%	75.0%	MANAGER	22.2%	77.8%	INDIVIDUAL CONTRIBUTOR	19.6%	80.4%	CONTRIBUTOR			Total	20.9%	79.1%	SV-PS-330a.1 Percentage of gender and racial/ethnic group representation for (1) executive management, and (2) all other employees								
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	<table border="1"> <thead> <tr> <th>Age Group</th> <th>Female</th> <th>Male</th> <th>Total Employee %</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>1.9%</td> <td>7.1%</td> <td>9.0%</td> </tr> <tr> <td>30-39</td> <td>6.3%</td> <td>16.8%</td> <td>23.1%</td> </tr> <tr> <td>40-49</td> <td>4.5%</td> <td>20.5%</td> <td>25.0%</td> </tr> <tr> <td>50-59</td> <td>6.0%</td> <td>23.1%</td> <td>29.1%</td> </tr> <tr> <td>60-65</td> <td>2.2%</td> <td>7.8%</td> <td>10.0%</td> </tr> <tr> <td>Over 65</td> <td>0.0%</td> <td>3.7%</td> <td>3.7%</td> </tr> <tr> <td></td> <td></td> <td></td> <td>100%</td> </tr> </tbody> </table>	Age Group	Female	Male	Total Employee %	Under 30	1.9%	7.1%	9.0%	30-39	6.3%	16.8%	23.1%	40-49	4.5%	20.5%	25.0%	50-59	6.0%	23.1%	29.1%	60-65	2.2%	7.8%	10.0%	Over 65	0.0%	3.7%	3.7%				100%
Age Group	Female	Male	Total Employee %																														
Under 30	1.9%	7.1%	9.0%																														
30-39	6.3%	16.8%	23.1%																														
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60-65	2.2%	7.8%	10.0%																														
Over 65	0.0%	3.7%	3.7%																														
			100%																														

Board diversity: 36% female, 64% male
[2024 ESG Report](#)-Employee Metrics

GRI Standard	Disclosure	Response	SASB Alignment									
405-2	Ratio of basic salary and remuneration of women to men	<p>The Authority has a single location of operations. The Authority complies with its obligation under federal employment equity and human rights legislation, including preparing an Employment Equity Plan in accordance with the Employment Equity Act (Canada).</p> <p>Employee salaries are determined based on the scope of work performed, irrespective of the gender of employees.</p> <p>Average salary for employees excluding directors and above</p> <table border="1" data-bbox="674 573 1173 706"> <thead> <tr> <th></th> <th>Manager</th> <th>Non-Manager</th> </tr> </thead> <tbody> <tr> <td>Women</td> <td>\$114,196</td> <td>\$81,618</td> </tr> <tr> <td>Men</td> <td>\$116,670</td> <td>\$82,872</td> </tr> </tbody> </table> <p>Manager: women earned \$98 per \$100 earned by men Non-manager: women earned \$98 per \$100 earned by men</p>		Manager	Non-Manager	Women	\$114,196	\$81,618	Men	\$116,670	\$82,872	TR-AF-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees
	Manager	Non-Manager										
Women	\$114,196	\$81,618										
Men	\$116,670	\$82,872										
GRI 406: Non-discrimination												
406-1	Incidents of discrimination and corrective actions taken	<p>The Authority is committed to building and preserving a safe working environment for its employees. In pursuit of this goal, the Authority does not condone and does not tolerate acts of violence, harassment, sexual harassment, or discrimination against or by any Authority employee.</p> <p>In accordance with the Work Place Harassment and Violence Prevention Regulations, the Authority takes every reasonable precaution and implements measures to prevent harassment and violence and protect all employees from these situations. The Authority reviews every complaint and makes every reasonable effort to resolve the occurrence by way of negotiated resolution. If conciliation is unsuccessful or cannot proceed, the Authority will proceed with an investigation, using a third party where the appearance of bias may exist, in order to obtain the investigator's conclusions regarding the occurrence and recommendations regarding eliminating or mitigating the risk of a similar occurrence.</p> <p>If the Authority determines that an employee has been involved in the violence, harassment, discrimination, or sexual harassment of another employee, volunteer, contractor, student, vendor, visitor, client or customer, immediate corrective action will be taken. As applicable, all corrective actions are proportional to the seriousness of the behaviour or action concerned.</p>										

GRI Standard	Disclosure	Response	SASB Alignment
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Canadian legislative environment protects workers' rights. Our employees have exercised their right to representation by a union. Canada Labour Code	
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	2024 ESG Report -Social	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No reports of non-compliance regarding products or services rendered in 2024.	

