

Dear Colleague,

Canadians expect Canada Post to go beyond providing timely and reliable service. They want their postal service to take a leadership role on the environment, working proactively to deliver a sustainable future.

We agree.

We're viewing our responsibility to the country through a wider lens and working together to deliver results.

That's why, in April 2019, Canada Post and its bargaining agents formally initiated a collaborative effort focused on the environment.

In a joint public statement released in August 2019, we recognized our shared responsibility to reduce the company's environmental footprint. We agreed to develop goals and committed to reaching them together.

Since that time, we have developed Canada Post's first Environmental Action Plan (EAP), which outlines our commitment in four key areas:

1. **Climate Action:** We commit to achieve Net Zero carbon emissions by 2050.
2. **Zero Waste:** We commit to achieve Zero Waste in our operations by 2030. We also pledge to reduce single-use plastics in our operations.
3. **Sustainable Delivery:** We will partner with our suppliers and customers to pilot green delivery and packaging solutions.
4. **Engagement:** We will offer our employees the opportunity and resources to help us green Canada Post.

We invite you to read the attached EAP and discuss it with your team. Moving forward, we will keep you up to date on our progress and share how you can help create a greener, more sustainable Canada Post.

To find out more about how we are Delivering a Sustainable Future, visit canadapost.ca/environmentalplan or contact us at ESG@canadapost.ca.

The Environmental Committee