



Mitacs Corporate Social Responsibility Policy



Corporate Social Responsibility

Mitacs wants to be a responsible organization that meets the highest standards of social responsibility and professionalism and will ensure that all matters of corporate social responsibility are considered and supported in our operations and business practices. Mitacs is committed to being a leader in the field of corporate social responsibility and recognizes the value in doing so.

1. What Is Corporate Social Responsibility?

Corporate social responsibility is aimed at encouraging organizations to have a better awareness of the impact of their business on the rest of society, including their own stakeholders and the environment. It is a business approach that contributes to sustainable development by focusing on economic, social, and environmental benefits for all stakeholders. It is a broad concept that can address an organization's approach to a multitude of topics including human rights, corporate governance, health and wellness, environmental impact, and working conditions. The main purpose of corporate social responsibility is to drive change towards sustainability and can be measured through an organization's environmental, social, and economic performance and the impacts of the organization on its internal and external stakeholders.

2. Pillars of Corporate Social Responsibility - Mitacs' Commitment

Environmental

- Workplace Culture of Conservation

Mitacs is committed to upholding a green workplace culture across all its offices as demonstrated through its green office initiative charter. Additionally, Mitacs is committed to a green practice of tech recycling, through partnering with green vendors both independently and through leasing agents at its offices.

- Setting an Environmental Standard

Mitacs recognizes that pollution prevention, biodiversity, and resource conservation are necessary to a sustainable environment and will effectively integrate these concepts into its business decision-making.

Mitacs will ensure that the programs it supports and any research conducted therewith promote sustainable development and are conducted in a way that respects and protects the environment. Specifics of this are set out in Mitacs' Environmental Review Policy.

Social

- Health and Wellness

Mitacs is committed to providing a work environment that supports the health and wellness of employees. Mitacs values the health and wellness of its employees and encourages all staff to take advantage of the organizational wellness opportunities provided, including an Employee Assistance Program (EAP) to aid employees and their family members experiencing stress in the workplace or in their personal/family lives.

Mitacs recognizes the importance of a safe workplace, and as such has a Joint Health and Safety Committee in place to ensure a safe and healthy workplace and to address concerns. Further details can be found in Mitacs' Health and Safety Policy.

- Community Involvement

Mitacs is committed to supporting and empowering sustainable communities. With offices spread across Canada, Mitacs continuously looks for opportunities to give back and enrich the communities to which it belongs.

- Diversity

Mitacs is committed to being a leader in supporting and valuing the diversity of our employees and program participants.

Mitacs is committed to employment diversity with respect to all aspects of employment. All decisions regarding recruitment, hiring, promotion, compensation, employee development, and all other terms and conditions of employment will be made to promote diversity within the organization. Employees will be treated fairly and equally without regard to race, religious beliefs, color, gender, sexual orientation, marital status, physical and mental disability, age,

ancestry or place of origin. Mitacs is committed to providing appropriate accommodation during the recruitment and hiring process.

Mitacs is committed to ensuring that its programs are accessible to all. Further, Mitacs has formed an in-house diversity working group to look for and provide solutions to potential barriers.

- Human Rights

Mitacs is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Mitacs ensures that all employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Mitacs does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. Mitacs does not tolerate the violation of human rights, and will not engage or be complicit in any activity that solicits or encourages the violation of human rights. Mitacs aims to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all stakeholder relationships.

Mitacs wishes to promote and fund research that is conducted according to the highest ethical standards. Mitacs has therefore adopted the standards set by the Canadian Council of Animal Care and the Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (https://ethics.gc.ca/eng/policy-politique_tcps2-eptc2_2022.html) as its standards for ethical conduct for research involving human and animal subjects. As a condition of funding, Mitacs requires that its researchers and participating universities apply the ethical principles and articles of these policies.

Economic

- Transparency and Accountability

As an organization that is the beneficiary of public funding, we must ensure the highest level of accountability, transparency, and integrity in everything we do. This is a corporate value and a shared responsibility of each Mitacs team member.

- Purchasing Decision

Mitacs ensures that all suppliers comply with national and other applicable laws relating to labor, worker health and safety, and the environment. Additionally, Mitacs is committed to doing business with vendors that provide safe and healthy workplaces for their employees, respect human and civil rights, and align with Mitacs' mission and values.

In requests for proposals from vendors, Mitacs will require information related to vendors' manufacturing processes, such as using environmentally sensitive materials or taking advantage of recycled plastics.

- Equity

Mitacs is committed to enabling inclusive workplace employment equity in which employees are engaged and empowered.

Inquiries and challenges

If you have questions or concerns about our Corporate Social Responsibility Policy or practices, please contact below.

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