

# Sustainability Profile

September 2016

ID	Competency Statement	Type
<b>CATEGORY A: Environmental and Social Impact Assessment</b>		
<b>SUB-CATEGORY 1: Conducting Environmental and Social Impact Assessments</b>		
1	Ensures that the impact assessment scope, criteria and conditions (geographic, environmental, economic, social, and cultural) are defined adequately.	3
5	Consults with stakeholders to gather information regarding the perceived impacts of development activities on communities, the environment and natural resources.	3
6	Identifies which areas are likely to be significantly impacted by development activities, e.g. biophysical, economic, social, cultural, and heritage resources.	1
7	Assesses environmental and/or social issues, risks or problems, including their cumulative effect and corresponding economic, social and cultural impacts.	1
<b>CATEGORY C: Regulatory &amp; Enforcement</b>		
<b>SUB-CATEGORY 5: Interpreting/Enforcing/Complying with Environmental Regulations and Environmental or Sustainability Standards</b>		
34	Provides advice and/or testimony to sr. management, internal staff, regulatory bodies, interest groups and the public regarding environmental regulations and environmental or sustainability standards' issues.	1
36	Defines environmental and/or sustainability performance requirements for specific jurisdictions.	2
40	Develops plans and programs to meet environmental regulatory requirements and/or environmental and sustainability standards.	1
41	Implements programs, including monitoring activities, to ensure regulatory compliance and standards conformance.	1
42	Evaluates compliance with environmental regulations and conformance to environmental and sustainability standards.	1
43	Prepares compliance and regulatory reports for internal use and for filing with regulatory or reporting agencies.	2
45	Oversees or participates in audits of the environmental and/or sustainability performance to determine adequacy of procedures and non-compliance/conformance issues.	2
<b>CATEGORY I: Policy Development &amp; Planning</b>		
<b>SUB-CATEGORY 15: Liaising and Partnering with Stakeholders</b>		
122	Liaises with stakeholders to collaborate on environmental stewardship and resolve sustainability issues and concerns.	1

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123	Identifies ethical and cultural concerns regarding the economic, social, cultural, and spiritual valuing of specific natural resources, and the implications for informed decision-making regarding sustainability.	2
125	Develops partnerships with key stakeholders to enhance environmental stewardship and address sustainability issues and concerns.	1
<b>CATEGORY J: Planning, Monitoring &amp; Reporting for Sustainability</b>		
<b>SUB-CATEGORY 16: Developing Sustainability Strategies, Programs, Plans and Indicators</b>		
128	Develops a framework and policies, with input from key stakeholders, for identifying sustainable development approaches and solutions that balance environmental, economic, social and cultural needs.	2
130	Identifies and stays current with trends, best management practices, technology advancements and guiding principles for sustainability	1
131	Advices in the development of sustainability strategies, plans, programs or initiatives	2
132	Evaluates the environmental, economic, social and cultural implications of potential sustainability initiatives.	1
133	Identify sustainability targets and indicators of environmental, economic, social and cultural change.	3
134	Develops sustainability indicators and a process for reporting progress towards environmental performance targets.	1
135	Develops sustainable development plans that integrate economic, social and cultural needs with ecosystem-based management strategies.	3
668	Participates in informing, developing and/or implementing improvements to organizational operations in areas such as pollution prevention, abatement and control, energy efficiency, water and/or waste management.	2
<b>SUB-CATEGORY 17: Implementing/Monitoring Sustainability Strategies, Plans and Programs</b>		
136	Implements sustainable development strategies	2
<b>CATEGORY K: Corporate Environmental and/or Sustainability Program Planning &amp; Implementation</b>		
<b>SUB-CATEGORY 18: Developing Corporate Environmental and/or Sustainability Plans, Policies, and Procedures</b>		
138	Advocates with senior management and/or other key stakeholders to ensure due consideration of and commitment to environmental/sustainability management and sustainability principles and strategies.	1
139	Develops strategic partnerships/relationships with key stakeholders to garner advice/gain commitment to organization's environmental and/or sustainability policies/initiatives	2

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140	Advises senior management and/or other stakeholders on corporate environmental and/or sustainability responsibilities, regulatory and reporting requirements, and corporate liability.	1
142	Evaluates the environmental, economic, social and cultural impacts and implications of the organization's operations and processes.	1
143	Evaluates the effectiveness of indicators (including economic, social, cultural, and human health) to measure progress in areas such as a reduction in emissions to the environment.	2
144	Prepares environmental and/or sustainability performance reports (i.e. Global Reporting Initiative - GRI) relative to established metrics for communication to internal management, regulatory and stakeholder groups.	2
145	Makes recommendations for improvements to organizational operations based on an evaluation of corporate environmental and/or sustainability performance.	1
146	Benchmarks environmental and/or sustainability policies and performance against those of corporate, municipal, provincial, regional, national, or international peers.	1
147	Develops organization's environmental and/or sustainability policies and programs in alignment with regulations, corporate values & stakeholders' environmental economic, social and cultural expectations.	3
148	Assesses the cost-benefit implications of the changes in process or practices required to conform with new standards or guidelines.	3
149	Develops the environmental and/or sustainability policy component of the organization's strategic plan, supporting processes and practices.	1
<b>SUB-CATEGORY 20: Implementing Environmental and/or Sustainability Management Systems</b>		
160	Develops an Environmental and/or Sustainability Management System which is consistent with the organization's strategic plan and regulatory requirements.	2
162	Integrates the environmental and/or management components of new operations, new projects, facility expansions, etc. into the corporate environmental/sustainability management program.	2
163	Provides leadership to all aspects of the design, implementation, monitoring and reporting on the corporate environmental and/or sustainability management program.	3
164	Ensures that corporate environmental and/or sustainability management projects and proposals meet corporate standards, and financial and budgetary requirements.	3
168	Integrates risk management decisions into the Environmental and or Sustainability Management System and/or corporate business/strategic planning.	3

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ID	Competency Statement	Type
<b>SUB-CATEGORY 21: Managing Environmental and/or Sustainability Management Systems and Practices</b>		
169	Uses information systems to monitor and track Environmental and/or Sustainability Management Systems' requirements.	2
170	Revises Environmental and/or Sustainability Management System practices and outcomes to correct and prevent non-conformance.	3
172	Benchmarks the organization's Environmental and/or Sustainability Management System against that of other companies and/or international standards (e.g. ISO).	1
<b>CATEGORY Q: Environmental and/or Sustainability Communications &amp; Public Awareness</b>		
<b>SUB-CATEGORY 34: Developing/Implementing Environmental and/or Sustainability Communications and Awareness Programs</b>		
288	Demonstrates an understanding of the fundamental relationships between human activities and the natural environment.	3
289	Demonstrates an understanding of the Canadian environmental sector and sustainability issues.	1
290	Demonstrates a working knowledge of environmental legislation, regulation, standards and voluntary agreements	1
291	Demonstrates an understanding of the role of communications in increasing public awareness of environmental and/or sustainability issues.	1
293	Develops communications and public relations strategies to address employee and public concerns about environmental and/or sustainability issues and risks and/or to promote the environmental and/or sustainability interests of the organization.	2
297	Establishes goals for environmental and/or sustainability awareness programs that will help ensure the intended message is accurately conveyed to the appropriate target audience.	1
298	Develops the content of environmental and/or sustainability awareness programs.	2
299	Makes presentations to a variety of audiences to build awareness of environmental and/or sustainability issues, concerns and/or programs.	2
300	Promotes environmental and/or sustainability programs and their implementation with media, outside audiences, organizations, etc.	2
301	Assesses the effectiveness of environmental and/or sustainability communications/awareness programs in attaining their goals.	3