



9.

SUSTAINABLE DEVELOPMENT AND RESPONSIBLE SOURCING POLICIES

RFIQ-A21-C-I-D9

OUR **CONVICTIONS** THE DNA OF OUR **ACTIONS**

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SUSTAINABLE DEVELOPMENT POLICY

The intrinsic link between the environment and our health has never been more evident. For the healthcare professionals who make up the FIQ and FIQP membership, health occupies a predominant place in their lives and in the professional commitment they have undertaken.

Air pollution exacerbates cardiovascular and pulmonary diseases. Natural disasters threaten the quality of drinking water and displace entire populations, thus jeopardizing their health. Pesticides found in our food are at the root of several health issues. Environmental issues have been part of our advocacy efforts for several years now. Advocating for a healthy environment that fosters better living conditions is also a way to stand up for the interests of our patients.

Our quest for social justice and economic equity is a cornerstone of the FIQ and FIQP Statement of Principles. Our commitment is fuelled by our will to reduce social inequalities and to attain a more equitable distribution of wealth, in a society where everyone has true equal opportunities. It is therefore key that we strike a balance between environmental preservation, social justice and economic equity to ensure current and future FIQ and FIQP projects are carried out in alignment with our values.

The membership unanimously agreed to adopt a FIQ and FIQP sustainable development policy at the 2017 Convention. The purpose of this policy is to provide a framework so that the FIQ and FIQP foster ecologically responsible practices and affiliated unions follow their lead.

Foreword

The RFIQ Statement of Principles provides the foundation for sustainable development through its social commitments, namely regarding the right to decent working and living conditions, access to universal healthcare and solidarity. Furthermore, a proposal to include our environmental commitment will be presented at the 2021 Convention. The principles set out in the FIQ and FIQP Statement of Principles are in fact a commitment to sustainable development.

The principles set forth herein are based on Quebec's *Sustainable Development Act*; Section 46.1 of the *Charter of Human Rights and Freedoms*, which states "Every person has a right to live in a healthful environment in which biodiversity is preserved, to the extent and according to the standards provided by law."; and BNQ 21000, which seeks to guide and empower organizations during the ongoing implementation of sustainable management practices.

As such, the fundamental values of the FIQ and the FIQP and sustainable development principles align nicely. A sustainable development policy provides a framework to ensure that the Federations' daily actions comply with these principles. It also acts as a preventive measure to address social determinants of health.

Definitions

Sustainable development: Development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It is based on a long-term approach which considers the inextricable nature of the environmental, social and economic dimensions of development activities (*Sustainable Development Act, Section 2*);

Economic equity: A policy objective that seeks to reduce income inequality so that everyone can enjoy a decent standard of living. This objective is achieved by implementing social policies and improving wealth distribution.

Social justice: A policy objective that seeks to afford equal rights to all citizens, regardless of their gender, social status, ethnocultural background, etc. The quest for social justice seeks to make the socio-economic situation of underprivileged groups as decent as possible.

Environmental conservation: Practices and initiatives that protect the environment from harmful human activities and ensure the longevity of our planet's natural resources and ecosystems. Science, citizens, and politics all play a role in achieving this objective.

Ecological footprint: The space it takes to meet people's needs in natural resources and to absorb their waste (measured in hectares).

Environmental responsibility: A set of behaviours and practices individuals and organizations adhere to that incorporates environmental protection principles. Environmental responsibility means action that is guided by values and includes the long-term respect of the physical, social and economic environment.

Scope

This policy applies to the FIQ and the FIQP, and their respective bodies, officers, directors and employees in the performance of their duties. This policy applies to FIQ and FIQP activities, including internal operations; political and democratic activities; Federation events; and partnership relations. The FIQ and the FIQP undertake to prioritize partners and suppliers who apply these principles in their projects and activities.

Objective

The FIQ and the FIQP undertake to apply social and environmental responsibility principles when deciding on and implementing actions, as much as reasonably possible, even though it may lead to additional efforts and costs.

The FIQ and the FIQP undertake to implement the necessary measures to significantly reduce their ecological footprint.

The FIQ and the FIQP undertake to promote environmentally friendly behaviours and to lead by example.

Defending working conditions

The primary mission of the FIQ and the FIQP is to defend the working conditions of healthcare professionals. The Federations make choices that promote a healthy work environment for the healthcare professionals they represent.

Developing training programs and tools for union representatives

The FIQ and the FIQP are committed to offering training programs and tools that meet the needs of their union representatives. The Federations understand that educational tools play an important role in the awakening of political and social consciences and help foster critical thinking which is key for union representatives. Evaluating relevant educational principles is a key part of the decision-making process when developing new projects and activities.

The Federations are committed to promoting knowledge sharing and to developing tools to support affiliated unions in the implementation of sustainable development practices.

Defending public services

The Federations' commitment to social causes is rooted in defending public services, which represent the foundation of an equal opportunity-based system. The FIQ and the FIQP acknowledge that participating in debates about free access to universal public services is part of their mandate.

Responsible sourcing practices

The FIQ and the FIQP acknowledge that their organization's consumption choices have social and environmental impacts. The Federations undertake to comply with the principles set forth in the Responsible Sourcing Policy submitted at the 2021 Convention, or any later version thereof, to reduce their ecological footprint and respect the working conditions of employees, partners, and suppliers with whom they work.

Provincial and international solidarity

The FIQ and the FIQP initiate and maintain relationships of solidarity with labour and community partners here and abroad. The Federations therefore undertake to invest time, and financial and human resources in organizations and causes whose values and guiding principles are aligned with those of the Federations and their policies, in particular *Des solidarités à enraciner* (1993) and *New Practices in Solidarity* (2010), or any later version.

Environmentally responsible waste, raw material and resource management

The FIQ and the FIQP undertake to systematically implement the 6R principle (refuse, reduce, reuse, recycle, repurpose and rot) in their offices and for event organization. The FIQ and FIQP undertake to promote this principle among their partners and affiliated unions.

Environmentally responsible green house gas (GHG) and energy management

The FIQ and the FIQP undertake to reduce their carbon footprint by reducing their energy intake at their offices and during activities, and by responsibly managing the GHGs they produce. To do this, the FIQ and the FIQP undertake to promote and facilitate sustainable transportation.

The impact of the Federations' choices on their social objectives, union representative knowledge development, and union democracy must be taken into consideration. Since FIQ and FIQP large-scale events will unavoidably leave an environmental footprint, the Federations commit to implementing the necessary measures to offset the GHG emissions their events produce.

Defending women's rights

The FIQ and the FIQP reiterate their commitment to fighting gender inequalities and promoting women's rights. The Federations acknowledge that women and men may experience the same situations very differently.

The FIQ and the FIQP undertake to more systematically apply intersectional gender-based analysis (GBA+) approaches to all their projects, in particular to initiatives related to this policy.

The FIQ and FIQP: democratic organizations

Union democracy is at the very heart of the labour movement and is based on the inclusion of workers not only in the decision-making process in their work environment, but also in policy development. The FIQ and FIQP undertake to implement the necessary means and initiatives to ensure the ongoing promotion of democracy within their respective organizations and equip affiliated unions to do the same.

Any initiative related to this policy must take into consideration the repercussions it may have on the union life and democratic culture of the Federations.

Roles and responsibilities

This policy comes into force as soon as it is adopted at the 2021 Convention. It will be gradually implemented over the long-term. An implementation action plan will need to be developed. The Sociopolitical Sector, in collaboration with all sectors and services concerned, and the Youth Committee, is responsible for presenting the action plan to the Provincial Executive Committee. The FIQ and FIQP will monitor and ensure the objectives herein are achieved through the preparation of a sustainable development report. This report will be submitted to the delegation at least every four years. The Sociopolitical Sector will be a resource for implementing this policy.

The Provincial Executive Committee and senior management are responsible for implementing this policy.

Recommendations

The Provincial Executive Committee recommends that:

- 1 The Sustainable Development Policy be adopted as presented;
- 1 Two (2) implementation action plan reports be presented to the provincial council before the 2025 Convention.

RESPONSIBLE SOURCING POLICY

Opening statement

Our commitment to upholding and complying with social and environmental standards lies at the heart of this initiative. The objective of this policy is to reduce our ecological footprint, institute direct change to working conditions, and ensure the respect of human rights. As part of this initiative, we seek to promote health, quality of life, and social equity and solidarity.

This policy applies to the FIQ and the FIQP and their respective suppliers.

Definitions

Responsible sourcing: A process in which environmental, social and ethical criteria, and not only economic considerations, are integrated into the selection of products, manufacturers and service providers.

Ecological footprint: The space it takes to meet people's needs in natural resources and to absorb their waste (measured in hectares).

Supplier: Any supply chain stakeholder, including corporations that sell products and services, subcontractors, and supplier subsidiaries.

Local: Within the framework of this policy, any product manufactured or processed, or service rendered, in Quebec.

Social, economic, and environmental commitments

- Implement the 6R principle (refuse, reduce, reuse, recycle, repurpose and rot) to foster responsible resource management practices. This means that when we want to select and produce promotional materials, we must consider life cycle, reusability and recyclability.
- Apply the same principle to packaging by ensuring product packaging is minimal and recyclable.
- Prioritize suppliers who locally manufacture the desired goods in calls for tenders.
- Prioritize unionized companies and social economy businesses.

- Ensure that Federation sourcing practices comply with the following:
 - Abolition of forced labour (ILO C029).
 - Freedom of association and right to collective bargaining (ILO C87 and C98).
 - Effective abolition of child labour (ILO C138 and C182).
 - Elimination of discrimination in respect of employment and occupation (ILO C100 and C111).
 - Safe, healthy working conditions (ILO C155) and Article 25 of the *Universal Declaration of Human Rights*, which stipulates that everyone has the right to a standard of living adequate for the health and wellbeing of themselves and of their family.
- Require tenderers to adhere to supply chain transparency when it is not possible to hire a supplier that complies with the criteria.
- Prioritize tenderers that meet the requirement and have the following certifications: fair trade, FSC, LEED or ISO 4000.

Implementation

The Communication Service is responsible for implementing the Responsible Sourcing Policy in collaboration with meeting logistics, building management, and any other service in charge of purchasing. Local unions who wish to place orders themselves will be given a list of approved suppliers to ensure compliance with the Sustainable Development Policy.

The Responsible Sourcing Policy may be revised after two years by a committee composed of representatives from the sectors and services responsible for its enforcement.

Recommendation

The Provincial Executive Committee recommends that:

- The Responsible Sourcing Policy be adopted as presented.

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