



ATLANTIC CENTRAL
LEAGUE SAVINGS AND MORTGAGE

Living Our Values Together:

Collaborating for Change

SUSTAINABILITY REPORT 2022



Collaboration | Honesty | Trust | Respect

Message from the **Chairs and CEO**

As we navigated another year of substantial change across our region, our co-operative model allowed us to remain focused on our purpose. By investing time, resources, and with the help of strong partnerships, our Atlantic credit union system contributed to the strength of our communities by supporting small business, building financial literacy, improving access to quality banking and more. Collectively we ensure the success of our members and the communities we serve, demonstrating that we are truly *better together*.

Atlantic Central and League Savings and Mortgage are proud to be a Certified B Corporation™. We belong to a global community of leaders committed to using business as a force for good™. B Corp certification reflects our commitment to living our values through our work and making business decisions that are in the best interests of our employees, credit unions and communities.

In 2022, our companies maintained our commitment to advancing social justice by continuing to deepen our understanding, develop organizational competencies and create opportunities to foster inclusion. Our Social Justice Framework guides us as we work to create more inclusive organizations and influence change in the broader financial services sector.

The Atlantic credit union system has embarked on a multi-year journey to transform our banking services, leveraging technology to make it easier for members to bank when, where and how they want, while providing additional security.

This report tells the story of how credit unions collaborate to create shared value for the benefit of our members and hundreds of communities across Atlantic Canada. As we look to the future, we will continue to work together and create positive impact, building on our momentum to grow strong, inclusive, and sustainable communities.

Special Note: We want to take this opportunity to thank Kim Walker, COO Atlantic Central & League Savings and Mortgage, who took on the responsibility of interim CEO prior to Paul Masterson's arrival. Through her steadfast leadership, we continued our progress towards our long-term goals and objectives.



Jim MacFarlane, Chair
Atlantic Central



Raymond Surette, Chair
League Savings and Mortgage



Paul Masterson,
President & CEO
Atlantic Central & League
Savings and Mortgage

Living Our Values Together

2022 Highlights of Our Collective System Impact

Numbers demonstrate the combined impact of Atlantic Central and League Savings and Mortgage and our member credit unions. Further details on the illustrated data is available in the relevant sections of this report.



We support
42 Credit Unions serving
292,000 members
in Atlantic Canada



Invested over
\$110,000
in school nutrition programs
across **Atlantic Canada**



**The Small Business Loan
Guarantee Program**
410 loans issued
217 new jobs created &
706 jobs maintained



41% of Directors
on credit union Boards in Atlantic Canada
are women



Each One Teach One
585 people participated in
44 financial literacy workshops



1,961 days
volunteered in
our communities



Invested over
\$180,000
in our communities through
#Loyal2LocalChallenge
and **Pay It Forward** initiatives



206 students
received scholarships
and bursaries, representing
a value of more than
\$202,000



More than
\$116,000
raised to support Hurricane
Fiona disaster relief through
the **Canadian Red Cross**



Atlantic Credit Unions returned more than
\$3.8M to their members
through dividends, patronage,
or profit shares

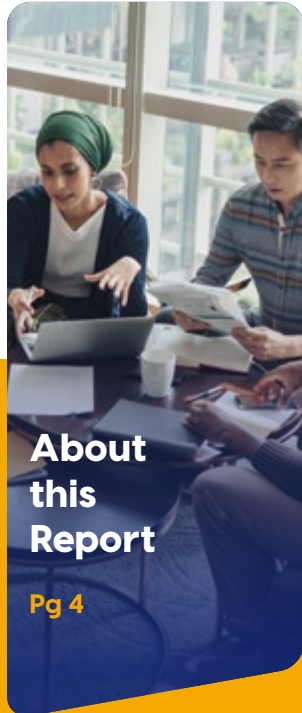


250 women
from across Atlantic Canada attended the
**Investing in You
Women's Conference**



More than
1,100 Tonnes of CO₂
reduced through renewable
energy purchases

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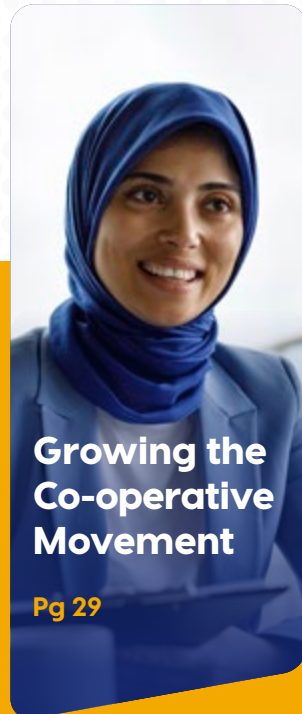
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About this Report

At Atlantic Central and League Savings and Mortgage (AC&LSM) it is our goal to enable credit unions and the communities we serve to grow well. Our report, *Living Our Values Together – Collaborating for Change*, illustrates how collectively we can enhance resilience, health and belonging within our communities to build the best possible future for all.

This report summarizes the social, environmental and governance activities, performance, and impact of our companies over the past year. We're proud to share our ongoing commitment and efforts to integrate sustainability into our corporate strategy and across our operations. We have also included sustainability performance data from 32¹ of our member credit unions, demonstrating how Atlantic credit unions deliver great banking and invest in their communities to provide value to the people and places they serve.

¹Sustainability data was provided by 32 of our 42 member credit unions.

²For a full description of our reporting approach, please refer to [page 57](#).

For information on additional activities, our corporate governance and our financial performance for 2022, please refer to our annual reports:

- [Atlantic Central Annual Report](#)
- [League Savings and Mortgage Annual Report](#)

The activities and data included in this report are for the 2022 calendar year². Information from our member credit unions can be found throughout the report in blue text boxes titled “Our System Impact”.

Working together, we are committed to improving the financial stability, inclusion, and sustainability of our communities, helping our credit unions and members to thrive.



What We Do

Atlantic Central is the regional trade association for credit unions in Atlantic Canada. With offices and employees located in Halifax, N.S., Riverview, N.B., and Charlottetown, P.E.I., our primary financial role is to manage the Atlantic credit union system's liquidity reserve requirements, and to provide central banking, investment services and customized solutions to credit unions to fulfill key functions.

Our services also include:

-  Digital and payment services
-  Financial consulting and analysis
-  Lending and risk management
-  Human resources
-  Marketing and communications

Atlantic Central's operations are closely integrated with those of our subsidiary League Savings and Mortgage Company, a federally regulated financial institution providing personal and commercial mortgages, loans, investment products, and other financial services through credit unions and directly to members and corporations.

Our Stakeholders

As a trade association, our primary stakeholders are our member credit unions, our employees and our board of directors. To fulfill our mandate to support the Atlantic credit union system and strengthen the co-operative movement, we collaboratively engage external stakeholders to represent the interests of credit unions and to advocate on their behalf.



While we don't engage credit union members directly, we help credit unions in Atlantic Canada support their communities and deliver quality financial services to **292,000 members**.

Our Commitment to Grow Well

Our vision is to enable Atlantic credit unions and the communities we serve to grow well by building resilience, sustainability, and inclusivity through co-operation.

Our strategic pillars help us live our values and deliver our purpose. They represent the issues that are important for our stakeholders and our business to succeed, and where we feel we can make the biggest impact.



Improve the financial resilience and inclusion of Atlantic Canadians

With a focus on:

- Education
- Financial Inclusion, & Entrepreneurship



Grow our investment in the sustainable economy

With a focus on:

- Sustainable Business & Communities,
- Responsible Investment & Innovation



Increase participation in the co-operative movement

With a focus on:

- Building the Co-operative Movement

Our integrated strategy combines our unique approach to banking with a commitment to incorporating Co-operative Social Responsibility (CSR) into our business strategy, operations, partnerships, and our approach to investment.



Our Integrated Corporate Scorecard

Our integrated corporate scorecard illustrates how AC&LSM measures progress toward our strategic objectives by tracking our performance towards our long-term goals and short-term priorities. It also demonstrates how our strategy helps advance the United Nations Sustainable Development Goals (SDGs).

*A long form version of our scorecard that provides more detail into each of our priorities is available on [page 58](#).

LEGEND

- Achieved
- On Track
- On Hold
- Work to do
- Impacted by COVID

Our Pillars & 2030 Goals	Our 2022 Priorities	Our 2022 Outcomes	Our Progress Towards 2030 Goals	Our 2023 Priorities	Contribution to SDGs
<p>Improving Financial Inclusion & Resilience</p> <p>Improve the financial inclusion and resilience of an additional 100,000 Atlantic Canadians by 2030</p>	<p>Support Atlantic credit unions to provide financial literacy training to 750 people</p>			<ul style="list-style-type: none"> – Support Atlantic credit unions to provide financial literacy training to 750 people – Establish a third Promise Scholars endowment at a university in Atlantic Canada – Finalize review of financial literacy initiatives 	
	<p>Review all corporate initiatives that improve financial literacy to determine impact on 2030 Financial Inclusion & Resilience Target</p>				
	<p>Design regional impact investing pilot program for launch in 2023</p>				
<p>Investing in the Sustainable Economy</p> <p>[Target in Development]</p>	<p>Launch a second SRI product with a focus on women in leadership</p>			<ul style="list-style-type: none"> – Finalize launch of SRI product that focuses on women in leadership – Finalize review of corporate initiatives that contribute to a sustainable economy 	
	<p>Review all corporate initiatives that contribute to a sustainable economy to support development of 2030 Investing in the Sustainable Economy Target</p>				
<p>Growing the Co-operative Movement</p> <p>Help an additional 100,000 people participate in the co-operative movement by 2030</p>	<p>Continue to represent the Atlantic credit union system on national and regional boards and committees</p>			<ul style="list-style-type: none"> – Develop two regional credit union leadership awards for launch in 2024 – Continue to support credit unions in the development of enhanced products and services to remain competitive and increase our membership growth 	



01

Improving Financial Inclusion & Resilience

We help Atlantic Canadians access the education and financial tools they need to reach their goals and prosper.




Improving Financial Literacy in Our Communities

Each One Teach One


The Each One Teach One (EOTO) program teaches basic money skills in easy-to-understand terms to empower community members with the knowledge they need to make financial decisions with confidence.

The program is delivered by credit union employees who have certified as EOTO coaches and volunteer their time to lead workshops, online or in-person, in partnership with local community organizations. In 2022, 64% of Atlantic credit unions participated in the EOTO program.

Since 2016...

 **144** Atlantic credit union employees trained as EOTO coaches

 **365** EOTO workshops delivered

 **4,240** community members developed financial literacy skills

As COVID-19 restrictions eased throughout the year and organizations resumed activities, we saw a gradual increase in demand for EOTO workshops. In October we certified 22 new EOTO coaches, further building our capacity to deliver the program within the region. In addition to benefitting participants, the training that coaches receive builds their confidence and knowledge, helping them better serve their members each day.



In 2022, Atlantic credit unions facilitated **44 EOTO workshops** across Atlantic Canada, helping **585 individuals** gain valuable financial skills, and **22 credit union employees** certified as EOTO coaches.

While we did not achieve our goals in 2022, interest in the EOTO program continues to grow throughout the region. In 2023 we remain committed to collaborating with new and existing community partners to enhance financial inclusion and resilience in our communities.



GoverNEXT

Established in 2005, the GoverNEXT program is a network of young public servants across Nova Scotia who work together to foster engagement, collaboration and diversity within the public sector. Since its inception, the program has evolved into a more than 500-member network of government employees representing various roles, departments, backgrounds and cultures, who come together for learning opportunities, career development and network building.

In 2022, East Coast Credit Union delivered three workshops to over 160 Government of Nova Scotia employees in the GoverNEXT program.



OUR SYSTEM IMPACT

Helping Students Shape their **Financial Future**

Credit unions offer expertise to help people set and meet their goals at every stage of their financial journey. Working in collaboration with local schools and community partners, like Junior Achievement, credit unions offer financial literacy workshops to help youth develop the necessary money skills to succeed.



In 2022, six Atlantic credit unions helped an additional 1,147 students build money skills through financial literacy initiatives.*

**based on data provided by 32 Atlantic credit unions*

Your Two Cents

We were taught it's impolite to talk about finances. We disagree. We believe having open conversations about money can help improve financial literacy and build consumer awareness. That's why we've partnered with Canadian Content Studios (CCS) to create Your Two Cents, an informative web-series that blends pop-culture and financial insights to make talking about money relatable and fun. Your Two Cents provides honest financial advice that tackles the issues that are top of mind for Gen Z and Millennials; engaging local talent, credit union experts and diverse voices to accurately reflect the needs of our communities.

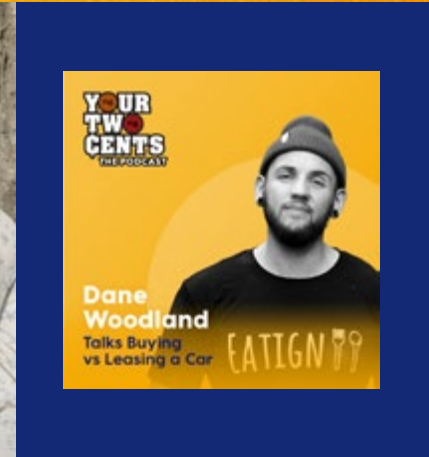
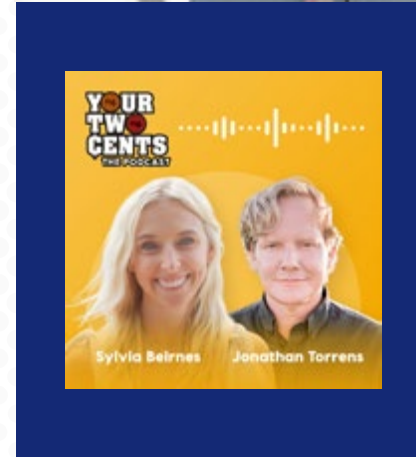
In 2022, Your Two Cents welcomed well-known social media personality Alicia McCarvell as its official host. Using her platform to shed light on tough topics, including her relationship with money, Alicia approaches these conversations with authenticity and fairness that aligns with credit union values. Your Two Cents Season 4 launched in November, and by the end of the year we reached over 2.3 million people with Your Two Cents content.

Following the success of the digital series, Atlantic credit unions and CCS brought Your Two Cents into the audio space with the launch of Your Two Cents: The Podcast. The podcast features well-known Canadians such as Jonathan Torrens, Jasmine Parent, Dylan Playfair and Dane Woodland who pull back the curtains into their personal lives and finances to share real insights from their experiences with debt, starting a side-hustle, and everything in between.

We look forward to another great season of Your Two Cents content in 2023, filled with practical financial information that makes talking about money accessible and helps young Atlantic Canadians manage their financial matters.



CORRECT \$20



The first series of Your Two Cents the podcast wrapped in early 2022 with more than 10,500 listens, proving that financial advice doesn't have to be boring!

Banking that Benefits Community

As truly local financial institutions, credit unions are uniquely positioned to understand the needs of their community. With this knowledge they deliver innovative products and programs that create opportunities for businesses, individuals and community organizations, demonstrating their commitment to building the best possible future for all community members.

Small Business Loan Guarantee Program

Since 2003, the Small Business Loan Guarantee program has empowered small businesses across Nova Scotia. This unique financing program is designed to support the development and growth of small businesses who have difficulty obtaining financing. The program provides up to \$500,000 through loans, lines of credit and working capital to businesses who are getting started or looking to expand their existing venture.

Working in partnership with the Nova Scotia Co-operative Council, the Province of Nova Scotia and participating credit unions, the Small Business Loan Guarantee program has disbursed over \$200 million to almost 4,000 businesses since its inception. This support has helped create and maintain more than 20,000 jobs across rural and urban Nova Scotia, significantly benefitting the local economy. Through specialized funding streams for women, youth, newcomers, and BIPOC (Black, Indigenous and people of colour) owned businesses, the program fosters financial inclusion and resilience for entrepreneurs from equity deserving groups.

In 2022, the total value of loans issued by the Small Business Loan Guarantee Program was \$32.5M.*



- 166 loans issued to women-owned businesses
- 25 loans to BIPOC-owned businesses
- 219 loans to other groups



- 217 new jobs created
- 706 jobs maintained

*Loan figures are calculated from July 2022 to June 2023





OUR SYSTEM IMPACT

Empowering Newcomers with Financial Services

In 2022, Brunswick Credit Union launched the New-B Program to assist newcomers to Canada overcome obstacles to accessing credit and banking products. The program is designed to support individuals who have immigrated or relocated to Canada within the past five years, whether on a student or work permit, as refugees, or as residents. Recognizing the different needs of individuals and their families coming to the country, the New-B program provides a comprehensive range of banking and lending services.

Obtaining credit is a major barrier for newcomers who do not have a Canadian credit history. Working internally and with partners, the credit union created a suite of innovative lending products to provide newcomers with access to credit. They have also partnered with the Multicultural Association of the Greater Moncton Area (MAGMA) to help refugees easily access banking products and open a banking account. In 2022, the New-B program supported more than 100 newcomers to New Brunswick, helping foster financial empowerment within the community.



OUR SYSTEM IMPACT

Cape Breton Credit Union Helping Hands Fund

In July 2022, Cape Breton Credit Union proudly launched the Helping Hands Fund. This annual granting program provides up to \$50,000 in financial support to groups or organizations for projects that benefit individuals and the community.

In its first year, the Helping Hands Fund supported six projects led by Cape Breton-based organizations that promote community and economic development, and support youth and education. The financial assistance granted to these organizations provides necessary resources to foster a sense of empowerment and encouragement within the community. Through the Helping Hands Fund, Cape Breton Credit Union recognizes the value of development initiatives and enhances the quality of life for people in our communities.



Reducing Barriers to Expand Access to Education

We believe that to improve financial inclusion and resilience, everyone should have equitable access to quality education. To support this goal, we fund scholarships and bursaries at post-secondary educational institutions across Atlantic Canada.

Each year, we provide \$25,000 to fund 25 bursaries at Nova Scotia Community College (NS), Holland College (PEI), New Brunswick Community College (NB), and the College of the North Atlantic (NL).

In 2022, through the Atlantic Credit Unions Bursary Program:

 **\$27,000**
was distributed in student awards*

 **31 students**
received bursaries**

**Nova Scotia Community College awarded two additional \$1,000 bursaries in 2022, using funds from unclaimed bursaries from previous years.*

***In 2022, New Brunswick Community College awarded eight \$500 bursaries and NSCC awarded two additional student awards (as noted above).*



In **2022**, we contributed an additional **\$7,500** for scholarships offered through the **Coady Institute** and the **Black Lives Matter Golf Youth Scholarship Program**, to support Black and Indigenous students pursuing post-secondary education.



Atlantic Promise Scholars

The Atlantic Promise Scholars initiative aims to make business schools and the broader business community more inclusive. Created by Dalhousie University with the goal of increasing the representation and success of Black and Indigenous students in their Faculty of Management, the program has grown to include 11 business schools from across Atlantic Canada who are working together to reduce barriers and support aspiring leaders to create a more diverse business community.

We have committed an investment of \$100,000 over four years to set up endowments at one university in each province in support of the Atlantic Promise Scholars program.



Since 2021 we have established our first two \$25,000 Promise Scholars endowments:

- The Atlantic Credit Unions Fund for Black and Indigenous Students at Dalhousie University
- The Atlantic Credit Unions Promise Scholars Award in Business at Memorial University of Newfoundland

The funds from these endowments will be used to support Black and Indigenous students attending business schools across our region, enhancing their success. It is our goal to collaborate with a university in New Brunswick in 2023 to establish our third Promise Scholars endowment.





Investing in Education

Credit unions are committed to investing in the future of our communities, building financial inclusion and resilience by supporting access to education. In 2022, 28 credit unions awarded more than \$168,000 in scholarships and bursaries to help students across Atlantic Canada pursue post-secondary studies.

In 2022, with help from 28 credit unions:*



\$168,250

disbursed in student awards



161 students

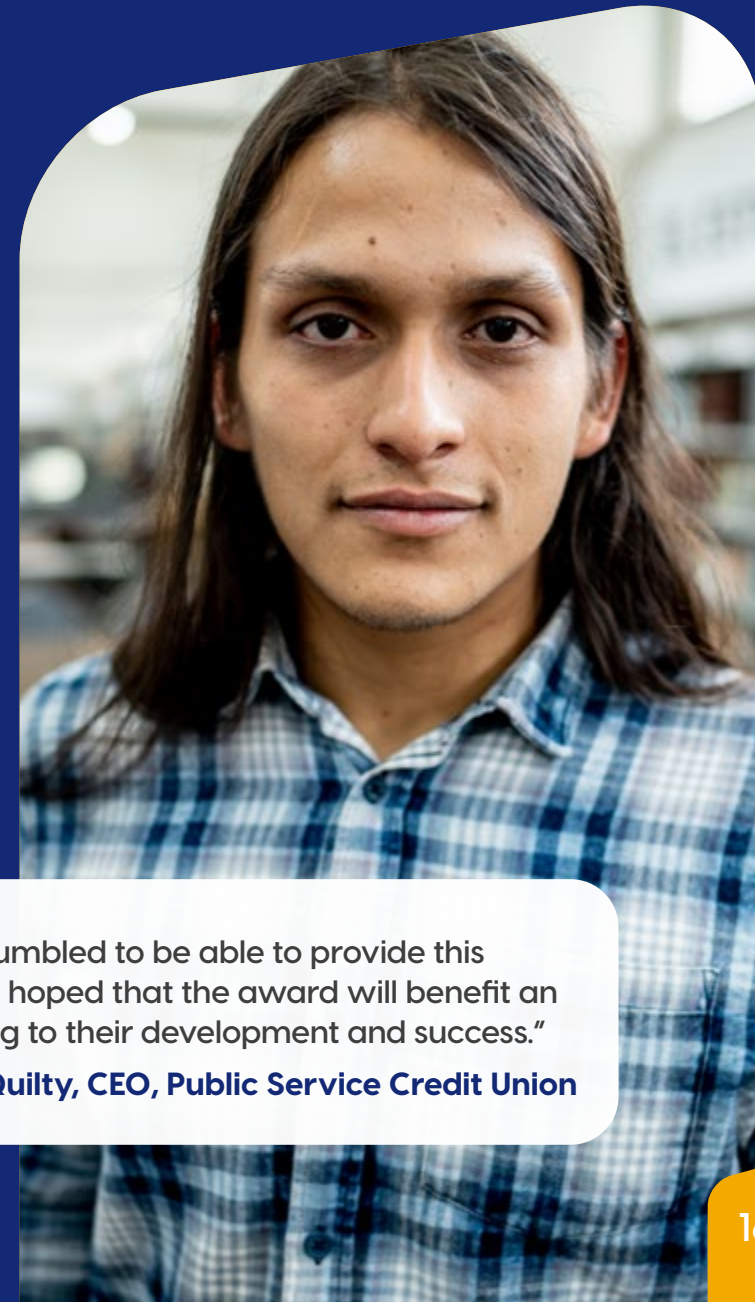
received scholarships and bursaries

*based on data provided by 32 Atlantic credit unions

Public Service Credit Union Award for Indigenous Students

Public Service Credit Union encourages and assists students pursuing post-secondary education through scholarships and bursaries offered by the credit union and in partnership with other organizations.

The credit union established the Public Service Credit Union Award for Indigenous Students at Memorial University of Newfoundland. First awarded in March 2022, the annual scholarship awards \$1,000 to an Indigenous student at any stage of their academic journey who has graduated from a high school in Newfoundland and Labrador and is enrolled in a full-time undergraduate program at the university.



“Public Service Credit Union is honored and humbled to be able to provide this award to students at Memorial University. It is hoped that the award will benefit an Indigenous Student in their studies contributing to their development and success.”

– Brian Quilty, CEO, Public Service Credit Union

Nourishing the Foundation for Student Success

To make sure students have the healthy foundation they need to thrive, we contribute to credit union initiatives and provincial programs across our region that supply students with healthy meals and promote good nutrition in schools.

Nourish Your Roots (NS)

We contribute \$5,000 to “Nourish Your Roots,” an annual fundraising initiative led by Nourish Nova Scotia that sells fresh produce boxes from local farms to fund nutrition programs in schools and non-profit childcare centres. In 2022, the program sold 4,389 produce boxes online and directly through schools, raising more than \$64,890 for healthy eating programs. Produce was sourced from 9 local farms, generating additional revenue of \$184,872 within communities across the province.

Kids Eat Smart (NL)

The Kids Eat Smart Foundation of Newfoundland and Labrador operates volunteer-run breakfast programs to provide nutritious meals to 275 local schools and community centers. Our \$5,000 contribution helps serve 5,000 meals to school-aged children in Newfoundland and Labrador every year.

Holland College Food Pantry (PEI)

The Food Pantry program serves as a drop-in food bank at Holland College’s five campuses, helping to address food insecurity within the student community. In 2022, our \$2,500 donation helped provide a consistent supply of nutritious food, personal hygiene products and emergency grocery store gift cards for students in need.

Through our support in 2022:



\$17,500 was donated to school nutrition programs*



An additional \$1,315 was raised via Nourish Your Roots (NS) for nutrition programs in 84 schools



26 children were provided with meals for one year from Kids Eat Smart Clubs (NL)



Students at Holland College’s (PEI) five campuses had access to health food and hygiene products.

*includes matching support provided for credit union initiatives across the region



Bon Appétit Provincial Lunch Program

In 2022, AC&LSM matched funding from Prince Edward Island credit unions to donate \$5,000 to support the Bon Appétit provincial lunch program. Delivered by PEI School Food Program Inc., Bon Appétit offers all K to 12 students in the province a healthy affordable lunch option each school day.

The program uses a 'Pay-What-You-Can' model to provide equitable access, allowing families to pay all or a portion of the meal value, or to receive a meal for their student at no cost. Lunches are provided by local restaurants and catering companies, or by in-house Chefs at School Food Hubs who prepare meals for students in their school and other neighbouring schools. Bon Appétit also supports La Commission Scolaire de Langue Française (CSLF) with knowledge-sharing and resources to make and distribute meals using their own facilities.

To further support food security within the community, School Food Hubs re-distribute any extra meals and products to community fridges, local food banks, and families in need within the school.



OUR SYSTEM IMPACT

Feeding Education through **Improved Nutrition**

In 2022, 18 credit unions contributed \$91,587 to local school nutrition programs across Atlantic Canada.*

**based on data provided by 32 Atlantic credit unions*





Supporting Local Schools and Students – Caisse populaire de Clare

In 2022, Caisse populaire de Clare donated \$8,500 to support breakfast and lunch programs at seven schools and daycares in Clare and Weymouth, Nova Scotia. As part of their continued engagement, employees from the credit union volunteer their time each December to serve holiday lunch to students at all five elementary and secondary schools in the community.

The credit union also donates \$1,000 annually to help stock the “free stores” at the two local high schools, providing students with access to hygiene products, snacks and other necessities they may not have at home. Each summer, Caisse populaire de Clare holds a Back-to-School Supply Drive at their two branches. Collected items are distributed to local schools to ensure that students in the community have the tools they need to flourish.



“Unfortunately, food insecurity is evident in every community including ours. Supporting the School Breakfast Programs benefits children’s ability to learn, improves student academic performance, behavior, and can improve children’s dietary intake. Caisse populaire de Clare is proud to support this program and other food insecurity initiatives in our community.”

– Renel Doucet, CEO, Caisse populaire de Clare



2022

Investing in the Sustainable Economy

We make sure the way we do business – from our investments and financial products to how we operate our offices – supports the financial and sustainable growth of our communities.

Investing with Our Values

One of our primary financial roles is to manage the liquidity reserve requirements of our member credit unions. In 2022, we invested pooled funds of more than 1.1 billion dollars. Forty-eight percent of the balance is required by our financial regulators to be held in reserve and able to be accessed quickly, while the rest of the portfolio is held in longer term investments. We manage how these funds are invested so they can grow and meet the liquidity needs of credit union deposit holders and support business continuity.

Financial well-being and system liquidity are always our first priority. We are confident that by incorporating investment criteria prioritizing strong governance and socially and environmentally responsible business practices, we can positively impact our communities while creating long-term value for our Atlantic credit union system. Ethical and sustainable funds have proven to weather market fluctuations better and outperform traditional funds over the long-term, making this a fiscally responsible approach on behalf of our credit unions that aligns with our co-operative values.

Our Investment Portfolio Management policy contains sustainable investment criteria that apply to 100% of our investment portfolio. These criteria outline the type of activities we will – and won't – invest in. This helps us proactively prioritize the things we want to do more of and gives us confidence that how we do business reflects our co-operative values.

We don't invest in companies involved in the production or sale of gambling products, pornography, tobacco, or weapons. We also exclude companies that are found to contravene global norms, including the Universal Declaration of Human Rights and the International Labour Organization standards.

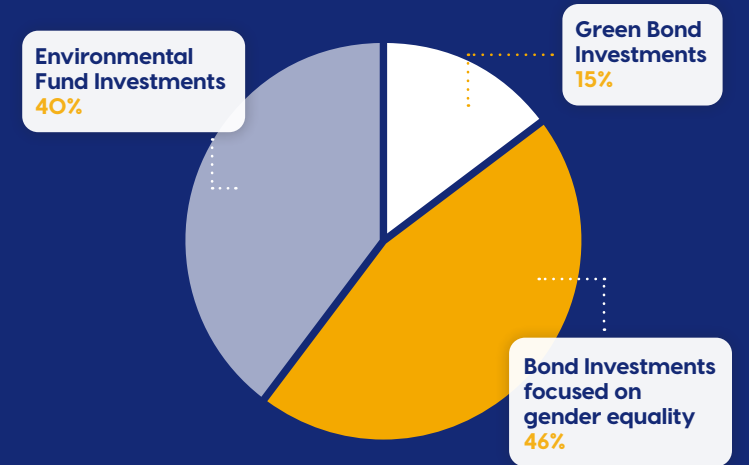
The companies that we choose to invest in are positively screened for their Environmental, Social and Governance (ESG) performance through a third-party investment management company that is a member of the UN Principles for Responsible Investment.



At the end of 2022, 3.14% of our total investment portfolio was made up of environmental fund investments, as well as green, sustainable and social impact bonds.

In 2022 we maintained our commitment to responsible investing, growing our ESG investments by 44%. In addition, we further diversified our investments in environmental funds by investing in a cleantech fund that includes companies helping drive the transition to a greener economy by offering tangible solutions to environmental challenges.

Breakdown of AC&LSM's ESG-Related Investments



We offer Group Retirement Savings Plan (GRSP) fund options that evaluate and include investments based on their Environmental, Social and Governance (ESG) characteristics. Each of the investment managers utilized within the GSRP are expected to assess and reflect, as appropriate, ESG risks and opportunities in stock selection and portfolio construction, acknowledging that the degree of relevance or materiality varies between asset classes. All of our employees who invest in the GSRP utilize portfolios that include strong ESG ratings*, aligning with our commitment to grow our investment in the sustainable economy.

*Excluding money market fund and GICs



OUR SYSTEM IMPACT

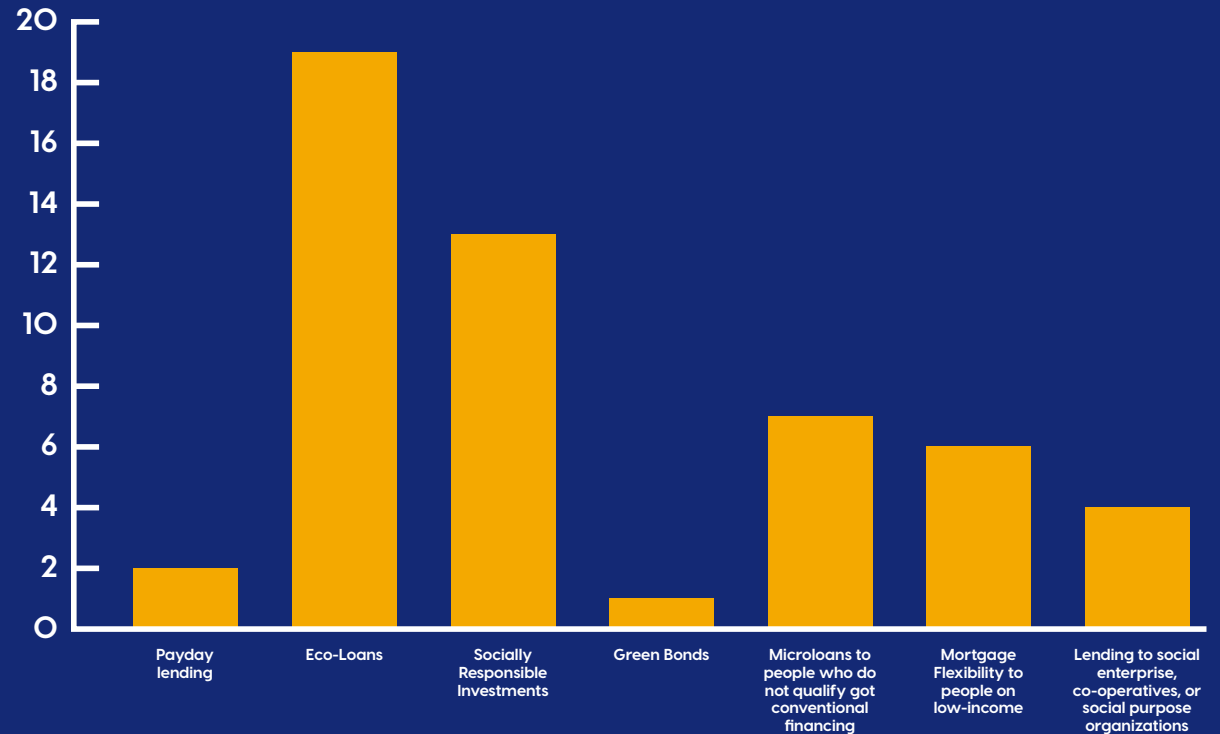
Sustainable Change through Innovative Financial Products

As consumers become more purpose-driven with their financial decisions, there is a growing demand for products and services that create a positive social and environmental impact.

Credit unions across Atlantic Canada offer innovative financial solutions that bring value to members while contributing to strong, sustainable communities. These take many forms, including eco-loans, socially responsible investment options, microloans for people who do not qualify for conventional funding, or mortgage flexibility for people living on low income.

*based on data provided by 26 Atlantic credit unions

Products offered by Atlantic credit unions that have a **positive social and/or environmental impact***



Better Earth Responsible Investment Product

Investors are giving increasing consideration to the environmental impact of a company as well as its financial performance when making investment decisions. The Better Earth® Portfolio is a socially responsible investment (SRI) product available through our partnership with Desjardins and held by League Savings and Mortgage.

This “green” investment option lets members align their investments with their values to create a positive environmental impact. Companies included in the Better Earth portfolio are actively committed to sustainable operations and have implemented initiatives to lower their greenhouse gas emissions or water consumption.

The Better Earth Portfolio includes 20 companies located around the globe representing multiple economic sectors, allowing investors to diversify their portfolio while maintaining the security of a guaranteed investment.



In **2022**, sales of the Better Earth Portfolio were **over \$2M**.
As of December 31, 2022, there was over **\$22.8M** invested in the Better Earth Portfolio.

In 2023, we will launch our second SRI product that focuses on women in leadership, furthering our commitment to providing investment options that foster positive social and environmental change.





Reducing Our Emissions and Expanding Renewable Energy in Canada

Through our partnership with Bullfrog Power, we demonstrate our commitment to investing in the sustainable economy by helping grow the renewable energy sector in Canada while reducing the environmental impact of our operations.

In 2022 we purchased 624 Megawatt-hours of Renewable Energy Certificates issued by renewable electricity generators in Atlantic Canada.

By adding the equivalent of energy from renewable sources such as wind onto the grid, we offset 397 tonnes of CO₂ from the electricity used to power our three corporate offices in Halifax, Charlottetown, and Riverview. That's comparable to taking 88 gasoline-powered vehicles off the road for one year.

Our support also contributes to the development of community-based renewable energy projects. Each year, Bullfrog Power provides funding to renewable energy projects and initiatives that help communities and organizations transition from fossil fuels. In 2022, Bullfrog provided more than \$60,000 to support five community-led projects across Canada.

In 2022, in partnership with Bullfrog Power:



624 MWh Renewable Energy Certificates (RECs) purchased



397 Tonnes CO₂ displaced through offsets*



100% of the RECs we purchase are issued by renewable energy companies in the Maritimes

*Emissions reductions (tonnes of CO₂ displaced) are calculated using the most recent emissions factors available from Environmental and Climate Change Canada at the time of publication.



Partnering to Reduce Environmental Impact

Six credit unions* across Atlantic Canada have also partnered with Bullfrog Power to reduce their environmental footprint while supporting the growth of the renewable energy sector in Canada.

NBTA Credit Union

Teachers Plus Credit Union

East Coast Credit Union

Sydney Credit Union

OMISTA Credit Union

Provincial Credit Union

In 2022, credit unions purchased a combined 1,798 Megawatt-hours of Renewable Energy Certificates from renewable electricity generators. This represents 787 Tonnes of CO₂ emissions displaced, which is comparable to the electricity used to power 99 homes for a year.

**based on data provided by 32 Atlantic credit unions*



Building Community Resilience

From partnering to tackle systemic issues such as food security, to addressing the impacts of climate change in our communities, credit unions are growing their investment in a sustainable economy to help foster community resilience.

Helping Manage the Effects of Climate Change in our Communities

As part of our commitment to improving environmental sustainability, we support efforts to assist communities impacted by extreme weather events caused by climate change.

In September 2022, Hurricane Fiona landed in Atlantic Canada, resulting in wide-scale power outages, destruction of homes and infrastructure damage. We partnered with credit unions to launch a fundraising campaign to support the Canadian Red Cross appeal to help communities across our region rebuild and navigate the aftermath of the hurricane. AC&LSM matched donations made by credit unions in Atlantic Canada, and with further matching by the Government of Canada the total value of our appeal was more than \$220,000.



In 2022, with the help of our regional and national partners, Atlantic credit unions raised \$116,512 to support Red Cross hurricane relief efforts in Atlantic Canada.



OUR SYSTEM IMPACT

Nurturing Community Sustainability through Shared Harvests

With the rising cost of living, concerns around food insecurity continue to grow. Community gardens promote local agriculture, build resilience and benefit community health and sustainability. Atlantic Edge Credit Union is one of the co-founders of the Codroy Valley Community Service Garden in Doyle's, NL. The garden, which operates on land donated by the credit union, supplies the community with fresh food while building knowledge on agriculture practice.

The Community Service Garden is a collaborative effort, supported entirely by local businesses, schools, farmers and individuals who volunteer their time, expertise and resources. Employees from the credit union volunteer in the garden and support produce giveaways at the branch and farmers markets. Harvests are donated to organizations for community fundraisers, school nutrition programs and to families in need.

Designed with accessibility in mind, the Community Service Garden empowers all community members to learn, share their knowledge and connect to the land and each other. The garden also helps to ensure that residents have a consistent source of fresh, healthy food, strengthening community resilience.

Improving Sustainability in our Workspaces

We are committed to improving sustainability across our operations. We have implemented initiatives to reduce our environmental footprint, such as recycling, and we offset the energy used at our corporate offices through our partnership with Bullfrog Power.

Following the pandemic, we adopted a hybrid work model. As a result, we have realized a decrease in water and energy usage in our offices compared to pre-pandemic levels. In 2022, water usage was roughly 25% lower than the previous year and our electricity consumption decreased by approximately 11%. This is largely attributable to the reduced number of employees working onsite.

We have undertaken a review of our physical spaces to determine our needs moving forward and to optimize sustainability. At the end of 2022, our employees located in Prince Edward Island transitioned to work-from-home full-time, and we are progressively working to implement a similar approach in New Brunswick. This transition not only reduces carbon emissions associated with daily commuting but can lead to further reductions in resource consumption.

As our working model continues to evolve, we will look for additional opportunities to optimize our physical spaces, improve our environmental performance and help reduce the environmental impact of employees working from home.





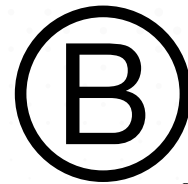
B Corp™ Certification

AC&LSM has been a Certified B Corporation™ since 2021. B Corporations, or B Corps, are verified to meet rigorous standards of social and environmental performance that measure the impact of their operations and business model on their members, workers, communities and the environment.

B Corps are redefining success in business. Our values of honesty, trust and fairness are well-aligned with the purpose and objectives of B Corporations, and this achievement helps demonstrate our dedication to measuring and communicating the impact of our business to credit unions, our communities and beyond.

Our B Corp certification holds us accountable to our purpose, to be an innovative leader contributing to the growth and success of the credit union system and helping our communities grow well.

Certified



Corporation



OUR SYSTEM IMPACT

A Better Way to Work

B Corps believe there is a better way to do business, leading a global movement of people using business as a force for good™. There were two B Corp Certified credit unions in Atlantic Canada in 2022.

NBTA Credit Union

OMISTA Credit Union

Each year, the top 5% of B Corps with the highest scores on the B Impact Assessment are recognized as Best for the World™. In 2022, NBTA Credit Union was named Best for the World for Workers for the second year, demonstrating their leadership in promoting employee well-being through aspects like compensation, career development, health and wellness and more.



03

Growing the Co-operative Movement

We believe our co-operative values of honesty, trust, fairness, and collaboration are at the heart of good business and strong communities. That's why we support the growth of credit unions and co-operatives in Atlantic Canada and around the world.

Supporting our Credit Union Members



42 member credit unions serving more than



292,000 members

As a trade association we support our member credit unions by providing leadership, advocacy, and a range of business and financial services explored throughout this report.

Throughout the year we supported credit unions in implementing programs and digital supports that build financial knowledge and offer enhanced banking channels and security, helping to better support members and our communities.



In 2022, credit unions were ranked as the top financial institution in Canada for Customer Service Excellence through the Financial Service Excellence Awards program from the research specialists at Ipsos for the 18th year in a row.

Returning Value for Our Members

One of the most significant ways that we return value to our member credit unions is through a Special Reserve budget allocation, which is used to fund Atlantic credit union initiatives. Since 2013 we have contributed more than \$17.7 million to the Special Reserve. From this, we've approved projects totalling \$11 million and invested \$6.9 million to support transformational change in the Atlantic credit union system and help credit unions become the financial institution of choice.



In 2022, we drew approximately **\$0.8M** from the Special Reserve to fund projects including digital banking enhancements and member retention initiatives.



OUR SYSTEM IMPACT

Giving Back to Members

Credit unions are committed to the financial wellbeing of their members and communities, offering competitive products and services at great rates, community investment, and profit sharing. This means that when credit unions succeed, everyone benefits.



In 2022, Atlantic credit unions returned more than **\$3.8 million** to their members through dividends, patronage, or profit shares.*

**based on data provided by 16 Atlantic credit unions*

Regional Marketing Program

Our Regional Marketing Program helps grow the co-operative movement by positioning credit unions as thought leaders and a trusted source of financial information. Under the collective Credit Unions brand, we support marketing activity for our member credit unions that builds awareness and demonstrates the credit union difference.



This year we expanded the challenge, inviting the community to join us by sharing their favourite local businesses. Participants were entered to **win a gift basket with more than \$800 worth of local goods** from small businesses across Atlantic Canada.

#Loyal2LocalChallenge and Pay it Forward

We are continuously inspired by the local businesses and organizations that make our communities strong. That's why in 2022, we brought back two locally focused initiatives that recognize the importance of small businesses and organizations to the social and economic health of our region. Through the #Loyal2LocalChallenge and Pay it Forward initiatives, we engaged more than 1,500 employees from the Atlantic credit union system and our partner League Data, giving back over \$180,000 to communities in Atlantic Canada.

In July, we launched the #Loyal2Local Challenge. Each employee was given \$25 to spend at a local business and encouraged to share their purchases through social media. Participating employees were entered for a chance to win an additional \$100 to spend locally and to nominate an organization in their province to receive a \$100 donation. The 2022 recipients were:

- People for Animal Wellbeing (NB)
- Breakfast Program - Twillingate Island Elementary School (NL)
- Feed Nova Scotia (NS)
- Prince County Hospital Lights for Life Foundation (PEI)





In December, employees were provided an additional \$25 to "Pay it Forward" to a local charity, community initiative, or family in need of support over the holiday season. Many credit unions matched our funding, creating an even greater impact. Participating employees were invited to nominate a local charity or organization for a chance to win a \$500 donation. The winning charities for 2022 were:

- Greener Village (NB)
- The Gathering Place (NL)
- SPCA – Colchester Shelter (NS)
- Lennon House (PEI)

Our impact in 2022:



\$100,000+

injected into the local economy through the #Loyal2Local Challenge (an increase of 25% from 2021)



\$88,000

provided to local charities, organizations and families through Pay it Forward



\$2,400

donated to eight initiatives and community organizations





Investing in You Women's Conference

Following two successful events organized by Prince Edward Island credit unions, Atlantic credit unions collaborated to make the third annual Investing in You Women's Conference a regional event. This free online conference brought together women from across Atlantic Canada for an evening of interactive discussion on health, wellness and financial well-being.

Media personality and best-selling author Nancy Regan was joined by seven female leaders from diverse backgrounds under the central theme of "why it's important to Invest in Yourself". Panelists shared their unique perspectives and practical advice with the goal of inspiring women to prioritize and invest in their physical, emotional and financial health. Attendees were eligible to win one of five prize packs of local goods valued at more than \$250 each, which were distributed provincially.

Investing in You connected more than 250 women from all four Atlantic provinces, helping them gain invaluable knowledge, access to resources and empowering them to prioritize their own personal growth.



BB

"Thank you to the credit union for sponsoring this excellent event! It was a joy to watch and so inspiring for women, both young and old!"

– Investing in You 2022 Participant



Transforming Digital Services

We collaborate with our technology partner League Data and others, to enable innovation and deliver solutions that credit unions and their members need now and into the future. In 2022 we continued our digital transformation, implementing new products and features that provide security and peace of mind and allow credit union members to bank how and when they want.



Debit Mastercard

Working with our partners, we supported credit unions to launch Debit Mastercard. This simple, safe and convenient option allows members to shop online with their credit union account and use their debit card in more places worldwide.



Enhanced Security

We supported credit unions to implement security features that provide members with augmented protection against online banking fraud. Enhanced security measures such as 2-step verification and features to increase password strength provide an additional layer of security and peace of mind for members when banking online.



In 2022, AC&LSM, League Data and our system partners embarked on a collaborative initiative to transform how we deliver banking services. Leveraging our expertise, we are supporting Atlantic credit unions to transition to a new core banking system, offering better functionality and allowing us to efficiently evolve products and services to better serve members today and into the future. Over the next year we will focus on implementation planning to make the transition as seamless as possible for credit union members.



At the end of 2022...



38 credit unions implemented 2-step verification for online and mobile banking



3 credit unions implemented Strong PAC (Personal Access Codes)



30 credit unions launched Debit Mastercard



2022 Coady Award Winner – OMISTA Credit Union

Every year, the Coady Award recognizes an Atlantic credit union that demonstrates leadership in the areas of co-operation, volunteerism, education and environmental sustainability. The award is named after Moses Coady, a prominent community leader who played a significant role in the development of the co-operative movement in Atlantic Canada.

OMISTA Credit Union was the recipient of the 2022 Coady Award. Through partnerships and support of local organizations and community initiatives, OMISTA Credit Union is helping build their communities in real and meaningful ways. The credit union actively engages with local projects such as the School Santa Sack Program and the Alexandre-Parks Foundation Golf Tournament, and they provide ongoing support to school breakfast and lunch programs. Credit union employees show their community commitment by volunteering with local organizations.

OMISTA Credit Union has partnered with 12 Neighbors, a microhome community in Fredericton, New Brunswick. 12 Neighbors aims to assist individuals in overcoming barriers to leading full and independent lives. By offering

safe and affordable housing, developmental supports, and employment opportunities, the 12 Neighbors Community transforms the lives of people, creating lasting transformation to reduce poverty and homelessness.

In 2022, OMISTA Credit Union contributed \$12,000 to 12 Neighbours through a \$5,000 Wyth Financial Empowering Your Community Award, and a \$7,000 donation from the credit union. Employees from the credit union volunteer their time to help set up the microhomes so they are ready for residents to move in. As the partnership continues to grow, OMISTA employees lend their expertise to help community members build financial skills and provide guidance and resources to equip individuals with tools to secure employment opportunities.



“We look at everything from a lens of growing our communities together. Anything that we can become involved in that really helps from a community perspective and investing in our members and where they live, is what’s important to us.”

–Tammy Christopher, CEO, OMISTA Credit Union

Amplifying Our Impact through Co-operation

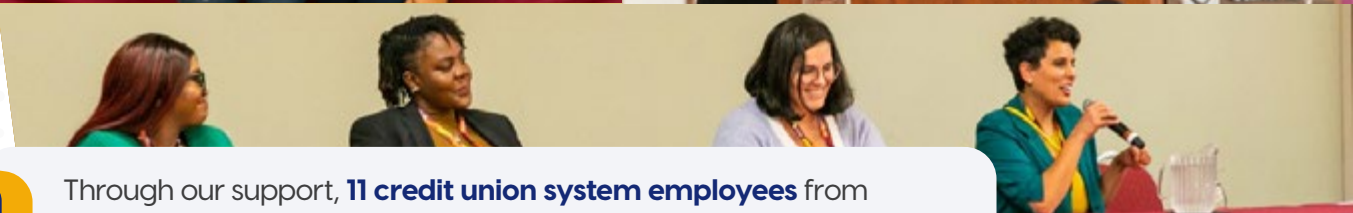
We collaborate with our members and fellow co-operatives to realize shared objectives and amplify our impact within our communities.

Women in Business 2022

In October 2022 we sponsored *Women in Retail: Impacting Our Communities with Purpose*, hosted by the Sobey School of Business at St Mary's University. This hybrid event gathered more than 140 attendees, virtually and in-person, to highlight the role of women leaders in the economic success of retail companies.

Women in Retail convened experts from diverse backgrounds and businesses, who shared their unique journeys and the impact they create in their communities. Through a series of panels, a keynote and discussion, attendees gained insights on breaking barriers, leading with purpose, and growth. Event participants were invited to a pop-up showcase following the presentations where entrepreneurs could promote their products and services, followed by a networking social.

In addition to our sponsorship, we purchased tickets to distribute to students, credit union system staff and community partners, further reinforcing our dedication to inclusivity, collaboration and advancing representation in entrepreneurship.



Through our support, **11 credit union system employees** from across Atlantic Canada, **28 students from Saint Mary's University** and **9 community partners** attended the Women in Business event.

Support for Ukraine

Following Russia's invasion of Ukraine, we joined Canadian credit unions to raise funds to provide humanitarian aid and support to the people of Ukraine. With our matching support, Atlantic credit unions donated \$17,400 to the Canada-Ukraine Foundation Humanitarian Appeal.

As the situation in Ukraine continued to evolve, we provided additional support through various system initiatives:



We donated \$1,000 to the Nova Scotia Co-operative Council's appeal in collaboration with Atlantic Business Magazine to support Ukrainian individuals and families seeking refuge in Atlantic Canada.



We contributed **more than \$500** to support international recovery efforts through the Worldwide Foundation for Credit Unions and the Co-operative Development Foundation to provide short and long-term support to the immediate and ongoing needs of Ukrainian credit unions and co-operatives.



Atlantic Central joined Central 1 in waiving wire processing fees for transfers of financial assistance to Ukraine and neighbouring countries.



OUR SYSTEM IMPACT

Virtual Bluenose Run

Acadian Credit Union has supported the Virtual Bluenose Run in Pleasant Bay, NS since 2019. After starting a running club, students at Pleasant Bay School gained an increased interest in physical activity and running, as well as a desire to participate in local races and events. Travel to events wasn't feasible for many in the community, so Acadian Credit Union partnered with the school to host a virtual leg of the Bluenose Marathon. This annual event attracts hundreds of participants from local schools, and the positive effects of the initiative have extended beyond the event itself, promoting an active lifestyle and nurturing a spirit of self-reliance within the community.

Each year staff from Acadian Credit Union support the run and even participate, running along with parents, teachers and community members. In 2022, the credit union provided further support by purchasing athletic shoes for Pleasant Bay School to ensure that every student had adequate footwear to take part.





OUR SYSTEM IMPACT

Ronald McDonald House PJ Walk for Kids

In June, Prince Edward Island credit unions were joined by Atlantic Central and three credit unions in New Brunswick and Nova Scotia as the regional sponsor of the 6th annual Ronald McDonald House PJ Walk for Kids. This fundraiser helps raise funds to support the operating costs of Ronald McDonald House, ensuring families with sick children have a home away from home when travelling for medical care.

The 2022 PJ Walk marked a return of in-person events which were held in five cities across the Maritimes. Employees from PEI Credit Unions, OMISTA Credit Union, East Coast Credit Union and Sydney Credit Union participated in the PJ Walks in their communities. Individuals unable to attend in person were invited to participate virtually, walking in their local communities, or even at home. With the support of local organizations and community members the PJ Walk for Kids raised over \$156,000, making more than 570 night stays possible for families in need.



Collaborating with **Co-operative Councils** in Atlantic Canada

Guided by shared values of honesty, trust, and respect, co-operatives work together to build strong communities and achieve common goals. Each year we provide funding to support the mission and operations of the provincial co-operative councils in Atlantic Canada. The councils support co-operatives across all sectors through education, business development, and by representing our collective interests to government and industry.

We collaborate with the co-operative councils on joint initiatives that help our members and grow the co-operative movement. In 2022, we joined co-operatives across Canada in contributing to Building a Better Economy, a film that investigates the role of co-operatives in addressing the economic and environmental challenges we face, and in shaping an inclusive and sustainable economy moving forward. The film will serve as an educational resource to enhance understanding and interest in co-operatives and how co-operation can increase community resiliency and social and economic prosperity.

We also supported the Newfoundland and Labrador Federation of Co-operatives to develop a pilot Co-operative Incubator Program. Set to launch in early 2024, the program aims to foster the growth and development of new co-operatives within the province. The incubator will provide aspiring co-operative entrepreneurs with the necessary resources, mentorship and guidance to transform their ideas into successful social ventures.

 **Learn about our partnership with the Nova Scotia Co-operative Council to support small business and social enterprise on [page 12](#) of this report.**



In 2022 we contributed \$10,000 to support the co-operative councils operating in Atlantic Canada.



Developing Our **Future Co-operative Leaders**

Atlantic Canada's Collective for **Emerging Leaders**

To ensure the continued strength and resilience of the Atlantic credit union system, we partner with Atlantic Canada's Collective for Emerging Leaders (ACCEL) to support and cultivate the growth of credit union leaders.

ACCEL's network of skilled emerging leaders bring valuable insights to system-level projects and initiatives, further enhancing our regional partnership ecosystem. Program participants (or ACCErators) take part in a range of educational programs, events, networking opportunities, and professional development initiatives.



In 2022, ACCEL supported 57 participants from 14 credit unions and two system partners with representation from all four Atlantic Provinces.

Throughout the year, ACCErators provided feedback on system projects and actively participated in various regional and national committees, including the Regional Marketing Committee, the CEO Executive Committee (CEC), Atlantic Open Banking Committee and the National Young Leaders Committee. In 2022, ACCEL hosted several successful professional development events. These included monthly Lunch & Learns, a Women in Leadership event, the Emerging Leader Forum, and networking events.

As ACCEL continues to grow, we will continue to work together to engage, connect and develop co-operative leadership in Atlantic Canada.

Co-operative Education

Our partnership with the International Centre for Co-operative Management (ICCM) at Saint Mary's University enables us to foster the development of leadership skills within the Atlantic credit union system. We offer scholarships to AC&LSM and credit union employees from across our region to pursue Masters, diploma and certificate programs in co-operative management through the ICCM. Since 2014, we have invested more than \$39,000 to support four credit union employees pursue co-operative leadership education. There was one scholarship recipient enrolled in the program in 2022.



Government Relations

We engage with provincial and federal governments on behalf of Atlantic credit unions through an integrated partnership with the Canadian Credit Union Association (CCUA). Our co-operative approach lets us ensure the interests of credit unions and their members are meaningfully represented, and that we contribute to critical policy discussions that impact our sector. In 2022, our joint government relations team moved several large projects forward, including two provincial Credit Unions Act reviews. Moving forward, we continue to look for opportunities to expand the role of credit unions in government initiatives, particularly with financial literacy, affordable housing, and broadband access.



New Brunswick

As part of the Credit Unions Act review cycle, credit unions participated in a phased review process facilitated by CCUA and Atlantic Central, in a structure outlined by the New Brunswick Financial and Consumer Services Commission (FCNB). In September of 2022, credit unions submitted recommended changes to the Credit Unions Act to FCNB. We remain in regular contact with FCNB on the proposed changes and will continue to participate in their process throughout 2023. Additionally, the government relations team also guided credit unions through the implementation of the Unclaimed Property Program and proposed legislation for title protection for Financial Planners and Financial Advisors.



Nova Scotia

Atlantic Central and CCUA worked with credit unions to address specific language in the Nova Scotia Consumer Protection Act (CPA) that unfairly requires credit unions to mail notifications of interest rate changes on variable credit products to members. In addition to the resources required to generate these notices, we pointed out the environmental impact of mailing tens of thousands of paper letters with each interest rate change. We met with senior staff at Service Nova Scotia (SNS) several times throughout 2022 and early 2023 to address these concerns. As a result of this advocacy, senior staff at the department have recommended legislative changes to the CPA that are expected in 2023.



Prince Edward Island

In April of 2022, PEI credit unions completed their review of the Credit Unions Act, a 16-month process that began in 2020. Through the review, credit unions found multiple areas for improvement including the allowance for virtual meetings, modernizing operational requirements, and record keeping. Credit unions are advocating for these changes to be tabled in 2024.



Co-operative Development Foundation of Canada

We are part of a global community guided by shared principles of co-operation and self-reliance. Working in collaboration with partners like the Co-operative Development Foundation of Canada (CDF Canada), we contribute to the sustainable growth of co-operatives and the resilience of communities in Atlantic Canada and around the world.

CDF Canada is an international development organization that partners directly with local groups to advance projects that promote financial inclusion, close the gap on gender equality and strengthen resilience, leveraging the advantages of the co-operative business model to build vibrant communities.

Our annual \$20,000 donation to CDF Canada benefits thousands of people world-wide. Through CDF's funding partnerships each dollar we contribute is multiplied 8.7 times, significantly amplifying our impact.

We further support CDF Canada's mission by contributing time and expertise. AC&LSM's Director of Business Solutions is a member of the CDF Board of Directors and serves as Chair of the HR committee.



Our Support for CDF in 2022:

\$20K Contribution to CDF

\$174K Additional funding leveraged

\$30K People supported from leveraged funds

Women's Mentorship Program

CDF Canada's Women's Mentorship Program (WMP) seeks to empower women and build their leadership capacity in the credit union sector. Since 2002, over 250 credit union managers from 27 developing countries have participated in this unique program designed to foster their professional and personal development.

The WMP combines classroom learning on key business topics from Canadian credit union experts with first-hand experience and mentorship to equip participants with the skills and knowledge necessary to excel in their roles at their credit unions. Participants are hosted by credit unions across Canada who volunteer their time, expertise, and accommodations. Through the program, Canadian and international credit union professionals benefit from invaluable knowledge-sharing, network building and growth.

In October 2022, Princess Credit Union and East Coast Credit Union in Nova Scotia each welcomed a credit union manager from Malawi through the WMP. During their time in Atlantic Canada, the visiting managers had the opportunity to attend meetings, learn and observe how the credit union operates and immerse themselves in the local community.



"Through the Women's Mentorship Program, I had the pleasure of hosting Christobel, and together, we embarked on a journey that not only impacted us but also resonated with our credit union staff. This experience illuminated the profound truth that we are all integral parts of a global movement, collectively crediting tangible change in the lives of our members and leaders across borders."

–Sally van de Wiel, VP Operations, East Coast Credit Union



"Our experience with the Women's Mentorship Program at Princess Credit Union has exceeded all expectations. The benefits flow both ways, to the mentee and to the mentors, as evidenced during a meeting with the CEO of a former mentee, who he described as his "most progressive and highest achieving manager."

–Tom Vickers, Board Member, Princess Credit Union





04

Our People

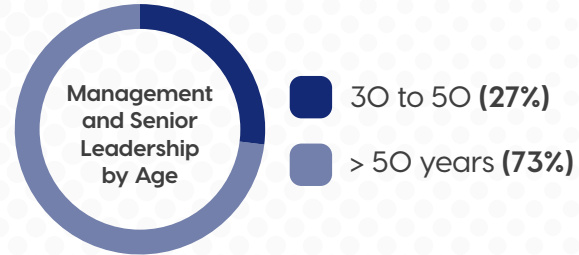
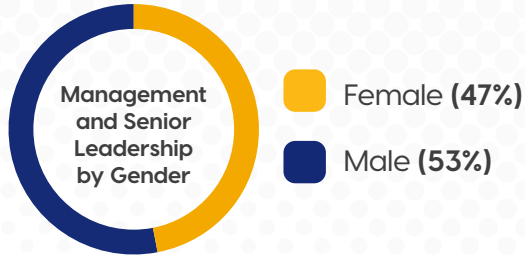
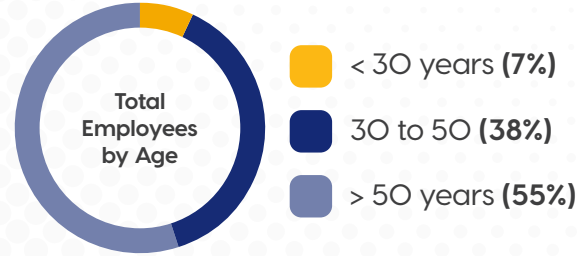
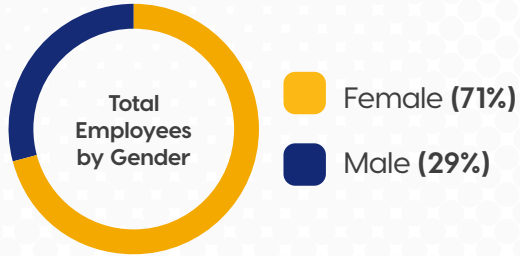
Our talented team of employees are a key component to the success of our companies. Through a shared commitment to our co-operative values and providing exceptional service to our members, we support credit unions to become the financial institution of choice for Atlantic Canadians.

Our Team at a Glance

Total Employees (full time and part time)

 **121** full time
2 part time

 **46%**
of AC&LSM employees have 10 or more years of service



We recognize that a diverse and inclusive workforce extends beyond age and binary categories of male and female. To better understand the current diversity within our companies, we have included voluntary self-identification questions in our annual employee engagement survey since 2021. Factors surveyed include gender identity, sexual orientation, Indigenous identity, belonging to a racialized population group, disability and language. In 2023, we will continue to identify enhancements to our data collection so we can benchmark our current state. This will allow us to expand our reporting and identify areas where diversity on our team can be improved.

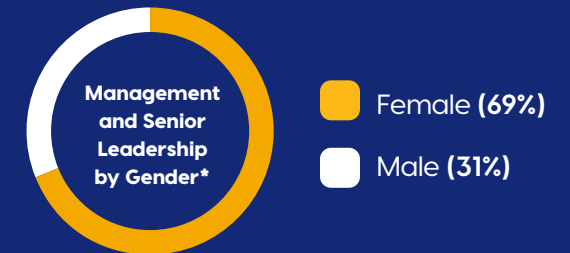
Through our commitment to non-discrimination, equity and fairness in our business, we regularly review our policies and processes to ensure they are inclusive to all employees. We launched our updated People Policies at the end of 2022. The policies were simplified, language was amended to increase inclusivity and incorporate a friendly tone, and flexibility added for employees to help achieve work-life harmony.



OUR SYSTEM IMPACT

Atlantic credit unions

In 2022, credit unions employed 1,464 people across New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador.



*includes data from 32 credit unions

**Includes both senior and middle management

Employee Engagement

Our employees are critical to the success of our companies, driving innovation and strengthening our resilience and capability. That's why we are committed to creating an inclusive and supportive workplace where all employees have an opportunity for growth and feel welcome, valued and connected.

As part of a larger People Strategy project, in 2020 we conducted a Culture Assessment to measure employee experience in key dimensions of our corporate culture and gather feedback on how employees felt it should be in future. Working with our leadership and a consulting partner we used the input to help define our desired culture, values and organizational behaviours which were unveiled at the beginning of 2022. Each department held meetings within their teams for further discussion on the new culture statement, values and behaviours to determine where there was alignment, where gaps exist and what is needed to close them.

We measure employee engagement through our annual employee survey which looks at five engagement drivers to measure factors like connection to the organization, team dynamics, learning and development, and inclusion. The survey includes 11 culture-related questions that allow us to measure how we are doing at living and breathing our desired culture.

Employee Awards and Recognition

To ensure our team members feel valued, we recognize and reward employees for their achievements and contributions to our success throughout the year.

The annual Excellent Rating in our Performance Sharing Incentive Plan (PSIP) is one way we recognize employees who demonstrate outstanding qualities, including exceptional performance in their work, serving as a role model or mentor, and creating or taking advantage of opportunities that contribute to the credit union system, at times setting new standards of excellence. In 2022, we proudly recognized eight outstanding team members through the PSIP for their extraordinary contributions to our organizations. We also recognized eight individuals with Special Recognition Awards for going above and beyond in their work.

As we evolve and integrate new working models, we continue to look to best practice and our company culture and values to find new and meaningful ways to acknowledge the dedication and hard work of our employees.



In 2022 our employee engagement score was 89.4, (increasing from 87.6 in 2021)





Our Commitment to Advancing Social Justice

We believe that our companies have an important role to play in creating a society where everyone has equal access to the distribution of wealth, opportunities, and privilege.

Our social justice framework contains five strategic pillars that help us better understand the systems in which we operate and take actionable steps to help create a more inclusive financial services sector. This work is guided by our Social Justice Committee (SJC) who hold us accountable to our commitment. The SJC is comprised of employees from various business areas across AC&LSM and representation from our leadership.

Social Justice Framework Strategic Pillars



Listen and learn



Change policy and systems



Create opportunities



Communicate and share



Assess and iterate

Throughout the year we built on our previous work through initiatives that support our strategic pillars. Highlights from 2022:

Listen and Learn: We continued our Social Justice Speaker Series, with the goal to listen to better understand the experiences and needs of impacted communities in our region. In October, we engaged Nadine Bernard, President and CEO of Indigevisor, an advisory and consulting firm that supports diversity and inclusion practices using an Indigenous lens. Nadine shared an overview of Mi'kmaq History Month and discussed barriers Indigenous Peoples face when accessing financial services.

In May, we hosted a KAIROS Blanket Exercise (KBE) for members of the SJC, the CSR Committee of our boards, and our executive leadership and Board Chairs. Developed and delivered by Indigenous Elders, Knowledge Keepers and educators, the KBE is an experiential learning opportunity that explores the historic and contemporary nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada to build understanding of our current context and how we can take action together. Prior to our annual Fall Strategy Conference in October, we hosted a second KBE for credit union managers and employees from across Atlantic Canada.

In November, we partnered with CUA to offer an introductory Diversity, Equity and Inclusion (DEI) course to all AC&LSM employees with the goal to further build our competencies and provide practical tools and knowledge to help us move our work forward. Approximately 60% of staff participated in the course.

Create Opportunities: We partner with Black Lives Matter Golf (BLMG), a Nova Scotia-based program that aims to make golf more inclusive and bring awareness to the Black Lives Matter social justice movement. In February, Darren Tolliver from BLMG joined our staff event to launch our Black History Month learning series. Throughout the month, AC&LSM matched employee donations to BLMG, raising \$1,080 for the program. In August, we sponsored the annual BLMG Invitational at Grandview Golf and Country Club and donated \$2,500 to the BLMG scholarship fund. In 2023, we will look for further opportunities to expand our support through financial literacy.

Communicate and Share: Throughout the year we recognize, celebrate and provide learning opportunities for staff on notable occasions such as Lunar New Year, Pride Month, and National Indigenous Peoples Day. In 2022, we expanded our reach by sharing tools and resources with credit unions on notable occasions. Moving forward we will continue to identify and develop knowledge-sharing pathways for staff and the broader Atlantic credit union system.

Compensation

We offer a total compensation package that meets or exceeds the living wage¹ in our region. In 2022, women made up 71% of our total workforce, with the highest representation of women in administrative and supervisory roles. At the management and senior leadership level, we've achieved gender parity with near equal representation of women and men (47% : 53%).

Our Fair Treatment of Employees policy governs our approach to pay equity, along with our Non-Discrimination policy. Our Total Rewards policy and program is based on objective criteria and reviewed regularly to ensure that employees in each pay category with similar duties and levels of responsibility are paid equally.

Employees typically begin their employment at between 85-95% of the maximum salary for a position (the "job rate") and as they move closer to full competency in the role, their salary increases to 100% of the job rate. At any given time, there will be employees who are newer to their roles who are moving towards their job rate and some that are at the job rate. As illustrated here our average gender pay ratio shows higher compensation levels in some categories for male and in others for female employees. This is a reflection of individual employees working through their progression to the job rate. We are proud that we have achieved wage parity as an organization and employees can depend on a fair and competitive compensation environment.

1 : 0.99

Gender pay ratio

(Average base salary for full time and part time employees, excludes CEO)

Benchmark: 1 : 0.89²

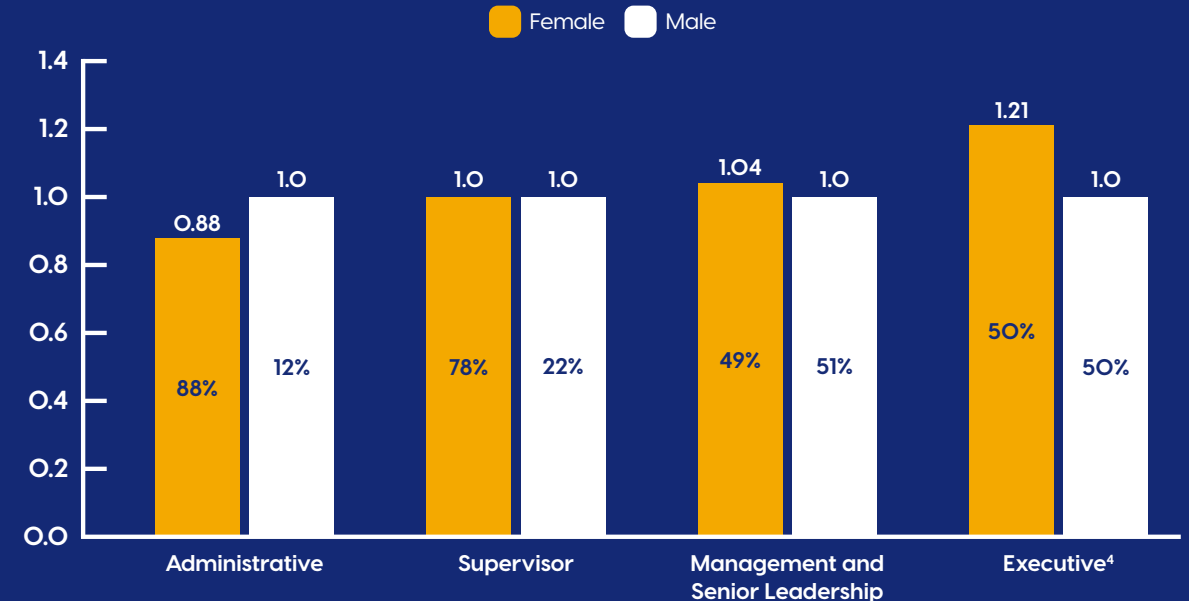
4.5 : 1

CEO to average worker pay ratio

Benchmark: 243 : 1³

Gender Pay Ratio by Employment Category

(Average base salary for full-time and part-time employees, excludes CEO)



¹We use the highest living wage in our region, which is in Halifax, N.S., as our basis for reviewing compensation

²Based on the 2021 Canadian national average (Source: StatCan 2022)

³Based on the salaries of the highest paid CEOs in Canada (Source: "Breakfast of Champions", The Canadian Centre for Policy Alternatives, 2023)

⁴Executive gender pay ratio excludes the CEO

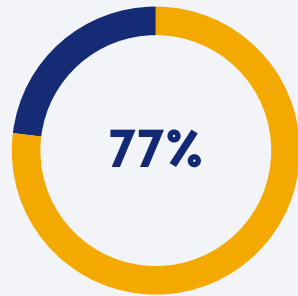
Performance and Employee Development

At AC&LSM, we strive to create a workplace culture that empowers employees and encourages their development to help them reach their full potential. As part of our annual performance planning, we help employees create individual Personal Development Plans where they set their own goals and identify opportunities for success. In 2023, we will be revamping our performance management program and associated processes to modernize and simplify them and to enhance the employee experience by focusing on what truly matters for our employees to be successful.

Employees are encouraged to engage in job-related training and additional learning opportunities to enhance their performance and help them fulfill their long-term aspirations. In 2022, we invested over \$150,000 in employee education. Throughout the year, 95 employees engaged in formal training such as skill-building workshops, conferences, and continuing education programs (increasing 44% from 2021).

Employees also participate in informal learning opportunities, such as webinars and online forums. Within our organizations, this includes cross-training with other teams, secondments, and temporary assignments where employees gain practical training and experience to support their career growth.

Looking forward, we will continue to enhance our reporting on training and explore ways to further support and encourage employees to participate in both informal and formal learning opportunities within our performance management process.



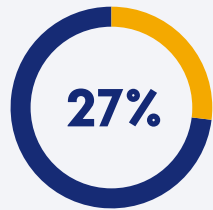
**of employees
pursued
training or
education**



**of employees
completed
performance
reviews**

Giving Back to the Communities we Serve

Enriching our communities by investing our time and resources is central to our co-operative values. To encourage volunteerism within our companies, we provide employees with two days of paid leave every year to volunteer their time within the community.



Of employees used all or a portion of their paid volunteer days



39 Total volunteer days used

In 2022 employee volunteering more than doubled over the previous year as COVID-19 restrictions were lifted and organizations began to reinstate volunteer programs and events. In November, we unveiled updates to our People Policies which included amendments to our Volunteering Policy. The most significant change lets employees use their volunteer time in hour increments rather than as a portion of the workday. This enhanced flexibility aligns with our values of inclusion, balance & community partnerships and makes it easier for our team to support the organizations making a difference in our communities.

Throughout the year we hold regular employee fundraising campaigns for charities such as the United Way. In 2022 we raised \$22,903 for the United Way through employee donations and activities, such as a silent auction and prize draws. This amount includes more than \$5,500 that our companies matched on behalf of our employees.



\$22,903 donated to the United Way from AC&LSM employee fundraising efforts



OUR SYSTEM IMPACT

Atlantic credit unions

Volunteering is one of the many ways credit unions give back to support the communities they serve. In 2022, employees from 11 credit unions volunteered over 14,416 hours to organizations across Atlantic Canada. This is the equivalent of 1,922 days.*



Atlantic credit union employees volunteered 1,922 days in 2022

*based on data provided by 32 Atlantic credit unions

Employee Health and Wellness

We promote a healthy and productive workplace through a balanced approach to mental and physical health and wellness. Our Wellness Team engages employees by organizing educational programs and activities that encourage a healthy lifestyle and help reduce stress and improve well-being in a hybrid work environment.

Highlights from our 2022 wellness activities:



Building on the success of our first Virtual Wellness Challenge, we hosted a second challenge in February. Participants accumulated kilometers through exercise and being active with the goal to 'walk' more than 14,000 km as a team from London to Beijing in honour of the 2022 Winter Olympics.



In April and November, we participated in two Virtual Wellness Days hosted by GoodLife Fitness. More than 77 employees took part in a variety of online fitness classes and wellness seminars, such as personal resiliency, Low-Impact Interval Training and mindful eating.

Occupational Health and Safety

Our Joint Occupational Health and Safety Committee upholds our commitment to a safe and healthy work environment. The committee includes representatives from our two companies who support the development and administration of our Occupational Health and Safety (OH&S) Program, including performing inspections, educating employees and reporting to the program's executive sponsor.

All new employees receive OH&S training during their initial orientation, and we regularly communicate OH&S topics and alert employees to potential hazards. Members of the Joint OH&S committee receive training on our OH&S program, and specified individuals receive First Aid and automated external defibrillator (AED) training. Each year, all employees are asked to review the OH&S policy and program as they review our Code of Corporate Ethics and Business Conduct.

The risk of workplace injury in our offices is low, and in 2022 no incidents were reported.





05

Governance

The Boards of Directors for our two companies, Atlantic Central and League Savings and Mortgage Company, approve our purpose, vision and values, and provide critical oversight of major financial decisions and our strategic direction. They also act as stewards in building relationships with our members and our communities.



Corporate Governance

Sound governance and ethical behaviour begin with our two Boards of Directors, who are accountable to our shareholder members and assume responsibility for the stewardship of Atlantic Central and League Savings and Mortgage.

At the end of 2022, there were 12 directors on the Board of Directors of each of our two companies. Directors serve three-year terms, with a nine-year maximum. Directors are either nominated or elected by delegates representing our shareholder member credit unions in the four Atlantic provinces, and a number of directors are appointed by the boards. The board of League Savings and Mortgage includes one independent director who is appointed by the board to fill the need for particular competencies.

Atlantic Central is provincially regulated under the *Nova Scotia Credit Union Act*, reporting to the Nova Scotia Superintendent of Credit Unions. League Savings and Mortgage Company is federally regulated under the *Trust and Loan Companies Act of Canada*, reporting to the Office of the Superintendent of Financial Institutions (OSFI).



A detailed overview of our two boards, board committees, and our corporate governance can be found in the annual reports for [Atlantic Central](#) and [League Savings and Mortgage Company](#).

Qualifications and eligibility criteria for directors are outlined in the Acts and are strictly adhered to. In addition to legislated requirements, our directors must also:



Demonstrate an understanding of the Atlantic credit union system.



Possess personal qualities of integrity, financial literacy, and good judgement.



Be able to regularly attend and actively participate in board and committee meetings.



Possess an appropriate mix of skill, knowledge, and experience, including in the areas of accounting, financial management, banking law, risk management, consumer issues relating to credit unions, corporate governance, communications, IT strategy and system implementation and leadership, securitization, digital transformation leadership, liquidity management and commercial credit.



Board Accountability for Social and Environmental Impact

Our commitment to creating a positive social and environmental impact is directed by the joint Co-operative Social Responsibility Committee (CSR Committee), a standing committee of our two boards of directors. The CSR Committee is comprised of directors from the Atlantic Central and League Savings and Mortgage boards, with representation from each of the Atlantic provinces.

As part of their mandate to ensure alignment with our commitment to social and environmental business practices, the CSR Committee develops and supports clear policies that define our belief in social well-being and sustainability for consideration by our boards. The Committee oversees the budget and execution of our community investment, social justice, and awards and recognition programs. They also ensure sustainability and environmental impacts are considered throughout our operations and across our premises. Through the boards, they are responsible for annual CSR reporting to our stakeholders.

In 2022, the CSR Committee provided regular reviews and feedback on the implementation of our integrated strategy and the development of a regional impact investing pilot program. In 2023, the CSR Committee will provide their oversight as we develop two new regional credit union leadership awards and continue our work on impact investing.



Overseen by the Joint CSR Committee, in 2022 we gave **4% of pre-tax profits** to support our communities.
(calculated using total sponsorships and donations, and the value of employee volunteering hours)



Gary O'Brien

Lisa Loughery

Sarah Millar

Bill Timmins

Thomas Vickers

**CSR
Committee
Members
in 2022**

Board Diversity

We recognize the value of a diverse board of directors in delivering strong governance, driving business success, and helping us better serve our members and communities through well-informed decision-making. Our boards believe it is important for AC&LSM to be governed by a mix of highly qualified directors from diverse backgrounds who bring a broad range of perspectives, insight, and experience.

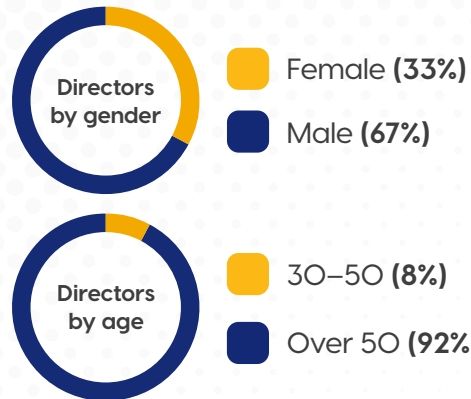
In addition to ensuring we have the requisite knowledge and skills for the effective governance of our organizations, we aim to increase the representation of women and other equity deserving groups on our boards. It is our goal that our boards represent our membership and the communities we serve to allow us to be

attuned to the evolving needs of our dynamic landscape. While competency and expertise are of paramount importance in all directors and will not be compromised, diversity on all fronts is viewed as a prime consideration and fundamental to our success.

As part of our commitment to strong governance, we engaged a consultant at the end of 2022 to lead an independent governance review of both companies. The project, which is set to launch in 2023, will identify areas where improvement is possible to support the long-term relevance, efficiency, and effectiveness of our governance models, regulator expectations, and in response to the increasingly complex financial marketplace, to ensure we continue to effectively represent and serve our members.

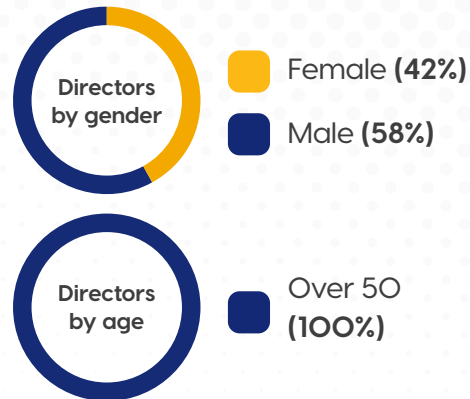
Atlantic Central

(As of Dec. 31st, 2022):



League Savings and Mortgage

(As of Dec. 31st, 2022):



*In our 2019 Sustainability Report, 'Our Values in Action,' we reported that the percentage of women directors and percentage of directors aged 30-50 at Atlantic Central were 9% respectively. These values are inaccurate and should have been reported as 8%.



OUR SYSTEM IMPACT

Atlantic credit unions

As of December 31, 2022



Female (41%) Male (59%)

*based on data from 38 Atlantic credit unions



Integrity in Practice

Our Code of Corporate Ethics and Business Conduct establishes the foundation of ethical behaviour that guides employees and directors to maintain fairness and integrity in all aspects of our business.

The Code sets standards for ethical behaviour, offering clear guidelines and procedures that ensure compliance and set up our team for success. Upon starting with AC&LSM, and every year thereafter, all employees and directors are required to review the Code and acknowledge they have read, understood and agree to comply with the Code and management policies.

In upholding our values of honesty, trust, respect, and collaboration, we actively encourage open and genuine communication in our workplace. When an employee believes the Code or other organizational policies have been violated, they are encouraged to report the violation to their supervisor so that we may investigate and respond right away. In situations where employees prefer to remain anonymous, they can make a confidential report 24/7 using the [Integrity in Action Hotline](#), set up through the Credit Union Bonding Program.



Our Approach to Sustainability Reporting

Report Scope

This report covers the calendar year from January 1, 2022 to December 31, 2022, unless otherwise stated.

Report Boundaries

Our reporting boundaries include entities over which Atlantic Central and our subsidiary League Savings and Mortgage Company have operational control, unless otherwise indicated. This includes our three corporate offices in Halifax, N.S., Riverview, N.B., and Charlottetown, P.E.I. We have reported on sustainability performance indicators for these entities as applicable.

Our report also includes initiatives where we have partnered with one, or several, credit unions in Atlantic Canada. We have clearly indicated where data covers the activities of Atlantic Central and League Savings and Mortgage Company only, and where it includes partnership initiatives within the broader Atlantic credit union system. Where indicated, our report also includes sustainability performance provided by 32 of our 42 member credit unions. Our member credit unions are independent businesses and are not under our operational control.

Sources for statistical information referenced that are not related directly to Atlantic Central and League Savings and Mortgage Company are noted on relevant pages. All financial information is reported in Canadian dollars.

We believe this information accurately represents our sustainability initiatives and performance results for the 2022 reporting year (unless otherwise stated).

Restatements

As stated on page 46 of our 2019 Sustainability Report 'Our Values in Action', we reported that the percentage of women directors and percentage of directors aged 30-50 at Atlantic Central were 9% respectively. These values are inaccurate and should have been reported as 8% respectively.

Reporting Methodology

Our approach to sustainability reporting is informed by the Global Reporting Initiative (GRI) Standards, including the Financial Services Sector Supplement disclosures, however, we are not reporting "in accordance" with the GRI Standards. We have aligned our sustainability report and performance indicators to demonstrate how we are contributing to the UN Sustainable Development Goals (SDGs).

[Our Content Index](#) outlines indicators taken from the GRI Standards and the GRI Financial Services Sector Disclosures.

Materiality

Topics and data included in this report were selected based on a review of the social, environmental, and economic impacts and opportunities we perceive as most important to our stakeholders and our business success. We've drawn on the GRI Standards materiality guidance to inform our reporting approach. Our review included a comprehensive competitive analysis, desk research on topics most important to the credit union and banking sectors in Canada and abroad, discussions with the CSR Committee of our Boards, benchmarking of our ongoing sustainability initiatives, and input from our employees who are in contact with our stakeholders throughout the year.

Feedback


Our Living Our Values Together report is how we report on the social, environmental, and economic impact and performance of our businesses.

Please contact us with any questions or feedback on our initiatives and progress at csr@aclsm.ca.

Appendix: Longform Corporate Scorecard

LEGEND

-  Achieved
-  On Track
-  Work to do
-  Impacted by COVID


Our Pillars	Our 2030 Goals	Measured by	Our 2022 Priorities	Our Progress Towards 2030 Goals	Our 2023 Priorities	Contribution to SDGs
<p style="text-align: center;">Improving Financial Inclusion & Resilience</p>	<p>Improve the financial inclusion and resilience of an additional 100,000 Atlantic Canadians by 2030</p>	<p>Number of people receiving support for education that improves financial inclusion and resilience</p>	<p>Support Atlantic credit unions to provide financial literacy training to 750 people</p> <p>Goal not met. While interest in the program continues to increase, in 2022 the number of sessions were still under pre-pandemic levels</p> <p>Finalize review of financial literacy initiatives</p> <p>Goal in progress. Our corporate initiatives are currently under review as we develop a dashboard to further track our progress towards our 2030 Goals</p>		<ul style="list-style-type: none"> – Support Atlantic credit unions to provide financial literacy training to 750 people – Establish a third Promise Scholars endowment at a university in Atlantic Canada – Finalize review of financial literacy initiatives 	<p>Target 4.4 By 2030, increase the number of youth and adults who have technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>Target 4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy</p>
		<p>Number of people and businesses that face barriers accessing financial services who are approved for credit union products and services</p>	<p>Design regional impact investing pilot program for launch in 2023</p> <p>On Hold. While significant design work was completed in 2022, we decided to pause the launch of the regional pilot program</p>			<p>Target 8.1 Strengthen the capacity of domestic financial institutions to expand access to banking and financial services for all</p>

A full list of the Sustainable Development Goals (SDGs) is available [here](#).

Appendix: Longform Corporate Scorecard

LEGEND

-  Achieved
-  On Track
-  Work to do
-  Impacted by COVID


Our Pillars	Our 2030 Goals	Measured by	Our 2022 Priorities	Our Progress Towards 2030 Goals	Our 2023 Priorities	Contribution to SDGs
<p style="text-align: center;">Investing in the Sustainable Economy</p>	<p style="color: red;">[2030 Target in Development]</p> <p style="color: red;">In 2022, we continued to investigate our approach to setting a target to grow our investment in the sustainable economy based on best practices and methodology</p>	<p>Total value of financing to support gender equity</p>	<p>Launch a second SRI product with a focus on women in leadership</p>		<ul style="list-style-type: none"> – Finalize launch of SRI product that focuses on women in leadership – Finalize review of corporate initiatives that contribute to a sustainable economy 	<p>Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership</p>
		<p>Total value of financing to support initiatives that address climate change and its impacts</p>	<p style="color: orange;">Goal in progress. Anticipated launch of new SRI product in Q1 2023</p>			<p>Target 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters</p>
		<p>Total value of financing to make communities safe, resilient and inclusive</p>	<p>Review all corporate initiatives that contribute to a sustainable economy to support development of 2030 Investing in the Sustainable Economy Target</p>			<p>Target 11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services</p>
		<p>Total value of financing to support access to sustainable, affordable and efficient energy use</p>	<p style="color: orange;">Goal in progress. Our corporate initiatives are currently under review as we develop a dashboard to further track our progress towards our 2030 Goals</p>			<p>Target 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p>

A full list of the Sustainable Development Goals (SDGs) is available [here](#).

Appendix: Longform Corporate Scorecard

LEGEND

-  Achieved
-  On Track
-  Work to do
-  Impacted by COVID

Our Pillars	Our 2030 Goals	Measured by	Our 2022 Priorities	Our Progress Towards 2030 Goals	Our 2023 Priorities	Contribution to SDGs
<p style="text-align: center;">Growing the Co-Operative Movement</p>	<p>Help an additional 100,000 people participate in the co-operative movement by 2030</p>	<p>Type and number of stakeholders engaged in partnerships, evaluating and reporting on progress delivering our values</p>	<p>Continue to represent the Atlantic credit union system on national and regional boards and committees</p> <p>Goal met.</p>	<p style="text-align: center;"></p>	<ul style="list-style-type: none"> - Develop two regional credit union leadership awards for launch in 2024 - Continue to support credit unions in the development of enhanced products and services to remain competitive and increase our membership growth 	<p>Target 17.16 Enhance the global partnership for sustainable development by mobilizing and sharing knowledge, expertise, technology and financial resources</p> <p>Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership</p> <p>Target 8.5 By 2030, achieve full and productive employment, equal pay for equal work and decent work for all people</p>

A full list of the Sustainable Development Goals (SDGs) is available [here](#).



**ATLANTIC CENTRAL
LEAGUE SAVINGS AND MORTGAGE**

We are proud to support more than 40 credit unions who serve individuals, families and businesses in communities across all four Atlantic provinces.

6074 Lady Hammond Road
Halifax, N.S., B3K 2R7

honestmoney.ca/CSR