



SOARING CIRCLE SUSTAINABILITY POLICY

This policy outlines our commitments toward environmental and social responsibility and is based on our expressed mission and values.

1. Definition of sustainability

Our understanding of sustainability is based on the following definition proposed by the Government of Quebec, where our head office is located, in the *Loi sur le développement durable* (Sustainable Development Act): “Development that meets the needs of the present without compromising the ability of future generations to meet their own. Sustainable development is based on a long-term vision that takes into account the inseparable nature of environmental, social, and economic dimensions of development activities.”

2. Our mission

Soaring Circle empowers Indigenous youth through education, improving their access to career and entrepreneurship opportunities. Our work invites the active participation of all Canadians, to help move reconciliation forward. In addition to offering educational programs, we have been at the forefront of creating large-scale awareness through impactful and historic events and continue to find creative ways to encourage positive action.

Our new name (2024) and logo are the result of a year-long consultation process with Indigenous partners and serve as a powerful reminder of our mission to empower youth and contribute to the advancement of inclusive and sustainable communities.

3. Our values

Our values undergird our motivations, decision-making processes, and actions:

Equality

Equality feeds hope. To thrive as individuals and within society, all citizens must enjoy the same rights and have access to the same basic opportunities for growth, without the hindrance of fear or prejudice.

Dialogue

Dialogue leads to understanding, understanding to appreciation, and appreciation to mutual support. In this perspective, we believe in establishing dialogue, especially amongst youth, so the next generation will be free of the prejudices that hinder us today.

(Boundless) Commitment

Success and lasting change require solid commitment. We do not retreat because all things are possible to those who believe and (especially) do not quit.

Education

Beyond providing knowledge, education stimulates creative thinking, thus bringing the individual to envision solutions for creating a better life and a better world. As such, it is imperative that all children receive education that is both stimulating and relevant, and that they have the tools needed to succeed.

The Power of the Individual

We all have something to offer that can improve the lives of those who suffer. “Someone else” will not “take care of it”. We believe in social responsibility and the power of the individual to effect change.

Integrity

We are good stewards — transparent, accountable and grateful to all who place their confidence in us.

4. Guiding principles

Our policy is based on these guiding principles:

- a. We adhere to a process of continuous improvement and accountability through the [Good4.Global](#) organization, which reflects our commitment toward measurable and impactful action.
- b. We have an action plan, enabling us to help advance these [United Nations Sustainable Development Goals](#):



5. Policies

5.1 Environmental responsibility

We commit to protecting the environment by centralization and reducing our need for transportation, by reducing or eliminating packaging and non-recyclable products sent to communities (especially remote communities as they do not have recycling facilities), and by maximizing our use of upcycled products. Furthermore, we take part in collaborative initiatives to stay current on and help advance the best practices in our field of activity.

5.2 Social responsibility

While our mission towards education is social in nature, we further commit to offering programs and activities that place Indigenous youth in positions of leadership and influence, that strengthen cultural identity and also support mental and emotional well-being.

5.3 Diversity and inclusion

Soaring Circle is a diverse, equitable and inclusive workplace where staff and volunteers are valued, regardless of their age, gender, race, ethnicity, national origin, sexual orientation or identity, education, or disability. We provide equal opportunity for employment, contracting/procurement, and advancement in all of our work and programs. We are committed to modeling diversity and inclusion for the charitable sector.

To provide authentic leadership for cultural equity, we:

- Challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Model reconciliation by ensuring that our board and executive are at a minimum 50 % Indigenous led.

- Regularly assess how systemic inequities and colonialism may impact our organization’s work, and how we can take corrective action to address any such issues.
- Practice and encourage transparent communication in all interactions.
- Lead with respect and tolerance.
- Educate all who work or volunteer with us to exercise such leadership in our workplace every day.

6. Sustainability policy objectives

Our policy highlights our main objectives that are detailed into specific goals in our action plan. We disclose our progress towards achieving these goals through the Good4.Global platform.

OBJECTIVE	TARGET(S)	ACTIONS
Governance	<ul style="list-style-type: none"> - Officialize our local, responsible and Indigenous procurement policy - Prioritize Indigenous hiring and board membership - Update our staff onboarding manual 	<ul style="list-style-type: none"> - 2025 - Ongoing - 2025
Ecological and GHG	<ul style="list-style-type: none"> - Centralize warehousing to optimize shipments to communities - Track the mileage of our staff and volunteers while performing their duties, as well as for the delivery of goods to the communities, to our offices by our donors, and for our events to conduct a carbon assessment - Train existing & new staff on ecologically sound driving practices - Examine ways to optimize transportation based on our preliminary assessment - Examine the feasibility of carbon credits or supporting Indigenous biodiversity conservation efforts as a means of compensation - Survey our suppliers to retain those who, like us, promote sustainability and ecologically sound practices; if needed, transition to new suppliers in accordance with our procurement policy - Increase our number of Indigenous suppliers 	<ul style="list-style-type: none"> - 2024 - 2025, 26, 27 - 2025 and ongoing - 2026, 27 - 2026 - 2025, 26, 27 - Ongoing
Energy consumption	<ul style="list-style-type: none"> - Optimize lighting, heating and cooling installations at our main office - Install a light-colored roof to mitigate the heat island effect 	<ul style="list-style-type: none"> - Done in 2023 - Done in 2023
Waste management	<ul style="list-style-type: none"> - Conduct an audit of the materials we receive (donated and purchased), as well as those we ship - Make recommendations to our suppliers and create an internal guideline on best practices 	<ul style="list-style-type: none"> - 2025 - 2026
Staff	<ul style="list-style-type: none"> - Create a staff evaluation process that measures both performance and workplace satisfaction - We promote work-life balance, working from home, flexible work schedules, and open communication - Write a sustainability policy for staff who work remotely or from their homes 	<ul style="list-style-type: none"> - 2025 - Ongoing - 2026
Community	<ul style="list-style-type: none"> - As a member of Good4.Global, we commit to move forward in partnership with the Algonquin Nations, First Nations, Inuit, and Métis peoples in a spirit of reconciliation through meaningful and demonstrable actions that support the Truth and Reconciliation Commission of Canada’s Calls to Action, and we report on our actions annually to our local Indigenous community chief and council 	<ul style="list-style-type: none"> - 2025, 26, 27

7. Adoption and revision

This policy comes into effect on 1 January, 2025. It will be revised as needed or every 3 years.