

SUSTAINABLE DEVELOPMENT REPORT 2015

GRI G4 Content index

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page/link	External Assurance
STRATEGY AND ANALYSIS		
G4-1	Sustainable Development Report 2015 : "Message from the Director General, Combining sustainable mobility and sustainable management", p. 7 Sustainable Development Plan 2020, p. 2 "Message from senior management"	Unaudited
ORGANIZATIONAL PROFILE		
G4-3	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-4	Sustainable Development Plan 2020, "Bus", "Metro network", "Paratransit" p. c2	Unaudited
G4-5	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-6	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-7	STM website "Board of directors" http://www.stm.info/en/about/corporate-governance/board-directors	Unaudited
G4-8	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-9	Rapport annuel 2015, "Répartition des ressources humaines" p. 12, "Les ressources humaines en quelques chiffres" p.13 (French only) Complete table of indicators 2011-2015 : - "Priority 4 : Optimize the STM's economic contribution and performance", p. 3 - " Priority 8: Act as a responsible employer" p. 8 Sustainable Development Report 2015, "Ridership" p. 11	Unaudited
G4-10	Rapport annuel 2015 : "Répartition des ressources humaines" p. 12 (French only) Complete table of indicators 2011-2015 : "Priority 8: Act as a responsible employer" p. 8	Unaudited
G4-11	Complete table of indicators 2011-2015 : "Priority 8: Act as a responsible employer" p. 8	Unaudited
G4-12	Sustainable Development Report 2015 : "Description of the supply chain", p. 30	Unaudited
G4-13	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-14	Politique corporative de développement durable ("Poursuivre ses efforts afin de prévenir et de réduire la pollution, ainsi que de minimiser son empreinte écologique, notamment par son système de gestion environnementale") : http://www.stm.info/fr/a-propos/gouvernance-d-entreprise/les-reglements-et-politiques/pc-113-developpement-durable (French only) Sustainable Development Plan 2020, "Priority 5 : Reduce our ecological footprint" p. 38 Strategic Plan 2020 : - "Improve safety" p 59. - "Strategy 22 : Lessen the STM's ecological footprint" p. 93	Unaudited
G4-15	STM website "The STM's Sustainable Development Timeline" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/stms-sustainable-development Sustainable Development Report 2015: "Contribution to the advancement of sustainable development and sustainable mobility" p. 42	Unaudited
G4-16	STM website "The STM's Sustainable Development Timeline" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/stms-sustainable-development Sustainable Development Report 2015: "Contribution to the advancement of sustainable development and sustainable mobility" p. 42	Unaudited

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page/link	External Assurance
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Rapport annuel 2015, Informations financières, : "Notes complémentaires, 2) Principales méthodes comptables, a) Périmètre de consolidation" p. 72 (French only)	Unaudited
G4-18	STM website "Materiality analysis" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/materiality-analysis	Unaudited
G4-19	STM website "Materiality analysis" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/materiality-analysis Sustainable Development Plan 2020 : "Sustainable development issues for the STM" p 16-18 "Concordance between the 10 Priorities and the Sustainable Development issues" p 20-21	Unaudited
G4-20	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-21	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-22	Complete table of indicators 2011-2015 : "Explanatory Notes" p.10	Unaudited
G4-23	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8 Complete table of indicators 2011-2015 : "Explanatory Notes" p.10	Unaudited
STAKEHOLDER ENGAGEMENT		
G4-24	STM website "Prioritization of issues" and "External stakeholders consulted" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/materiality-analysis Sustainable Development Report 2015 : "Dialogue with stakeholders", p. 41	Unaudited
G4-25	STM website "Prioritization of issues" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/materiality-analysis	Unaudited
G4-26	STM website "Prioritization of issues" and "External stakeholders consulted" http://www.stm.info/en/about/financial_and_corporate_information/sustainable-development/materiality-analysis Sustainable Development Report 2015 "Dialogue with stakeholders" p. 41	Unaudited
G4-27	Sustainable Development Report 2015 : "Materiality analysis" p. 9	Unaudited
REPORT PROFILE		
G4-28	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-29	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-30	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-31	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-32	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
G4-33	Sustainable Development Report 2015 : "About This Sustainable Development Report", p. 8	Unaudited
GOVERNANCE		
G4-34	STM website "Board of directors" http://www.stm.info/en/about/corporate-governance/board-directors	Unaudited
ETHICS AND INTEGRITY		
G4-56	STM website http://www.stm.info/en/about/corporate-governance/ethics-stm	Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
CATEGORY: ECONOMIC					
MATERIAL ASPECT: ECONOMIC PERFORMANCE					
G4-DMA	Strategic Plan 2020 : "Priority 5 : Further improve performance" p. 85 Sustainable Development Plan 2020 : "Priority 4 : Optimize the STM's economic contribution and performance" p. 36 Sustainable Development Report 2015 : "Economic performance and efficiency" p. 18				Unaudited
G4-EC1	Rapport annuel 2015, Informations financières (French only) : - "État consolidé des résultats" (Revenus) p. 65 - "Excédent de fonctionnement à des fins fiscales consolidé" (Excédent de fonctionnement de l'exercice à des fins fiscales) p. 66 - "Charges par objet consolidées" (Rémunération, Charges sociales, Biens et services) p. 71 Complete table of indicators 2011-2015, - "Priority 1 : Improve service to maximize the benefits of public transit" p. 1 - "Priority 4 : Optimize the STM's economic contribution and performance", p. 3				Data from audited financial Information," "Independent Auditor's Report," p. 105 Other data unaudited
G4-EC3	Rapport annuel 2015, Informations financières (French only) : "Notes complémentaires, 14. Actif au titre des avantages sociaux futurs" p. 83-84				Data from audited financial Information,"
G4-EC4	Rapport annuel 2015, Informations financières (French only) : "État consolidé des résultats" (Revenus) p. 65 Complete table of indicators 2011-2015, "Priority 4 : Optimize the STM's economic contribution and performance", p. 3				Data from audited financial Information," "Independent Auditor's Report," p.
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS					
G4-DMA	Sustainable Development Plan 2020 : "Priority 4 : Optimize the STM's economic contribution and performance" p. 36 Sustainable Development Report 2015: - "Universal accessibility" p. 13 - "Economic contribution" p. 19				Unaudited
G4-EC7	Complete table of indicators 2011-2015 : "Priority 1 : Improve service to maximize the benefits of public transit", p. 1 "Priority 2 : Make public transit accessible to as many people as possible", p. 2				Unaudited
G4-EC8	Complete table of indicators 2011-2015 : "Priority 4 : Optimize the STM's economic contribution and performance" p.3				Unaudited
ASPECT: PROCUREMENT PRACTICES					
G4-DMA	Sustainable Development Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43 Sustainable Development Report 2015: "Sustainable procurement indicator" p.31				Unaudited
G4-EC9	Sustainable Development Report 2015: "Description of the supply chain" p.30 Complete table of indicators 2011-2015 : "Priority 4 : Optimize the STM's economic contribution and performance" p.3				Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
CATEGORY: ENVIRONMENTAL					
MATERIAL ASPECT: MATERIALS					
G4-DMA	Sustainable Development Plan 2020, "Priority 7 : Practise sustainable procurement" p. 42-43				Unaudited
G4-EN1		Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.	The information is currently unavailable	The data currently available are incomplete and cannot be published. The STM will study the sustainability issues related to its supply chain in 2015-2016. An inventory of materials that involve issues will be completed in 2016 and disclosed in 2017.	Unaudited
MATERIAL ASPECT: ENERGY					
G4-DMA	Sustainable Development Plan 2020 : - "Priority 5 : Reduce our ecological footprint" (Continue to erect and renovate sustainable buildings) p. 39 Sustainable Development Report 2015: - "Sustainable infrastructure", p. 22-23 - "Actions to reduce emissions", p. 28 - "Transportation electrification", p. 28-29				Unaudited
G4-EN3	Complete table of indicators 2011-2015 : "Priority 5 : Reduce our ecological footprint" p. 4				Unaudited
G4-EN5	Complete table of indicators 2011-2015 : "Priority 5 : Reduce our ecological footprint" p. 4				Unaudited
MATERIAL ASPECT: WATER					
G4-DMA	Sustainable Development Plan 2020: "Priority 5 : Reduce our ecological footprint" (Complete the portrait of drinking water consumption in 2014 and adopt a reduction plan in 2015) p. 39 Sustainable Development Report 2015, "Drinking water", p. 21				Unaudited
G4-EN8		This indicator is not disclosed.	The information is currently unavailable	Due to budgetary issues, part of the work planned to improve the portrait of drinking water consumption was postponed. As noted in the report, an action plan to cover water-related initiatives was drawn up in 2014. This plan includes the installation of water meters at all of the STM's sites, which will yield a complete portrait. Installation of the water meters will be finalized in 2018. The information will be disclosed in the following sustainable development report.	Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
MATERIAL ASPECT: EMISSIONS					
G4-DMA	Sustainable Developpement Plan 2020 : - "Priority 6 : Limit our atmospheric emissions" p. 40-41 Sustainable Development Report 2015 : - "Actions to reduce emissions", p. 28 - "Transportation electrification", p. 28-29				Unaudited
G4-EN15	Complete table of indicators 2011-2015 : "Priority 6 : Limit our atmospheric emissions" p.6 Sustainable Development Report 2015 : "Direct emissions" p. 26				Unaudited
G4-EN18	Complete table of indicators 2011-2015 : "Priority 6 : Limit our atmospheric emissions" p.6 Sustainable Development Report 2015 : "GHG emission intensity" p. 27				Unaudited
G4-EN21	Complete table of indicators 2011-2015: "Priority 6 : Limit our atmospheric emissions" p.6				Unaudited
MATERIAL ASPECT: EFFLUENTS AND WASTE					
G4-DMA	Sustainable Developpement Plan 2020 "Priority 5 : Reduce our ecological footprint" p. 38 "Optimize management of residual materials through reduction at source and improvement of existing programs." p. 39 Sustainable Development Report 2015, "Management of residual materials" and "Management of residual hazardous materials" p. 24				Unaudited
G4-EN23	Complete table of indicators 2011-2015 : "Priority 5 : Reduce our ecological footprint" p. 5				Unaudited
G4-EN24	Complete table of indicators 2011-2015 : "Priority 5 : Reduce our ecological footprint" p. 4				Unaudited
MATERIAL ASPECT: PRODUCTS AND SERVICES					
G4-DMA	Sustainable Developpement Plan 2020 : - "Priority 5 : Reduce our ecological footprint" p. 38 et 39 - "Priority 6 : Limit our atmospheric emissions" p. 40-41 Sustainable Development Report 2015, "GHG emission intensity" p. 27				Unaudited
G4-EN27	Complete table of indicators 2011-2015 : "Priority 6 : Limit our atmospheric emissions" p.6				Unaudited
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	Sustainable Developpement Plan 2020 : - "Priority 5 : Reduce our ecological footprint" p. 38 Sustainable Development Report 2015 : - "Environmental non-compliance notices" p. 21 - "Drinking water" p. 21				Unaudited
G4-EN29	Complete table of indicators 2011-2015 : "Priority 5 : Reduce our ecological footprint" p. 4				Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT					
G4-DMA	Sustainable Development Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42 Sustainable Development Report 2015 : "Priority 7: Sustainable procurement indicator" p. 31				Unaudited
G4-EN33		This indicator is not disclosed.	The information is currently unavailable	The indicator used by the STM pertains to the inclusion of sustainability criteria (all aspects combined) in contracts. Currently, details according to aspect (environment, labour practices, social, human rights) or supplier are not available. The STM will study the sustainability issues related to its supply chain in 2015-2016. The study will allow the STM to refine its approach regarding this aspect. This indicator will be disclosed in its sustainable development report for 2016 (namely in 2017).	Unaudited
CATEGORY: SOCIAL					
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
MATERIAL ASPECT: EMPLOYMENT					
G4-DMA	Strategic Plan 2020 : "Develop a visibility plan positioning the STM as an employer of choice" p 67 "Review selection strategies" p. 67 "Optimize the new employee intake and integration process" p. 68 Sustainable Development Plan 2020 : "Priority 8 : Act as a responsible employer" p. 44-46 Sustainable Development Report 2015 : "Diversity and equal employment opportunity", p. 34-35				Unaudited
G4-LA1	Complete table of indicators 2011-2015 : "Priority 8 : Act as a responsible employer" p.8				Unaudited
MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS					
G4-DMA	Strategic Plan 2020 : "Strategy 15 Continue fostering collaborative work relations" ("Promote cooperation and collective problem-solving", "Foster the stability of collective agreements"), p. 72 Sustainable Development Report 2015 : "Mobilization", p. 36				Unaudited
G4-LA4		This indicator is not disclosed.	The information is subject to specific confidentiality constraints	Minimum notice periods regarding operational changes are specified in the STM's collective agreements. However, the STM does not publish these documents.	Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G4-DMA	Strategic Plan 2020 : "Develop a workplace health and safety culture", p. 74 Sustainable Developpement Plan 2020 : "Priority 8 : Act as a responsible employer" p. 44-46 Sustainable Development Report 2015 : "Workplace health and safety", p. 36				Unaudited
G4-LA5	Complete table of indicators 2011-2015 : "Priority 8 : Act as a responsible employer" p.8				Unaudited
G4-LA6	Sustainable Development Report 2015 : "Workplace health and safety" p. 36 Complete table of indicators 2011-2015 : "Priority 8 : Act as a responsible employer" p.7				Unaudited
MATERIAL ASPECT: TRAINING AND EDUCATION					
G4-DMA	Strategic Plan 2020 : p. 68 - "Formulate and implement skills development and maintenance strategies" - "Implement a new bus maintenance training strategy" - "Promote the use of online learning resources" Sustainable Developpement Plan 2020 : "Priority 9 : Train and equip our employees and raise their awareness" p. 48-49				Unaudited
G4-LA9	Complete table of indicators 2011-2015 : "Priority 9 : Train and equip our employees and raise their awareness" p.9				Unaudited
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	Strategic Plan 2020 : - "Manage with attention to diversity", p. 74 - "Continue with efforts to manage diversity, co-development and mentoring", p. 75 Sustainable Developpement Plan 2020 : "Priority 8 : Act as a responsible employer" p. 44-46 Sustainable Development Report 2015: "Diversity and equal employment opportunity" p. 34-35				Unaudited
G4-LA12	Complete table of indicators 2011-2015 : "Priority 8 : Act as a responsible employer" p.8				Unaudited
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN					
G4-DMA	Strategic Plan 2020 : - "Manage with attention to diversity", p. 74 - "Continue with efforts to manage diversity, co-development and mentoring", p. 75 Declaration for diversity and inclusion : http://www.stm.info/en/about/financial_and_corporate_information/about-stm/diversity				Unaudited
G4-LA13		This indicator is not disclosed.	The information is subject to specific confidentiality constraints	Remuneration levels according to type of profession are defined by the STM's collective agreements. These remuneration levels are clearly similar for men and for women. However, the STM does not publish these documents.	Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES					
G4-DMA	Sustainable Development Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43 Sustainable Development Report 2015 : "Sustainable procurement indicator" p. 31				Unaudited
G4-LA15		This indicator is not disclosed.	The information is currently unavailable	The indicator used by the STM pertains to the inclusion of sustainability criteria (all aspects combined) in contracts. Currently, details according to aspect (environment, labour practices, social, human rights) or supplier are not available. The STM will study the sustainability issues related to its supply chain in 2015-2016. The study will allow the STM to refine its approach regarding this aspect. This indicator will be disclosed in its sustainable development report for 2016 (namely in 2017).	Unaudited
SUB-CATEGORY: HUMAN RIGHTS					
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
G4-DMA	Sustainable Development Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43 Sustainable Development Report 2015 : "Sustainable procurement indicator" p. 31				Unaudited
G4-HR4		This indicator is not disclosed.	The information is currently unavailable	The STM will study the sustainability issues related to its supply chain in 2015-2016. In 2016, the types of procurement that present issues related to freedom of association or collective bargaining will be identified. This indicator will be disclosed in the sustainable development report for 2016 (namely in 2017).	Unaudited
MATERIAL ASPECT: SECURITY PRACTICES					
G4-DMA	Strategic Plan 2020 : "Strategy 10 : Provide a safe, user friendly and pleasant atmosphere", p. 59-60				Unaudited
G4-HR7	Complete table of indicators 2011-2015 : "Priority 1 : Improve service to maximize the benefits of public transit" p. 1				Unaudited
SUB-CATEGORY: SOCIETY					
MATERIAL ASPECT: LOCAL COMMUNITIES					
G4-DMA	Politique de consultation publique - réseau métro p 5-6 (http://www.stm.info/fr/a-propos/informations-entreprise-et-financieres/les-reglements-et-politiques/pc-114-consultation) (French only) Sustainable Development Plan 2020 : "Priority 10 : Engage our stakeholders" p. 50 Sustainable Development Report 2015 : "Priority 3 : Contribute to urban planning" p. 16-17				Unaudited
G4-SO1	Complete table of indicators 2011-2015 : - "Priority 2 : Make public transit accessible to as many people as possible" p.2 - "Priority 4 : Optimize the STM's economic contribution and performance" p.3				Unaudited

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page/link	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
MATERIAL ASPECT: ANTI-CORRUPTION					
G4-DMA	Ethics at the STM, " http://www.stm.info/en/about/corporate-governance/ethics-stm " Politique de gestion contractuelle (French only), http://www.stm.info/fr/a-propos/informations-entreprise-et-financieres/les-reglements-et-politiques/pc-409-gestion				Unaudited
G4-SO4	Code of ethics, p. 5,6 http://www.stm.info/sites/default/files/a-code_ethique.pdf Politique de gestion contractuelle (French only) http://www.stm.info/fr/a-propos/informations-entreprise-et-financieres/les-reglements-et-politiques/pc-409-gestion				Unaudited
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY					
G4-DMA	Sustainable Development Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43 Sustainable Development Report 2015 : "Sustainable procurement indicator" p. 31				Unaudited
G4-SO10		This indicator is not disclosed.	The information is currently unavailable	The indicator used by the STM pertains to the inclusion of sustainability criteria (all aspects combined) in contracts. Currently, details according to aspect (environment, labour practices, social, human rights) or supplier are not available. The STM will study the sustainability issues related to its supply chain in 2015-2016. The study will allow the STM to refine its approach regarding this aspect. This indicator will be disclosed in its sustainable development report for 2016 (namely in 2017).	Unaudited
SUB-CATEGORY: PRODUCT RESPONSIBILITY					
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY					
G4-DMA	Strategic Plan 2020 : "Strategy 10 : Provide a safe, user friendly and pleasant atmosphere" ("Improve safety" et "Improve signage"), p. 59-60				Unaudited
G4-PR1	Complete table of indicators 2011-2015 : "Priority 1 : Improve service to maximize the benefits of public transit" p. 1				Unaudited
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING					
G4-DMA	Strategic Plan 2020 : "Strategy 10 : Provide a safe, user friendly and pleasant atmosphere", p. 59-60				Unaudited
G4-PR5	Complete table of indicators 2011-2015 : "Priority 1 : Improve service to maximize the benefits of public transit" p. 1				Unaudited