

STM ANNUAL REPORT 2014

Sustainable Development Report GRI G4 content index



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G4-33	Sustainable Development Report 2014: "About This Sustainable Development Report", p. 5	Unaudited
OVERNAN		
G4-34	Rapport annuel 2014, Gouvernance (French only), "Conseil d'administration", p. 32	Unaudited
HICS AND	INTEGRITY	
G4-56	Code of ethics: http://www.stm.info/en/about/corporate-governance/ethics-stm	Unaudited

SPECIFIC ST	ECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance	
malcators	'	CATEGORY: ECONO	MIC			
MATERIAL A	SPECT: ECONOMIC PERFORMANCE					
G4-DMA	Strategic Plan 2020 : "Priority 5 : Further improve performance" p. 85 Sustainable Developpement Plan 2020 : "Priority 4 : Optimize the STM's economic contribution and performance" p. 36 Sustainable Development Report 2014 : "Economic performance and efficiency" p. 22				Unaudited	
G4-EC1	Rapport annuel 2014, Informations financières (French only): - "État consolidé des résultats" (Revenus) p. 109 - "Excédent de fonctionnement à des fins fiscales consolidé" (Excédent de fonctionnement de l'exercice à des fins fiscales) p. 110 - "Charges par objet consolidées" (Rémunération, Charges sociales, Biens et services) p. 115 Complete table of indicators 2006-2014, - "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 2014, Informations financières (French only), - "Actif au titre des avantages sociaux futurs" p. 102 - "Notes complémentaires, 12. Actif au titre des avantages sociaux futurs" p. 126				Data from audited financial Information," "Independent Auditor's Report," p. 105 Other data unaudited	
G4-EC4	Rapport annuel 2014, Informations financières (French only) : "État consolidé des résultats" p. 109 Complete table of indicators 2006-2014, "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	

SPECIFIC STA	INDARD DISCLOSURES				
DMA and	Page	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
Indicators MATERIAL AS	PECT: INDIRECT ECONOMIC IMPACTS				
IVIATERIAL AS	Sustainable Development Report 2014 :				T
	- "Universal accessibility" p. 18				
	- "Economic contribution" p. 22				
G4-DMA					Unaudited
	Sustainable Developpement Plan 2020 : "Priority 4 : Optimize the STM's economic contribution and				
	performance" p. 36				
	Sustainable Development Report 2014 :				
	- "Universal accessibility" p. 18				
G4-EC7	Complete table of indicators 2006-2014 :				Unaudited
	"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				
	Friority 2. Make public transit accessible to as many people as possible, p. 2				
	Rapport annuel 2014, Bilan d'activités (French only), "Projets Réseau du métro", p. 14-15				
	Sustainable Development Report 2014 :				
	- "Economic contribution" p. 22				
G4-EC8					Unaudited
	Complete table of indicators 2006-2014 :				
	"Priority 4 : Optimize the STM's economic contribution and performance" p. 3				
ASPECT: PRO	CUREMENT PRACTICES	<u> </u>			
	Sustainable Developpement Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43				
G4-DMA					Unaudited
	Sustainable Development Report 2014 : "Adoption of a sector guideline" p. 31				
	Sustainable Development Report 2014 :				
	- "Economic contribution" p. 22				
	- "Description of the supply chain", p. 30				
G4-EC9	- "Social enterprise" p. 31				Unaudited
	Complete table of indicators 2006-2014 :				
	"Priority 4 : Optimize the STM's economic contribution and performance" p. 3	CATEGORY: ENVIRONM	ENTAL		
ΜΔΤΕΡΙΔΙ ΔΟ	PECT: MATERIALS	CATEGORY: ENVIRONIV	ENTAL		
	Sustainable Developpement Plan 2020, "Priority 7 : Practise sustainable procurement" p. 42-43				Unaudited
		T . I . I			
		Total weight or volume of			
	Sustainable Development Report 2014 :	materials that are used to produce and package the		The data currently available are incomplete and cannot be published. The	
G4-EN1	"Expenditure on goods and services" p. 30	organization's primary	The information is currently	STM will study the sustainability issues related to its supply chain in	Unaudited
O I LIVI	"Contracts in progress during the year that include sustainability criteria" p. 31	products and services	unavailable	2015 2016. An inventory of materials that involve issues will be completed	
		during the reporting		in 2016 and disclosed in 2017.	
		period.			
MATERIAL AS	PECT: ENERGY				
	Sustainable Developpement Plan 2020 :				
	- "Priority 5: Reduce our ecological footprint" (Continue to erect and renovate sustainable buildings) p. 39				
G4-DMA	Sustainable Development Report 2014 :				Unaudited
OT DIVIA	- "Sustainable infrastructure", p. 26				Jiiddalted
	- "Actions to reduce emissions", p. 28				
	- "Transportation electrification", p. 29				
G4-EN3	Complete table of indicators 2006-2014 : "Priority 5 : Reduce our ecological footprint" p. 4				Unaudited
U4-EN3	Complete table of indicators 2006-2014: Priority 5: Reduce our ecological footprint p. 4 Complete table of indicators 2006-2014: "Priority 5: Reduce our ecological footprint" p. 4				onauditeu
G4-EN5	20p. etc table of maleutors 2000 2011. Thority 5. Neddec our ecological footprint p. 4				Unaudited
	Sustainable Development Report 2014 : "Sustainable infrastructure", p. 26				
	· · · · · · · · · · · · · · · · · · ·				

SPECIFIC STA	NDARD DISCLOSURES				
MA and	Page	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
aicators		identified Offissions	Reasons for Offissions	Explanation for Offissions	External Assurance
	PECT: WATER				
	Sustainable Development Report 2014, "Drinking water", p. 24				
	Control to December 2010				I I a series de
G4-DMA	Sustainable Developpement Plan 2020,				Unaudited
	"Priority 5: Reduce our ecological footprint" (Complete the portrait of drinking water consumption in 2014				
	and adopt a reduction plan in 2015) p. 39				-
				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	
		This indicator is not	The information is currently	action plan to cover water-related initiatives was drawn up in 2014. This	
G4-EN8			'	plan includes the installation of water meters at all of the STM's sites,	Unaudited
		disclosed.	unavailable	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.	
TERIAL AS	PECT: EMISSIONS				
	Sustainable Developpement Plan 2020 :				
	- "Priority 6 : Limit our atmospheric emissions" p. 40-41				
	Thomas of almospheric emissions p. 40 41				
G4-DMA	Sustainable Development Report 2014 :				Unaudited
	- "Actions to reduce emissions", p. 28				
	- "Transportation electrification", p. 29				
	Complete table of indicators 2006-2014 : "Priority 6 : Limit our atmospheric emissions" p.6				
G4-EN15	complete table of maloutors 2000 2011. Thornty of Emme our atmospheric emissions pro				Unaudited
	Sustainable Development Report 2014 : "Direct emissions" p. 28				
	Complete table of indicators 2006-2014 : "Priority 6 : Limit our atmospheric emissions" p.6				
G4-EN18					Unaudited
	Sustainable Development Report 2014 : "GHG emission intensity" p. 28-29				
	Complete table of indicators 2006-2014: "Priority 6: Limit our atmospheric emissions" p.6				Unaudited
	PECT: EFFLUENTS AND WASTE				
	Sustainable Development Report 2014, "Management of residual materials" p. 25				
	Sustainable Developpement Plan 2020,				
G4-DMA	"Priority 5 : Reduce our ecological footprint" p. 38				Unaudited
	"Optimize management of residual materials through reduction at source and improvement of existing				
	programs." p. 39				
	Sustainable Development Report 2014, "Management of residual materials" p. 25				
G4-EN23					Unaudited
	Complete table of indicators 2006-2014: "Priority 5: Reduce our ecological footprint" p. 5				
	Complete table of indicators 2006-2014 : "Priority 5 : Reduce our ecological footprint" p. 4				Unaudited
	PECT: PRODUCTS AND SERVICES				
	Sustainable Developpement Plan 2020 :				
	- "Priority 5 : Reduce our ecological footprint" p. 38 et 39				
G4-DMA	- "Priority 6 : Limit our atmospheric emissions" p. 40-41				Unaudited
	Sustainable Development Report 2014, "GHG emission intensity" p. 28-29				
	Complete table of indicators 2006-2014: "Priority 6: Limit our atmospheric emissions" p.6				
G4-EN27	Sustainable Development Report 2014 :				Unaudited
	- "GHG emission intensity" p. 28-29				
	- "Transportation electrification", p. 29				

SPECIFIC STA	PECIFIC STANDARD DISCLOSURES					
DMA and	Page	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance	
Indicators MATERIAL AS	SPECT: COMPLIANCE					
IVIATEMIAEAS	Sustainable Developpement Plan 2020 :					
	- "Priority 5 : Reduce our ecological footprint" p. 38					
	Thortey 5. Reduce our ecological lootprint p. 50					
G4-DMA	Sustainable Development Report 2014 :				Unaudited	
	- "Environmental non-compliance notices" p. 24					
	- "Drinking water" p. 24					
	Complete table of indicators 2006-2014 : "Priority 5 : Reduce our ecological footprint" p. 4					
G4-EN29					Unaudited	
	Sustainable Development Report 2014 : "Environmental non-compliance notices" p. 24					
MATERIAL AS	SPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT					
	Sustainable Developpement Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42					
G4-DMA	Sustainable Development Report 2014:				Unaudited	
	- "Adoption of a sector guideline" p. 31					
	- "Contracts in progress during the year that include sustainability criteria" p. 31					
				The indicator used by the STM pertains to the inclusion of sustainability		
				criteria (all aspects combined) in contracts. Currently, details according to		
		This indicator is not	The information is currently	aspect (environment, labour practices, social, human rights) or supplier are		
G4-EN33		disclosed.	unavailable	not available. The STM will study the sustainability issues related to its	Unaudited	
				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).		
				sustainable development report for 2010 (namely in 2017).		
		CATEGORY: SOCIA				
BAATEDIAL AC		regory: Labor Practices A	AND DECENT WORK			
MATERIALAS	SPECT: EMPLOYMENT					
	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					
G4-DMA	gramma and men empto, so mand and megration process proc				Unaudited	
	Sustainable Development Report 2014 : "Diversity and equal employment opportunity", p. 32					
	Sustainable Developpement Plan 2020 : "Priority 8 : Act as a responsible employer" p. 44-46					
	Sustainable Development Report 2014 : "Diversity and equal employment opportunity", p. 32					
G4-LA1					Unaudited	
	Complete table of indicators 2006-2014: "Priority 8: Act as a responsible employer" p.7					
MATERIAL AS	SPECT: LABOR/MANAGEMENT RELATIONS				1	
	Strategic Plan 2020 : "Strategy 15 Continue fostering collaborative work relations" ("Promote cooperation					
G4-DMA	and collective problem-solving", "Foster the stability of collective agreements"), p. 72				Unaudited	
G4-DIVIA					Onaudited	
	Sustainable Development Report 2014 : "Mobilization", p. 32					
		This indicator is not		Minimum notice periods regarding operational changes are specified in the		
G4-LA4		disclosed.	specific confidentiality	STM's collective agreements. However, the STM does not publish these	Unaudited	
			constraints	documents.		
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SPECIFIC STA	ANDARD DISCLOSURES				
DMA and	Page	Identified Omissions	Reasons for Omissions	Explanation for Omissions	External Assurance
Indicators MATERIAL AS	SPECT: OCCUPATIONAL HEALTH AND SAFETY				
	Strategic Plan 2020 : "Develop a workplace health and safety culture", p. 74				
	The state of the				
G4-DMA	Sustainable Development Report 2014: "Occupational health and safety" p. 33				Unaudited
	Sustainable Developpement Plan 2020 : "Priority 8 : Act as a responsible employer" p. 44-46				
G4-LA5	Complete table of indicators 2006-2014: "Priority 8: Act as a responsible employer" p.7				Unaudited
64146	Sustainable Development Report 2014 : "Occupational health and safety" p. 33				Library dikand
G4-LA6	Complete table of indicators 2006-2014: "Priority 8: Act as a responsible employer" p.7				Unaudited
	SPECT: TRAINING AND EDUCATION				
	Strategic Plan 2020 : p.68				
	- "Formulate and implement skills development and maintenance strategies",				
	- "Implement a new bus maintenance training strategy",				
G4-DMA	- "Promote the use of online learning resources"				Unaudited
	Sustainable Developpement Plan 2020 : "Priority 9 : Train and equip our employees and raise their				
	awareness" p. 48-49				
G4-LA9	Complete table of indicators 2006-2014: "Priority 9: Train and equip our employees and raise their				Unaudited
NAATEDIAL AC	awareness" p.7				
	SPECT: DIVERSITY AND EQUAL OPPORTUNITY Strategic Plan 2020 :				
	- "Manage with attention to diversity", p. 74				
	- "Continue with efforts to manage diversity, co-development and mentoring", p. 75				
G4-DMA	Continue that check to manage an electron, so detector mana mentering, per se				Unaudited
	Sustainable Development Report 2014: "Diversity and equal employment opportunity", p. 32				
	Sustainable Developpement Plan 2020 : "Priority 8 : Act as a responsible employer" p. 44-46				
	Complete table of indicators 2006-2014: "Priority 8: Act as a responsible employer" p.7				Unaudited
	SPECT: EQUAL REMUNERATION FOR WOMEN AND MEN				
	Strategic Plan 2020 :				
	- "Manage with attention to diversity", p. 74				
G4-DMA	- "Continue with efforts to manage diversity, co-development and mentoring", p. 75				Unaudited
	Declaration for diversity and inclusion :				
	http://www.stm.info/en/about/financial_and_corporate_information/about-stm/diversity				
	The first of the f			Remuneration levels according to type of profession are defined by the	
C4 442		This indicator is not	The information is subject to	STM's collective agreements. These remuneration levels are clearly similar	Linguiditad
G4-LA13		disclosed.	specific confidentiality constraints	for men and for women. However, the STM does not publish these	Unaudited
			Constraints	documents.	

SPECIFIC STA	ANDARD DISCLOSURES				
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	PECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES				
	Sustainable Developpement Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43				
G4-DMA	Sustainable Development Report 2014 : - "Adoption of a sector guideline" p. 31 - "Contracts in progress during the year that include sustainability criteria" 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
MATERIAL AS	SPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	SUB-CATEGORY: HUMAN	I RIGHTS		
	Sustainable Developpement Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43				
G4-DMA	Sustainable Development Report 2014 : - "Adoption of a sector guideline" p. 31 - "Contracts in progress during the year that include sustainability criteria" 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 AS	SPECT: 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 2006-2014: "Chantier 1: Priority 1: Improve service to maximize the benefits of public transit" p. 1				Unaudited
MATFRIAL AS	SPECT: LOCAL COMMUNITIES	SUB-CATEGORY: SOC	CIETY		
	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)				
G4-DMA	Sustainable Developpement Plan 2020 : - "Priority 10 : Engage our stakeholders" p. 50				Unaudited
	Sustainable Development Report 2014 : - "Priority 3 : Contribute to urban planning" p. 20				
	Sustainable Development Report 2014 : "Bus priority measures" p. 21				
G4-SO1	Complete table of indicators 2006-2014: - "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

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	PECT: ANTI-CORRUPTION				·	
	Ethics at the STM, "http://www.stm.info/en/about/corporate-governance/ethics-stm"					
G4-DMA	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	
	Code d'éthique, p. 5,6 (http://www.stm.info/sites/default/files/code_ethique.pdf)					
	Politique de gestion contractuelle (http://www.stm.info/fr/a-propos/informations-entreprise-et-financieres/les-reglements-et-politiques/pc-409-gestion)				Unaudited	
MATERIAL AS	PECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY					
	Sustainable Developpement Plan 2020 : "Priority 7 : Practise sustainable procurement" p. 42-43					
G4-DMA	Sustainable Development Report 2014 : - "Adoption of a sector guideline" p. 31 - "Contracts in progress during the year that include sustainability criteria" 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	
	SU	B-CATEGORY: PRODUCT RE	SPONSIBILITY			
MATERIAL AS	PECT: 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 2006-2014: "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	
MATERIAL AS	SPECT: 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 2006-2014: "Priority 1: Improve service to maximize the benefits of public transit" p. 1				Unaudited	