

2016

Global Reporting Initiative (GRI) Index



Global Reporting Initiative (GRI) Index

Scotiabank follows the GRI's G4 guidelines, an internationally-recognized standardized framework for disclosing economic, environmental and social performance. The 2016 report is in accordance with the G4 Core level. The GRI Index is meant to be read in conjunction with the 2016 Corporate Social Responsibility Report. Page numbers referenced under the Location/Explanation column refer to the 2016 CSR Report unless otherwise indicated.

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|------------------------------|--|---|-----------|
| G4-1 | CEO message (and Chairman message) | Page 4-5 | No |
| G4-3 | Name of the Organization | Page 1 | No |
| G4-4 | Primary brands, products, and services | Page 1 | No |
| G4-5 | Location of the organization's headquarters | The Bank's headquarters are in Toronto, Ontario, Canada. | No |
| G4-6 | Number of countries where the organization operates | Scotiabank has operations in 49 countries. NORTH AMERICA: Canada, Mexico, United States; CENTRAL & SOUTH AMERICA: Belize, Brazil, Chile, Colombia, Costa Rica, El Salvador, Guyana, Panama, Peru, Uruguay, Venezuela; CARIBBEAN: Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Bonaire, British Virgin Islands, Cayman Islands, Curaçao, Dominica, Dominican Republic, Grenada, Haiti, Jamaica, Puerto Rico, St. Eustatius, St. Kitts and Nevis, St. Lucia, St. Maarten, St. Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos, U.S. Virgin Islands; ASIA/PACIFIC: Australia, China, Hong Kong SAR - People's Republic of China, India, Japan, Korea (Republic of), Malaysia, Singapore, Thailand; EUROPE: France, Ireland, United Kingdom. | No |
| G4-7 | Nature of ownership and legal form | Page 1 | No |
| G4-8 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries) | Page 1 | No |
| G4-9 | Scale of the organization including: total number of employees; total number of operations (countries); net revenue; quantity of products or services provided | Page 1 | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|-------------------------------------|--|---|------------------|
| G4-10 | Total Workforce | See Appendix G4-10. | No |
| G4-11 | Percentage of total employees covered by collective bargaining agreements | As of October 31, 2016, 11% of the total population was covered by a collective bargaining agreement. | No |
| G4-12 | Describe the organization's supply chain | Page 17 | No |
| G4-13 | Report on any significant changes during the reporting period regarding size, structure, or ownership | There have been no significant changes to the organizational structure, size or ownership of The Bank of Nova Scotia during the 2016 fiscal year. | No |
| G4-14 | Report on whether and how the precautionary approach or principle is addressed by the organization | Page 34 | No |
| G4-15 | List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses | Equator Principles, United Nations Global Compact (UNGC), United Nations Environment Programme Finance Initiative (UNEP FI), United Nations Guiding Principles on Business and Human Rights, Carbon Disclosure Project (CDP), Dow Jones Sustainability Index (DJSI), Carbon Pricing Leadership Coalition. | No |
| G4-16 | List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic | See Appendix G4-16. | No |
| G4-17 | List all entities included in the organization's consolidated financial statements or equivalent documents; and report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report | Page 2 | No |
| G4-18 | Explain the process for defining the report content and the Aspect boundaries; and how the organization has implemented the Reporting Principles for Defining Report Content | See Materiality in Appendix. | No |
| G4-19 | List all material aspects identified in the process for defining report content | See Materiality in Appendix. | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|------------------------------|--|--|-----------|
| G4-20 | <p>For each material Aspect, report the Aspect Boundary within the organization as follows:</p> <ol style="list-style-type: none"> 1) report whether the Aspect is material within the organization 2) If the Aspect is not material for all entities within the organization, list which are and are not 3) Report any specific limitation regarding the Aspect Boundary within the organization | See Materiality in Appendix. | No |
| G4-21 | <p>For each material aspect, report the Aspect boundary outside the organization as follows:</p> <ol style="list-style-type: none"> 1) Report whether the Aspect is material outside of the organization 2) If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition describe the geographical location where the aspect is material for the entities identified 3) Report any specific limitation regarding the Aspect Boundary outside the organization | See Materiality in Appendix. | No |
| G4-22 | Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements. | There are no material effects from restatements referenced in this report. | No |
| G4-23 | Report significant changes from previous reporting periods in the Scope and Aspect boundaries | See Materiality in Appendix. | No |
| G4-24 | Provide a list of stakeholder groups engaged by the organization | Page 10 | No |
| G4-25 | Report the basis for identification and selection of stakeholders with whom to engage | Page 10-11 | No |
| G4-26 | Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process | Page 10-11 | No |
| G4-27 | Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns | Page 10 | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|------------------------------|---|--|-----------|
| G4-28 | Reporting period (fiscal) for information provided | Page 2 | No |
| G4-29 | Date of most recent previous report | The 2015 CSR Report was published on March 13, 2016 in accordance with GRI G4 Core. | No |
| G4-30 | Report cycle (annual) | Page 2 | No |
| G4-31 | Provide the contact point for questions regarding the report or its contents | For further information please contact csr@scotiabank.com . | No |
| G4-32 | <ul style="list-style-type: none"> a) Report the 'in accordance' option the organization has chosen b) Report the GRI Content Index for the chosen option c) Report the reference to the External Assurance Report, if the report has been externally assured. | CSR Report and GRI Index in accordance with GRI G4 core guidelines. | No |
| G4-33 | <ul style="list-style-type: none"> a) Report the organization's policy and current practice with regard to seeking external assurance for their report. b) If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c) Report the relationship between the organization and the assurance providers. d) Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report. | This report was not externally assured. An independent service provider assured our greenhouse gas emissions data. The report content is approved by SVPs and reviewed by senior bank executives and by the Corporate Governance Committee of the Board. | No |
| G4-34 | Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impact | Pages 14-15 | No |
| G4-46 | Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics. | Page 14, 16 | No |
| G4-47 | Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities. | Page 14 | No |
| G4-56 | Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics | Pages 15-16 | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|-----------------------------------|---|--|-----------|
| Economic | | | |
| Aspect: Economic Performance | Disclosure of management approach | Pages 1, 14-17, 21-24, 29-33, GRI Appendix Materiality, Annual Report. | No |
| G4-EC1 | Direct economic value generated and distributed | See Annual Report page 9, 13. CSR Report page 29. Public Accountability Statement Page 16 for Canadian Taxes. See Appendix G4-EC1. | No |
| G4-EC3 | Coverage of the organization's defined benefit plan obligations | See Appendix G4-EC3. | No |
| Aspect: Indirect Economic Impacts | Disclosure of management approach | Pages 20-24, 29-33, 37-38, GRI Appendix Materiality. | No |
| G4-EC7 | Development and impact of infrastructure investments and services supported | Pages 36-38 | No |
| Aspect: Procurement Practices | Disclosure of management approach | Page 17 | No |
| G4-EC9 | Proportion of spending on local suppliers at significant locations of operation | This data is currently unavailable. We will aim to provide these details in 2017. | No |
| Environmental | | | |
| Aspect: Energy | Disclosure of management approach | CSR Report pages 34-38 Annual Report page 98 | No |
| G4-EN3 | Energy consumption within the organization | <ul style="list-style-type: none"> Utility consumption figures are collected directly from invoices entered by the Bank's Central Accounting Units (CAUs). CAU entries are then subject to monthly audits by Real Estate and an energy consulting firm. These figures are then subject to a final audit by an independent third party for verification. The audited and verified consumption figures are then converted into gigajoules and megawatt hours using known and accepted conversion ratios. Gigajoule conversion is from the following source: http://www.sbr.gov.bc.ca/documents_library/shared_documents/Conversion_Factors.pdf Scotiabank does not sell fuel. See Appendix G4-EN3. | No |
| G4-EN6 | Reduction of energy consumption | See Appendix G4-EN6. | No |
| Aspect: Water | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-EN8 | Total water withdrawal by source | See Appendix G4-EN8. | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|------------------------------|--|--|-----------|
| Aspect: Emissions | Disclosure of management approach | See Materiality in Appendix. | Yes |
| G4-EN15 | Direct greenhouse gas (GHG) emissions (Scope 1) | See Appendix G4-EN15. | Yes |
| G4-EN16 | Energy indirect greenhouse gas (GHG) emissions (Scope 2) | See Appendix G4-EN16. | Yes |
| G4-EN17 | Other indirect greenhouse gas (GHG) emissions (Scope 3) | <ul style="list-style-type: none"> The Bank reports indirect emissions related to business travel exclusively. Each year changes are compared to the previous year. 2016 data is benchmarked against 2015 data. Source for GHG conversion factor is DEFRA, Updated: October 5, 2010, Version 1.2.1 FINAL Produced by AEA for the Department of Energy and Climate Change (DECC) and the Department for Environment, Food and Rural Affairs (DEFRA). <p>GWP source is IPCC Fourth Assessment Report (SAR – 100 year).</p> <p>See Appendix G4-EN17.</p> | Yes |
| G4-EN18 | Greenhouse gas (GHG) emissions Intensity | <p>For energy intensity please see Appendix G4-EN3.</p> <ul style="list-style-type: none"> Gases included in calculation are CO₂, CH₄, N₂O | Yes |
| G4-EN19 | Reduction of greenhouse gas (GHG) emissions | See Appendix G4-EN19. | Yes |

Social

Labour Practices and Decent Work

| | | | |
|--------------------|---|--|----|
| Aspect: Employment | Disclosure of management approach | Page 1, 15-16, 25-28 and see Materiality in Appendix. | No |
| G4-LA2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation | <p>See Appendix G4-LA2.</p> <p>Country-specific benefits data is currently unavailable. We will aim to provide these details in FY 2017.</p> | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|-------------------------------------|--|--|-----------|
| Aspect: Labor/ Management Relations | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-LA4 | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements | <p>In the Caribbean the following notice periods apply with respect to changes that affect employees in the form of lay-offs, severances and redundancies:</p> <p>Jamaica: A reasonable timeframe is required to provide unions with information about any proposed changes. This is done before any employee is engaged and a reasonable time is provided for the union to provide feedback to the notification given.</p> <p>Trinidad and Tobago: Not less than 60 days' notice.</p> <p>Barbados: Should provide the union with notice of intent to make changes three months in advance; if union requests a meeting within 14 days of receipt of notification the Bank must have a meeting with the union to discuss the procedures to be followed.</p> <p>St. Vincent: Bank is required, in a "reasonable timeframe", to give the union notice of its intention to make changes; if union requests a meeting within 14 days of receipt of notification the bank must have a meeting with the union to discuss the procedures to be followed.</p> <p>Antigua: No specified timeframe required to provide notice (but the Bank is obliged to notify the union). The Bank must also have discussions with unions within 14 days of being advised that changes are contemplated if request made by the union.</p> <p>Grenada: Must notify within 90 days of proposed changes and meetings with union should occur with 30 days of the notice being provided.</p> <p>In the unionized locations in Latin America – Chile, Peru, Mexico, Uruguay and Colombia – neither the laws nor collective bargaining agreements stipulate time frames to provide notice to unions with respect to the changes outlined above.</p> <p>While there are no specific requirements in the applicable collective agreements and local legislation, the Bank provides reasonable notice to unions as a matter of good labour relations practice. In Canada where there are no unionized locations, the Bank provides reasonable notice in accordance with common law principles.</p> | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|--|--|---|------------------|
| Aspect: Occupational health and Safety | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-LA6 | Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender. | See Appendix G4-LA6. The Bank has no work-related fatalities reported. | No |
| Aspect: Training and Education | Disclosure of management approach | Page 28 and see Materiality in Appendix. | No |
| G4-LA9 | Average hours of training per year per employee by gender, and by employee category | See Appendix G4-LA9. | No |
| G4-LA10 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings | Page 28 | No |

Human Rights

| | | | |
|----------------------------|---|---|----|
| Aspect: Non-discrimination | Disclosure of management approach | See Materiality in Appendix and CSR Report page 18. | No |
| G4-HR3 | Total number of incidents of discrimination and corrective action taken | Concerns are tracked and monitored through a centralized system from which the Bank generates trend reports. In Canada, Employee Relations and the Employment Law Group dealt with 31 human rights concerns through internal escalation and investigation processes, and 12 formal human rights complaints through the Canadian Human Rights Commission (CHRC) in 2016. Concerns typically relate to discrimination. To date, no formal human rights complaints have gone before the Canadian Human Rights Tribunal; they have been either resolved amicably between the parties or dismissed by the CHRC. As part of the internal escalation process, complaints are thoroughly investigated by the Employment Law Group and Employee Relations. | |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|------------------------------|--|--|-----------|
| Society | | | |
| Aspect: Local Communities | Disclosure of management approach | Pages 29-33 and Materiality in Appendix. | No |
| G4-SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs | <p>Local community engagement opportunities are available to nearly 100% of our operations.</p> <p>More than 50% of our operations are actively engaged in local development programs.</p> <p>Year-end reports from our corporate development partner organizations are provided annually.</p> <p>Scotiabank has put metrics in place to measure social impact of its community investment program in FY 2017.</p> | No |
| Aspect: Anti-corruption | Disclosure of management approach | See Materiality in Appendix and CSR report pages 15-16. | No |
| G4-SO4 | Communication and training on anti-corruption policies and procedures | <p>The Scotiabank Code of Conduct is communicated to all Scotiabank officers and directors as well as selected groups of employees, who are required to read, comply and affirm compliance with the Code annually. The Code of Conduct includes an explicit expectation that employees comply with all applicable Scotiabank policies, including the Anti-Corruption Policy which is specifically named. The course is assigned to employees through the me@scotiabank learning platform, or via the International Learning Centre or local platform. The Anti-corruption course includes detailed guidance, scenarios and a test.</p> <p>The Board of Directors reviews and approves the Anti-Corruption Policy. The policy was last approved in January 2016. In addition, quarterly reports to the Audit and Conduct Review Committee of the Board from Compliance include updates on Anti-Corruption trends and the Anti-Corruption Framework that is in the process of being implemented in countries with a corruption perception index score of less than 70.</p> <p>16, 187 employees completed the Anti-Corruption course in the 2016 financial year.</p> | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|--|--|--|-----------|
| Aspect: Public Policy | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-SO6 | Total value of political contributions by country and recipient/beneficiary | <p>As one of Canada's leading corporate citizens, Scotiabank is proud to participate in discussions on public policy issues that affect the financial sector and the Bank's operating environment.</p> <p>Public Policy Discussions</p> <p>The Bank participates in public policy discussions through direct engagement with all levels of government on both domestic and international issues. Scotiabank also participates as a member of the Institute of International Finance (IIF), the Canadian Bankers Association (CBA), the Toronto Financial Services Alliance (TFSA) and other industry associations.</p> <p>Political Contributions</p> <p>In Canada political contributions are not permitted federally, municipally and in many provinces. In an effort to be consistent across all our operations, Scotiabank made the decision in 2016 to end political contributions, effective 2017.</p> <p>Any 2016 contributions in applicable Canadian provinces were disclosed in each corresponding jurisdiction and can be accessed on the provincial election websites.</p> | No |
| Aspect: Supplier assessment for impacts on Society | Disclosure of management approach | Page 17 | No |
| G4-SO9 | Percentage of new suppliers that were screened using criteria for impacts on society | 100% of new suppliers are screened using criteria for impacts on society. | No |
| Product Responsibility | | | |
| Aspect: Product and Service Labelling | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-PR5 | Results of surveys measuring customer satisfaction | Pages 19-20 | No |

| General Standard Disclosures | Reporting Requirement | Location/Explanation | Assurance |
|-------------------------------------|---|--|------------------|
| Aspect: Marketing Communications | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes. | None | No |
| Aspect: Customer Privacy | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data | For 2016 there have been six substantiated complaints by a regulatory body addressed to the organization that identifies breaches to customer privacy all of which have been closed successfully with no findings made against the Bank. | No |
| Aspect: Compliance | Disclosure of management approach | See Materiality in Appendix. | No |
| G4-PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services | Scotiabank did not identify any material non-compliance with laws or regulations concerning the provision and use of products and services that resulted in a significant fine. | No |

Financial Sector

| | | | |
|---------|--|--|----|
| G4-FS6 | Percentage of the portfolio for business lines by specific region, size and sector | See Annual Report pages 4, 9, 51, 54 and 57. | No |
| G4-FS10 | Number of companies interacted with on social or environmental issues | See Appendix G4-FS10. | No |
| G4-FS13 | Access points in low-populated or economically disadvantaged areas | Pages 20-23 | No |
| G4-FS14 | Initiatives to improve access to financial services for disadvantaged people | Pages 20-24 | No |

Materiality

Materiality assessment process

Our materiality process consists of three phases, Identification, Prioritization, and Validation, and is based on guidance from the GRI. We use GRI's definition of materiality, understanding that the information we select to report on each year should cover Aspects that:

- Reflect the organization's significant economic, environmental and social impacts; or
- Substantively influence the assessments and decisions of stakeholders; and
- Report on key sustainability performance relevant to the Bank and financial services.

Determining materiality for a sustainability report also includes considering economic, environmental and social impacts that both affects the ability to meet the needs of the present, without compromising future needs. The boundary protocol and stakeholder mapping activities were completed in 2015 and continue to evolve to affect present and future needs.

Identification

Between 2013 and 2015, Scotiabank conducted a jurisdictional stakeholder engagement process to identify environmental, social and governance (ESG) priorities for the Bank, from the perspective of the Bank's stakeholders. This engagement and consultation focused on the following markets:

- Canada (Vancouver, Toronto and Halifax);
- Latin America (Mexico, Peru, Chile and Colombia); and
- Caribbean (Trinidad and Jamaica).

Prioritization

The identification process resulted in a list of 18 potential material (or priority) issues. There were some regional differences in priorities, but the issues were very consistent.

In order to determine significance to stakeholders, the following question was posed:

- Is the topic a concern raised by stakeholders?

In order to determine significance to the Bank, the following questions were posed:

- Is this a significant risk to the organization?
- Does it have significant financial implications?
- Does it have a significant socio-economic impact on the communities where we operate?
- Does it act as a competitive advantage?

Validation

Scotiabank applied the Principles of Completeness and Stakeholder Inclusiveness to ensure that the CSR report provides a reasonable and balanced representation of the organization's significant economic, environmental and social impacts, and enables stakeholders to assess the organization's performance. The list of identified material Aspects were identified through stakeholder engagement between 2013 and 2015. As a result of ongoing stakeholder engagement throughout 2016, we took a renewed approach to the issues. The 2016 report demonstrates this with a more robust set of priorities that reflect both current and future impact. This was reviewed with the Bank's CSR Advisory Council and appropriate senior management.

Aspect boundary table

| Material Topics | Boundaries | GRI Aspects | Management Approach |
|---|---|--|---|
| Fair design and sale of financial products and services | Material inside and outside Scotiabank for employees, customers, investors and stakeholders | <p>Products and services</p> <p>Product responsibility</p> <p>Product and service labelling</p> <p>Compliance</p> <p>Anti-corruption</p> <p>Customer Privacy</p> | <p>Approach: Acknowledging the Bank's responsibility to protect customers and potential customers from irresponsible financial decisions by providing awareness and education on the financial products and services available to them, and how the Bank's products and services can improve their economic situation. To ensure we maintain the trust of our stakeholders, we strive to enhance customer protection, lend fairly, and balance stakeholder interests.</p> <p>Accountability: Business Lines/Product Groups, Marketing, CSR, Branch Customer Experience, Compliance, Distribution Channels, Chief Risk Officer, Privacy Officer, Technology Risk Management.</p> <p>Measurement: Product solutions for vulnerable and profitable customer segments, with customized options for each, customer experience results, sales results, customer retention, financial literacy materials and programs, compliance, loan amounts, continuity of server and systems, incident tracking, guidelines for Code of Conduct and privacy code.</p> <p>Evaluation: Number of customers attending information sessions, annual customer research, ombudsman office complaints and issue resolution, stakeholder engagement</p> <p>The Bank measures and assesses its results annually. There are no plans to change the management approach for these Aspects.</p> |
| Customer service and outreach/access to finance | Material inside and outside Scotiabank for employees, customers, investors and stakeholders | <p>Economic Performance</p> <p>Indirect Economic Impacts</p> <p>Local communities</p> | <p>Approach: Providing access to finance for many segments of society and enterprises, and customizing the customer service approach to meet the needs of an increasingly diverse customer base. This includes economically disadvantaged people, youth (students) and those in rural areas with less access to banking as well as small businesses and entrepreneurs; providing financing, basic banking services, and digital access options.</p> <p>Accountability: Business Lines/Product Groups, Branch Customer Experience, Compliance, Distribution Channels, Chief Risk Officer, Credit Officer.</p> <p>Measurement: Customer experience results, sales results, enterprise customers, customer retention, compliance, loan amounts, new access channels.</p> <p>Evaluation: The Bank reviews how it assesses its analysis annually. There are no current plans to change its management approach for these Aspects.</p> |

| Material Topics | Boundaries | GRI Aspects | Management Approach |
|---|---|--|--|
| Impact of banking operations on communities and the environment | Material inside and outside Scotiabank for employees, customers, investors, shareholders, and suppliers | Economic Performance Indirect Economic Impacts Support Assessment for Impacts on Society Energy Water Effluents and Waste Emissions Product portfolio | <p>Approach: Supporting economic development through the provision of capital, procuring goods and services and responsible management of our operations by setting a GHG emissions reduction target to reduce the impact of our operations on climate change.</p> <p>Accountability: Business Lines, Global Risk Management, Strategic Sourcing, Environmental Sustainability Committee, Real Estate, CSR, participation in the Carbon Pricing Leadership Coalition and FSB Task Force.</p> <p>Measurement: Total loans, Global Risk Management procedures, Equator Principles applied, GHG emissions reduction targets, paper consumption reduction targets, recycling, Environmental Policy.</p> <p>Evaluation: The Bank reviews how it assesses its analysis annually to ensure continued improvement of energy, emissions and water data quality and scope. While a new target will be set following 2017, the Bank has no current plans to change its management approach for these Aspects.</p> |
| Climate Change financing | Material outside Scotiabank for customers, investors, shareholders | Indirect Economic Impacts Products and services Compliance | <p>Approach: As a bank, we make investments in sustainable solutions and lend in a way that mitigates social and environmental risk.</p> <p>Accountability: Business Lines, Global Banking and Markets, Global Risk Management.</p> <p>Measurement: Total renewable energy loans, Global Risk Management procedures, Equator Principles.</p> <p>Evaluation: The Bank reviews how it assesses its analysis annually. There are no current plans to change its management approach for these Aspects.</p> |

| Material Topics | Boundaries | GRI Aspects | Management Approach |
|--|---|---|--|
| Community investment including corporate donations | Material inside and outside Scotiabank for employees, customers, community stakeholders, future employees | Local communities | <p>Approach: Having a positive impact on the communities where we live and work is key to driving community prosperity. Investing in young people allows us to invest in the long-term security, stability, and growth of our future. Efforts with our community partners focus on the health and education of young people.</p> <p>Accountability: Canadian Donations Committee, CSR, Sponsorship, Marketing.</p> <p>Measurement:</p> <ul style="list-style-type: none"> • Funding to non-profit community organizations globally (dollar amount, volunteer hours; we are looking to measure number of youth impacted); • Identifying community investment initiatives that could potentially lead to revenue generating opportunities for the community; and supporting non-revenue generating initiatives (philanthropy) that foster stronger, healthier young people. <p>Evaluation: Criteria used to screen and select organizations for donations. A new strategy was established in 2016. Enhanced impact measurement processes are in place that will measure the management approach for these Aspects.</p> |
| Diversity and equal opportunity | Material inside and outside Scotiabank for employees, customers, and future employees | Employment Labour/Management Relations Training and Education Economic Performance | <p>Approach: A diverse, inclusive environment allows customers and employees to reach their fullest potential. We strive to respect and appreciate all individuals and to embrace both our differences and similarities – regardless of ethnicity, gender, or sexual orientation.</p> <p>Accountability: Business and corporate functions.</p> <p>Measurement: Diversity of employees, Employee Resource Groups, Career and leadership development, ViewPoint and analytics</p> <p>Evaluation: Employee diversity (women and Latin American VP +) and diversity of Board directors.</p> <p>The Bank reviews how it assesses its analysis annually. There are no current plans to change its management approach for these Aspects.</p> |

| Material Topics | Boundaries | GRI Aspects | Management Approach |
|-----------------------|--|--|--|
| Fair labour practices | Material inside Scotiabank for employees | <ul style="list-style-type: none"> Employment Labour/Management Relations Training and Education Indirect Economic Impacts Anti-corruption Customer Privacy Public Policy Occupational Health and Safety Human Rights Grievance mechanisms Human Rights Assessment Freedom of association and collective bargaining | <p>Approach: Providing economic opportunities and meaningful careers, that are embedded in operating our bank with integrity.</p> <p>Accountability: Human Resources, Employee Relations, Labour Relations, Compliance, Leadership and Performance, guidelines for Code of Conduct, privacy code</p> <p>Measurement: ViewPoint employee survey, salaries and benefits distributed, public policy, flexible work options, freedom of association, career and leadership development, Code of Conduct, Whistle Blower policy</p> <p>Evaluation: The Bank reviews its approach and results annually. There are no current plans in place to adjust its management approach for these Aspects.</p> |

Appendix

G4-10 Total workforce

| A. Employees by Employment Contract & Gender | | | |
|--|---------------|--------------|---------------|
| | Permanent | Contract | Total |
| Female | 39,995 | 5,035 | 45,030 |
| Male | 27,743 | 3,820 | 31,563 |
| Total | 67,738 | 8,855 | 76,593 |

Note: Excludes affiliates and subsidiaries where breakdowns are not available due to different reporting systems.

| B. Permanent Employees by Employment Type (FT/PT) & Gender | | | |
|--|---------------|--------------|---------------|
| | Full-time | Part-time | Total |
| Female | 35,035 | 4,960 | 39,995 |
| Male | 26,667 | 1,076 | 27,743 |
| Total | 61,702 | 6,036 | 67,738 |

Note: Excludes affiliates and subsidiaries where breakdowns are not available due to different reporting systems.

| D. Total Workforce by Region and Gender | | | |
|---|---------------|---------------|---------------|
| | Female | Male | Total |
| Asia/Pacific | 363 | 330 | 693 |
| Caribbean | 6,183 | 2,903 | 9,086 |
| Europe & Middle East | 130 | 243 | 373 |
| North America | 28,407 | 19,622 | 48,029 |
| South & Central America | 9,947 | 8,465 | 18,412 |
| Total | 45,030 | 31,563 | 76,593 |

Note: Excludes affiliates and subsidiaries where breakdowns are not available due to different reporting systems. We do not track supervised workers on a global basis. We will aim to do this in the future.

G4-16 List memberships of associations

| Director Associations/Advocacy Groups | |
|---------------------------------------|--|
| Nora A. Aufreiter | Ivey School of Business, Member of the Advisory Board |
| Scott B. Bonham | C100 Association, Director Denmark Bridge, Director |
| Charles H. Dallara | Lingnan University, Member International Advisory Board Tufts University, The Fletcher School, Vice-Chair of Board of Advisors Bertelsmann Foundation, Director National Bureau of Economic Research (NBER) Inc. - Director at Large The International Finance Forum (IFF), Vice-President and Director |
| R. Tiff Macklem | Global Risk Institute in Financial Services, Director and Chair Ontario's Panel for Economic Growth and Prosperity, Institute for Competitiveness and Prosperity, Rotman School of Management, University of Toronto, Chair of the Panel Asian Business Leaders Advisory Council, Asian Pacific Foundation, Member |
| Thomas C. O'Neill | Queen's School of Business Advisory Board, Member |
| Eduardo Pacheco | Universidad de los Andes, Member – Superior Council Colfuturo – Fundación para el future de Colombia, Director Endeavor Colombia, Director ProBogota, Director |
| Brian J. Porter | Institute of International Finance (IIF), Director and incoming Vice-Chairman and Treasurer (January 1, 2017) Council of the Americas, Director Business Council of Canada, Director |
| Aaron R. Regent | C.D. Howe Institute, Director Trails Youth Initiatives, Member of the Board of Governors |
| Indira V. Samarasekera | Perimeter Institute, Director Asia Pacific Foundation of Canada, Director The Trilateral Commission, Member |
| Susan L. Segal | Americas Society, Director, Officer and President and CEO Council of the Americas, Director Officer and President and CEO Council on Foreign Relations, Member Tinker Foundation |

Note: the organizations on the list that are viewed as strategic are the memberships of Brian Porter.

G4-EC1 Economic value distributed

| Economic value generated and distributed | |
|--|-----------------------|
| Taxes | Income Taxes (\$000s) |
| Asia Pacific | 73,322 |
| Canada | 1,068,000 |
| Caribbean and Latin America | 706,139 |
| Europe and Middle East | 156,387 |
| United States | 26,152 |
| Total | \$20,300,000 |

For additional information on the Bank's tax expense in 2016, please refer to table 78 in the Scotiabank's 2016 Annual Report, available online at scotiabank.com.

G4-EC3 Coverage of the organization's defined benefit plan obligations

The Bank sponsors a number of employee benefit plans. The information below relates to the Bank's most significant pension plan, the Scotiabank Pension Plan in Canada.

| Coverage of the organization's defined benefit plan obligations | |
|---|---|
| a. Estimated value of liabilities | CA \$4,619,078,000 |
| b. Extent to which the scheme's liabilities are estimated to be covered | 120% funded on a Going Concern Basis at November 1, 2015 |
| c. Funding Strategy | Follows Canadian legislative requirements for funding pension plans |
| d. Employee Contributions | 4% of salary if the employee participates in the Contributory portion of the plan or 0% to 4% if the employee participates in the Defined Contribution portion of the plan. |
| d. Employer Contributions | The employer contributes the remaining amount needed to pay the pension benefit and matches the employee contributions into the Defined Contribution portion of the plan. |
| e. Plan participation | 34,283 |

G4-EN3 Energy consumption within the organization

| 2016 Energy Consumption (Canada) | | | | |
|---|------------------|---------------------|----------------------------|----------------------------------|
| Type of Energy | Total Energy Use | Total GHG Emissions | GHG Intensity per Employee | GHG Intensity per m ² |
| Electricity (MWhs) – Scope 2 | 246,743 | 1.59 | | |
| Heat (GJs) – Scope 2 | 112,193 | 5,755 | | |
| Fuel Purchases (GJs) – Scope 1 | 235,007 | 11,971 | | |
| Total Electricity and Fuel (GJs) | 1,235,474 | 56,077 | 1.59 | 0.0512 |

| 2016 Energy Consumption (International) | | | | |
|---|------------------|---------------------|----------------------------|----------------------------------|
| Type of Energy | Total Energy Use | Total GHG Emissions | GHG Intensity per Employee | GHG Intensity per m ² |
| Electricity (MWhs) – Scope 2 | 180,954 | 75,866 | | |
| Fuel Purchases (GJs) – Scope 1 | 6,510 | 438 | | |
| Total Electricity and Fuel (GJs) | 657,944 | 76,304 | 1.43 | 0.0746 |

The above information was collected from the best available data and methodologies, which includes information directly captured from invoices processed for payment from various utility vendors. We continue to expand the geographic scope of our reporting boundary with the objective of reporting total emissions. When necessary, some buildings were estimated using consumption data found in similar regions and building types.

Our Canadian report is based on 1,018 owned and leased retail locations and the space occupied by the Bank in 153 office buildings across Canada, representing approximately 1,093,072 square meters.

Our International report is based on 1,524 owned and leased retail locations and the space occupied by the Bank in 261 office buildings internationally, representing approximately 1,022,883 square meters.

G4-EN6 Reduction of energy consumption

Real Estate has implemented lighting retrofits that will result in energy efficiency in Canadian branches. 30% of retrofits occurred in FY2016. FY2016 savings are 2952 MWh.

Real Estate is actively managing its portfolio size by looking for square footage reductions that will see efficiencies with no loss to customer base. FY2016 savings are 4321 MWh & 10,617 GJ.

Real Estate has budgeted for the replacement of HVAC equipment with more efficient units for a sizeable portion of the Canadian portfolio. To be implemented in FY2017 and rolled out over four years.

Going forward the Bank is working with a smaller branch footprint for new branches – 139 square meters to 372 square meters compared to 465 square meters to 604 square meters.

Other initiatives Scotiabank is doing to reduce energy consumption include:

- New branches to be constructed principally using LED lights.
- Business case has been approved for solar panel installation in some Central America & Caribbean branches.
- Investigating utilities for high consuming premises and where appropriate, implementing metrics to reduce environmental impact.
- Construction of new branches to a recognized certification (Green Globes).
- Annual branch energy reviews are performed for 20% of Canadian portfolio to identify and repair maintenance items to reduce energy consumption.
- Thermostat replacement to set-back devices to automatically adjust temperatures.
- Bank roof top units (RTUs) meet regulations for high efficiency.
- After hours central control of turning off PCs in branch network.
- Installation of astronomical clocks to set timers on exterior lighting (signage, lighting, etc.)

The base year for initiatives to reduce energy would be the year prior to which the initiative was implemented.

Utility consumption figures are collected directly from invoices entered by the Bank's Central Accounting Units (CAUs). CAU entries are then subject to monthly audits by Real Estate and an energy consulting firm. These figures are then subject to a final audit by an independent third party for verification. The audited and verified consumption figures are then used by both third party suppliers & Real Estate in comparing technical specifications for facilities projects and weighted average consumption estimates based on actual portfolio consumption to determine energy savings associated with any given initiative. These figures are then converted into gigajoules and megawatt hours using known and accepted conversion ratios.

The types of energy included in reductions is fuel, electricity, heating and steam.

G4-EN8 Total water withdrawal by source

| 2016 Water Consumption (Canada) | | |
|---------------------------------|-----------|---------------------------------|
| Utility | Total Use | M3 Intensity per m ² |
| Water (M3) | 415,492 | 0.66 |

- The above information was collected from the best available data and methodologies, which includes information directly captured from invoices processed for payment from various water vendors. We continue to expand the geographic scope of our reporting boundary with the objective of reporting total consumption. The above represents a sample of the Canadian and International portfolio.
- Our Canadian report is based on 431 owned and leased retail locations and the space occupied by the Bank in 48 office buildings across Canada, representing approximately 629,805 square meters.

| 2016 Water Consumption (International) | | |
|--|-----------|---------------------------------|
| Utility | Total Use | M3 Intensity per m ² |
| Water (M3) | 418,727 | 0.88 |

- Our International report is based on 543 owned and leased retail locations and the space occupied by the Bank in 102 office buildings in Chile, Costa Rica, Colombia, El Salvador, St. Maarten, Mexico and Peru, representing approximately 475,114 square meters.
- M3 = cubic meter

**G4-EN15 Direct GHG emissions (Scope 1) and
G4-EN16 Indirect GHG emissions (Scope 2) and
G4-EN17 Other indirect GHG emissions (Scope 3)**

The gases used in calculation include CO₂, CH₄, N₂O.

The Bank uses a 2012 Base Year for its 15% emissions reductions target on Scope 1 and 2 Canadian Absolute emissions to be achieved by the end of FY2017. As 2012 was the first time emissions for the entire Canadian portfolio were disclosed, this year was chosen as a base year as it provides a common denominator from a premises perspective (plus or minus any organic growth/contraction) in comparing all subsequent years' emissions. In FY2015, the base year along with 2013 and 2014 emissions were restated to account for the amendment to the GHG Protocol concerning operational boundaries of what

qualifies as Scope 1 emissions. Heat that is not metered was moved into Scope 2. Fuel purchases for owned premises in Scope 1 were restated to 100% consumption indicating full control.

Quantification of data is calculated in accordance with GHG Protocol: A corporate accounting and reporting standard (2006) and GHG Protocol Scope 2 Guidance: an amendment to the GHG protocol corporate standard (2015).

Data is verified using the ISO 14064-3 standard, and is consolidated using operational control.

Measuring energy consumption

| 2016 greenhouse gas emissions (Canada and International) | |
|--|--------------------------------|
| Source | GHG emissions* (metric tonnes) |
| Scope 1 Direct CO ₂ e emissions produced from combustion of fuels | 12,409 |
| Scope 2 Indirect CO ₂ e emissions produced from heat and electricity/steam purchases | 119,972 |
| Scope 3 Indirect CO ₂ e emissions produced from employee travel | 15,445 |
| Total CO₂e footprint | 147,826 ** |

* Calculated in accordance with the Greenhouse Gas Protocol of the World Resources Institute and the World Business Council for Sustainable Development (www.ghgprotocol.org), including emission factors for electricity purchases, natural gas and fuel.

** The completeness and accuracy of our total GHG emissions has been verified by an independent third party. Proxy data amounting to 7% of our Scope 2 emissions was not subject to verification.

Emissions factors

Emissions factors are below. GWP source is IPCC Fourth Assessment Report (SAR – 100 year).

| Canadian Provincial Electricity Conversion Factors ¹ | | |
|---|-------------|--------|
| Province | Energy | Factor |
| Newfoundland | Electricity | 0.0300 |
| PEI | Electricity | 0.0080 |
| Nova Scotia | Electricity | 0.7000 |
| New Brunswick | Electricity | 0.3000 |
| Quebec | Electricity | 0.0021 |
| Ontario | Electricity | 0.0410 |
| Manitoba | Electricity | 0.0034 |
| Saskatchewan | Electricity | 0.7800 |
| Alberta | Electricity | 0.7900 |
| BC | Electricity | 0.0147 |

1 Reference: Canada's 2016 UNFCCC Submission - Annex 13
Unit: Metric Tonnes CO₂e per MWH

| International Conversion Factors ³ | | |
|---|-------------|--------------|
| Country | Fuel/Energy | Factor |
| Chile | Electricity | 0.3728200000 |
| Costa Rica | Electricity | 0.0398111000 |
| Dominican Republic | Electricity | 0.5905356000 |
| El Salvador | Electricity | 0.3187825000 |
| Jamaica | Electricity | 0.5444594000 |
| Mexico | Electricity | 0.4549830000 |
| Peru | Electricity | 0.2363066000 |
| Puerto Rico | Electricity | 0.2489090000 |
| Trinidad & Tobago | Electricity | 0.7188074000 |
| Caribbean, Barbados | Electricity | 0.5860000000 |

3 GHG Protocol V4.0 2010
Unit: Metric Tonnes CO₂e per MWH

| Other Fuels ² | | |
|--------------------------|-------------|---|
| Other Fuel | Factor | Units |
| Natural Gas | 0.00188496 | Metric Tonnes CO ₂ e per Cubic Meter |
| Fuel Oil | 0.002939342 | Metric Tonnes CO ₂ e per Litre |
| Propane | 0.0016117 | Metric Tonnes CO ₂ e per Litre |

2 Reference: GHG Protocol V4.0 2010

International Conversion Factors⁴

| Country | Fuel/Energy | Factor | Country | Fuel/Energy | Factor |
|---------------------|-------------|--------------|----------------|-------------|-----------|
| United Kingdom | Electricity | 0.457367700 | Turks & Caicos | Electricity | 0.2522551 |
| Colombia | Electricity | 0.175737 | Cuba | Electricity | 1.0117124 |
| Guyana | Electricity | 0.252255100 | Australia | Electricity | 0.8409243 |
| Haiti | Electricity | 0.537616700 | Vietnam | Electricity | 0.4316169 |
| Jamaica | Electricity | 0.5444594000 | India | Electricity | 0.9123916 |
| Mexico | Electricity | 0.4549830000 | China | Electricity | 0.7660941 |
| Peru | Electricity | 0.2363066000 | Malaysia | Electricity | 0.7273757 |
| Puerto Rico | Electricity | 0.2489090000 | South Korea | Electricity | 0.5330734 |
| Trinidad & Tobago | Electricity | 0.7188074000 | Singapore | Electricity | 0.4994506 |
| Caribbean, Barbados | Electricity | 0.5860000000 | Taiwan | Electricity | 0.2956907 |
| Panama | Electricity | 0.2978238 | Thailand | Electricity | 0.5128868 |
| USVI | Electricity | 0.2522551 | United States | Electricity | 0.5222489 |
| BVI | Electricity | 0.2522551 | Ireland | Electricity | 0.4580438 |
| Uruguay | Electricity | 0.0809884 | Brazil | Electricity | 0.0867654 |
| Bahamas | Electricity | 0.2522551 | U.A.E. | Electricity | 0.5978194 |
| Belize | Electricity | 0.2522551 | France | Electricity | 0.0790921 |
| Cayman Islands | Electricity | 0.2522551 | Japan | Electricity | 0.4164083 |

⁴ International Energy Agency
Unit: Metric Tonnes CO₂e per MWh

Other Fuels⁵

| Other Fuel | Factor | Units |
|-------------|-------------|--|
| Natural Gas | 0.00188496 | CO ₂ e Tonnes per Cubic Meter |
| Fuel Oil | 0.002939342 | CO ₂ e Tonnes per Litre |
| Propane | 0.002676492 | CO ₂ e Tonnes per Litre |

⁵ Reference: GHG Protocol V4.0 2010

GWP source is IPCC Fourth Assessment Report (SAR-100 year).

G4-EN19 Reduction of GHG emissions

- Real Estate has implemented lighting retrofits that will result in energy efficiency in Canadian branches. 30% of retrofits occurred in FY2016. FY2016 savings are 620 tCO₂e.
- Real Estate is actively managing its portfolio size by looking for square footage reductions that will see efficiencies with no loss to customer base. FY2016 savings are 1,398 tCO₂e.
- Going forward the Bank is working with a smaller branch footprint for new branches – 1.5M s.f. to 4M s.f. compared to 5M s.f. to 6.5M s.f.
- The densification of office standards, which will result in a reduction in absolute emissions for all renovated premises.
- Real Estate has budgeted for the replacement of HVAC equipment with more efficient units for a sizeable portion of the Canadian portfolio. To be implemented in FY2017 and rolled out over four years.
- Initiatives Scotiabank is undertaking to reduce GHG emissions include the following:
 - New branches to be constructed principally using LED lights.
 - Business case has been approved for solar panel installation in some Central America & Caribbean branches.
 - Investigating utilities for high consuming premises and where appropriate, implementing metrics to reduce environmental impact.
 - Construction of new branches to a recognized certification (Green Globes).
 - Annual branch energy reviews are performed for 20% of Canadian portfolio to identify and repair maintenance items to reduce energy consumption.
 - Thermostat replacement to set-back devices to automatically adjust temperatures.
 - Bank roof top units (RTUs) meet regulations for high efficiency.
 - After hours central control of turning off PCs in branch network.
 - Installation of astronomical clocks to set timers on exterior lighting (signage, lighting, etc.)
- CO₂, CH₄, N₂O
- The base year for initiatives to reduce emissions would be the year prior to which the initiative was implemented.
- Utility consumption figures are collected directly from invoices entered by the Bank's Central Accounting Units (CAUs). CAU entries are then subject to monthly audits by Real Estate and an energy consulting firm. These figures are then subject to a final audit by an independent third party for verification. The audited and verified consumption figures are then used by both third party suppliers & Real Estate in comparing technical specifications for facilities projects and weighted average consumption estimates based on actual portfolio consumption to determine energy savings associated with any given initiative. Once consumption is determined, the emissions factors attached in the email are used for utility conversion to GHG emissions.
- Direct (Scope 1), Energy Indirect (Scope 2).

G4-LA2 Benefits

| Benefits that are provided to full-time employees vs. benefits provided to part-time and temporary employees | | | |
|--|-----------|-----------|----------------------|
| Benefit | Full time | Part time | Temporary (contract) |
| Life insurance | ● | ● | ● (1 year) |
| Health care | ● | ● | ● (1 year) |
| Disability and invalidity coverage | ● | ● | N/A |
| Parental leave | ● | ● | N/A |
| Retirement provision | ● | ● | N/A |
| Stock ownership | ● | ● | N/A |

G4-LA6 Type of injury and rates of injury by region and gender

| Injury by Case Type | | | | | |
|--------------------------------|------------|------------------|------------------|---------------------|-------------|
| Type | Major | Minor Reportable | Other Reportable | Under Investigation | Grand Total |
| Accident | 1 | 0 | 0 | 4 | 5 |
| Air Quality | 0 | 0 | 1 | 0 | 1 |
| Allergic Response | 1 | 1 | 0 | 0 | 2 |
| Assault | 2 | 0 | 1 | 0 | 3 |
| Bruises/Contusion | 11 | 5 | 0 | 0 | 16 |
| Cuts/Lacerations | 4 | 9 | 0 | 0 | 13 |
| Employee | 3 | 2 | 0 | 0 | 5 |
| Fracture | 4 | 2 | 0 | 1 | 7 |
| Fumes/Odours | 1 | 0 | 2 | 0 | 3 |
| IAQ Concern | 1 | 0 | 0 | 4 | 5 |
| Illness | 0 | 2 | 0 | 2 | 4 |
| Loss of Consciousness | 0 | 0 | 1 | 0 | 1 |
| MVA | 7 | 0 | 2 | 1 | 10 |
| Other | 1 | 1 | 1 | 0 | 3 |
| Overexertion | 1 | 0 | 0 | 0 | 1 |
| Repetitive Motion | 0 | 1 | 0 | 0 | 1 |
| Robbery | 42 | 1 | 0 | 2 | 45 |
| Robbery - Armed Robbery | 0 | 0 | 20 | 0 | 20 |
| Robbery - Attempted Robbery | 1 | 0 | 9 | 0 | 10 |
| Robbery - In course of Robbery | 8 | 2 | 2 | 2 | 14 |
| Robbery - Note Passing | 0 | 0 | 34 | 0 | 34 |
| Robbery - Verbal Request | 0 | 0 | 21 | 0 | 21 |
| Robbery - Verbal Threat | 0 | 0 | 1 | 0 | 1 |
| Slip/Fall from a Height | 3 | 1 | 0 | 0 | 4 |
| Slip/Fall on a Flat Surface | 22 | 12 | 1 | 0 | 35 |
| Sprain/Strain | 14 | 9 | 0 | 0 | 23 |
| Struck Against Object | 5 | 4 | 0 | 0 | 9 |
| Struck By Object | 4 | 0 | 0 | 0 | 4 |
| Trip Hazard | 7 | 0 | 0 | 0 | 7 |
| Water Infiltration | 0 | 0 | 1 | 0 | 1 |
| Grand Total | 143 | 52 | 97 | 16 | 308 |

Injury by Case Type – Provincial Breakdown

| Type | Major | Minor Reportable | Other Reportable | Under Investigation | Grand Total |
|------------------------|------------|------------------|------------------|---------------------|-------------|
| Alberta | 14 | 3 | 18 | 1 | 36 |
| British Columbia | 15 | 10 | 19 | 2 | 46 |
| Manitoba | 0 | 1 | 0 | 4 | 5 |
| New Brunswick | 10 | 0 | 4 | 0 | 14 |
| Newfoundland | 1 | 2 | 1 | 0 | 4 |
| North West Territories | 0 | 1 | 0 | 0 | 1 |
| Nova Scotia | 5 | 4 | 2 | 0 | 11 |
| Ontario | 82 | 31 | 43 | 9 | 165 |
| Prince Edward Island | 2 | 0 | 0 | 0 | 2 |
| Quebec | 8 | 0 | 9 | 0 | 17 |
| Saskatchewan | 6 | 0 | 1 | 0 | 7 |
| Grand Total | 143 | 52 | 97 | 16 | 308 |

Injury by Case Type – Sum of Lost Time (Days)

| Type | Major | Minor Reportable | Other Reportable | Under Investigation | Grand Total |
|------------------------|--------------|------------------|------------------|---------------------|--------------|
| Alberta | 94 | 0 | 0 | 0 | 94 |
| British Columbia | 39 | 0 | 0 | 0 | 39 |
| Manitoba | 0 | 0 | 0 | 0 | 0 |
| New Brunswick | 350.5 | 0 | 0 | 0 | 350.5 |
| Newfoundland | 5 | 0 | 0 | 0 | 5 |
| North West Territories | 0 | 0 | 0 | 0 | 0 |
| Nova Scotia | 10 | 0 | 0 | 0 | 10 |
| Ontario | 979 | 0 | 0 | 0 | 979 |
| Prince Edward Island | 2 | 0 | 0 | 0 | 2 |
| Quebec | 421 | 0 | 0 | 0 | 421 |
| Saskatchewan | 14.5 | 0 | 0 | 0 | 14.5 |
| Grand Total | 1,915 | 0 | 0 | 0 | 1,915 |

| Injury by Gender | | | | |
|------------------------|-----------|------------|-----------|-------------|
| Province | Male | Female | Location* | Grand Total |
| Alberta | 0 | 18 | 18 | 36 |
| British Columbia | 1 | 26 | 19 | 46 |
| Manitoba | 0 | 5 | 0 | 5 |
| New Brunswick | 0 | 10 | 4 | 14 |
| Newfoundland | 1 | 2 | 1 | 4 |
| North West Territories | 0 | 1 | 0 | 1 |
| Nova Scotia | 1 | 8 | 2 | 11 |
| Ontario | 21 | 102 | 42 | 165 |
| Prince Edward Island | 0 | 2 | 0 | 2 |
| Quebec | 0 | 8 | 9 | 17 |
| Saskatchewan | 0 | 6 | 1 | 7 |
| Grand Total | 24 | 188 | 96 | 308 |

* Robberies are often reported by location, reporting by transit (branch/department) - as no individual is identified.

Occupational Health Services (OHS) has the primary responsibility for Hazardous Occurrence & Incident Reporting (HOIR). This includes preparing and submitting the annual report to Employment and Social Development Canada (ESDC) of all reportable Hazardous Occurrences bank-wide. For the purposes of this document the Occupational Health Manager shall be referred to as CM (case manager).

ESDC's Hazardous Occurrence Report is completed by the individual unit manager/delegate and/or Health and Safety representative and then faxed to OHS, where it is assigned to a CM. It must be reviewed, investigated and reported as per policy and federal requirements. OHS also reviews any expenses for eligibility for reimbursement by Manulife in the provinces not covered by Workers Compensation Boards; namely, Ontario, Manitoba, Alberta and Nova Scotia.

The CM reviews the report for completeness, ensuring that all relevant fields are complete and signatures are included. The CM then makes a call to the injured/affected employee and to the department, as appropriate. At this time, OHS is mandated to determine whether the Hazardous Occurrence constitutes a workplace injury. It must be established that the occurrence and resulting injury occurred due to and in the course of the employment

relationship (see below for further definitions). It may be necessary to add detail to the report, based on the information obtained in the telephone interviews. If this is the case, a copy of the revised report is forwarded back to the department with the CM's signature for their file.

Workplace Accidents

Law: Accident includes

- A willful and intentional act, not being the act of the worker
- A chance event occasioned by a physical or natural cause, and
- A disablement arising out of and in the course of employment.

Chance event:

- A chance event is defined as an identifiable unintended event which causes an injury. An injury itself is not a chance event.

Disablement:

The definition of disablement includes:

- A condition that emerges gradually over time
- An unexpected result of working duties.

The following table represents coding information related to the HOIR.

| Type | Code | Name | Definition |
|--------|------|----------------------|--|
| Person | MJ | Major | <ul style="list-style-type: none"> • Disabling injury: one that ‘prevents an employee from reporting for work or from effectively performing all the duties connected with the employee’s regular work on any day subsequent to the day on which the injury or disease occurred, whether or not that subsequent day is a working day for that employee, or results in the either temporary or permanent loss of body member or function’ • All lost time (absence on the next scheduled working day or subsequent to the day on which the injury or disease occurred) occurrences except for illnesses. • Major incidents must be faxed within 14 days to ESDC (except in some cases thus 24 hours e.g., a fatality; a disabling injury <i>to two or more employees</i>; the loss by an employee of a body member or part thereof or in the complete loss of usefulness of a body member; the permanent impairment of a body function of an employee; an explosion; damage to a boiler or pressure vessel that results in fire or the rupture of the boiler or pressure vessel; any damage to an elevating device that renders it unserviceable or a free fall of an elevating device. • Robbery related incidents are considered major with above noted definitions applicable. Noted difference is these incidents have robbery related time missed. • All robberies must be faxed regardless of absence only in the province of British Columbia • ‘Intermittent Day’ email should be sent to supervisor for absences (first day of absence is the day following the accident). The first 3 days should be coded as ‘special leave with pay’. |
| Person | MR | Minor Reportable | <ul style="list-style-type: none"> • No lost time • Medical attention received • e.g., employees involved in robbery that sought medical; asthma attack related to IAQ issue and received medical attention; or cut finger with medical attention <p>“Minor injury” means an employment injury or an occupational disease for which medical treatment is provided and <i>excludes</i> a disabling injury. [Note: Medical treatment is that which is provided at a medical treatment facility, which means at a hospital, medical clinic, of physician’s office at which emergency medical treatment can be dispensed and is not to be confused with first aid.]</p> |
| Person | MN | Minor Non-Reportable | <ul style="list-style-type: none"> • No lost time. • No medical attention received. • e.g., employees involved with a robbery (no medical attention received); asthma attack related to IAQ issue (no medical attention received); or cut finger (no medical attention received). |

| Type | Code | Name | Definition |
|-------|------|----------------------|---|
| Event | OR | Other Reportable | <p>“other hazardous occurrences”</p> <p>Any other situations where events have occurred that resulted in:</p> <ul style="list-style-type: none"> • an explosion; • damage to a boiler or pressure vessel that results in fire or the rupture of the boiler or pressure vessel; or • damage to an elevating device that renders it unusable, or a free fall of an elevating device; • an electric shock, toxic atmosphere or oxygen deficient atmosphere that caused an employee to lose consciousness; • the implementation of rescue, revival or other similar emergency procedures; or • a fire. • attempted robbery (e.g., ATM) • bomb or phone threat |
| Event | ON | Other Non-Reportable | <p>HOIR is not required for the event, however if there are employees that are absent or have concerns regarding the event an HOIR must be completed for the employee. Examples:</p> <ul style="list-style-type: none"> • customer occurrence • ABM vandalism • inclement weather • branch closure • power outage |

G4-LA9 Average hours of training per year per employee by gender, and by employee category

| Gender | |
|--------------|----------------------------|
| | # Learning Hours by Gender |
| Female | 27.3 |
| Male | 29.7 |
| Total | 28.3 |

| Employee Category | |
|-------------------|---------------------------------------|
| | # Learning Hours by Employee Category |
| Student | 9.6 |
| Leave | 17.3 |
| Standard | 28.7 |
| Total | 28.3 |

Sources:
 Course Completion Records from November 1, 2015 to October 31, 2016, from My Learning Centre, me@scotiabank and Skillport.
 Employee population from Horizon, considering an average between Oct. 31 2015 and Oct. 31 2016.

G4-FS10 Number of companies the organization interacted with on social or environmental issues

Equator Principles transaction reporting

Project finance

The total number of project finance loans that reached financial close during the Bank's fiscal year ending October 31, 2016 was five. The breakdown is as follows:

| Project Finance | | | | Project-related Corporate Loans | | |
|---------------------------------------|------------|------------|------------|---------------------------------|------------|------------|
| | Category A | Category B | Category C | Category A | Category B | Category C |
| Sector | | | | | | |
| Mining | | | | | | |
| Infrastructure | | 1 | 2 | | | |
| Oil & Gas | | | | | | |
| Power | | 1 | | | 1 | |
| Others | | | | | | |
| Subtotal | 0 | 2 | 2 | 0 | 1 | 0 |
| Region | | | | | | |
| Americas | | 1 | 2 | | 1 | |
| Europe, Middle East and Africa | | | | | | |
| Asia Pacific | | 1 | | | | |
| Subtotal | 0 | 2 | 2 | 0 | 1 | 0 |
| Country Designation | | | | | | |
| Designated country | | 1 | 2 | | | |
| Non-designated country | | 1 | | | 1 | |
| Subtotal | 0 | 2 | 2 | 0 | 1 | 0 |
| Independent Review¹ | | | | | | |
| Yes | | 2 | 2 | | 1 | |
| No | | | | | | |
| Subtotal | 0 | 2 | 2 | 0 | 1 | 0 |
| Total number of projects | 0 | 2 | 2 | 0 | 1 | 0 |

¹ An independent review may not be required for all projects (not required for category C projects). Please refer to the Equator Principles for details on what is required for each category and product type.

The reporting entity is Scotiabank on an enterprise-wide basis including its subsidiaries.

There were seven project finance advisory services mandated during the Bank's fiscal year ending October 31, 2016: six in the infrastructure sector, one in the Oil & Gas sector, and all in the Americas region.

Category A – Projects with potential significant adverse environmental and social risks and/or impacts that are diverse, irreversible or unprecedented.

Category B – Projects with potential limited adverse environmental and social risks and/or impacts that are few in number, generally site-specific, largely reversible and readily addressed through mitigation measures.

Category C – Projects with minimal or no adverse environmental and social risks and/or impacts.