



2022 ESG HIGHLIGHTS  
SCOTIABANK TRINIDAD AND TOBAGO LIMITED

**Scotiabank**

## ESG IN ACTION

Scotiabank's approach to Environmental, Social, and Governance (ESG) focuses on four pillars – Environmental Action, Social Impact, Inclusive Society and Leadership & Governance. We develop, implement and invest in initiatives across these pillars in order to maximize our positive impact on the world.



# Environmental and Food Sustainability

## Climate Strategy and Net Zero Pathways

Scotiabank's five Climate Commitments support the objectives of the Paris Agreement on climate change. The Commitments form the Bank's enterprise-wide (including the Caribbean and Trinidad and Tobago) climate strategy and comprehensive approach to addressing climate risks and opportunities..

Through our Global Bank, we support the goals of the Paris Agreement, including the goal to achieve net-zero emissions globally by 2050 or sooner. We recognize the challenges and complexity associated with a net-zero emissions pathway for the Bank, our clients, our communities and the economy at large. You can read more in our [Net Zero Pathways Report](#).

In 2022, we expanded the Net Zero Research Fund to \$10 Million (CAD) to advance partnerships with leading think-tanks and academic institutions that are supporting key sectors in their efforts to decarbonize. This Fund was introduced in 2021 and is open to applications across the Bank's global footprint.

## Environmental Risk

Scotiabank accounts for environmental and climate-related risks in its credit due diligence and adjudication processes. There are ongoing Risk/Lending policy reviews on factoring climate-related risks into financial metrics for transactions.

## Sustainable Financing

We leverage our Global expertise to offer clients best-in-class structuring and execution of sustainable finance transactions, as well as tailored ESG and sustainable finance advice aligned with business strategy.

In June 2022, Electric Vehicle (EV) Financing for established brands was implemented for Retail and Small Business customers, further demonstrating our support towards renewable and clean energy.





### Community Environmental and Food Sustainability

Our continued partnership with the SURE Foundation has seen a total of 220,000 seedlings and 500 fruit trees distributed to farmers, households, orphanages and communities across the country, promoting food and environmental sustainability.

Seedlings, including patchoi, celery, chive, green peppers, cucumber, cauliflower, tomatoes, bodi, corn and ochro were provided to families and emerging farming entrepreneurs.

Trees planted at orphanages include mango, breadfruit, chataigne and sapodilla trees. These interventions aim to help persons become familiar with agriculture, learning about the positive environmental impacts while also growing their own food.

## Social Impact

### Community Investments and ScotiaRISE

Through our charitable arm, the Scotiabank Trinidad and Tobago Foundation the Bank continues to support environmental causes, health and wellness promotion, and local culture, education and sport. In 2022, our community initiatives have benefitted 27,673 individuals, and 17,265 youth through working with 85 charities, schools and community groups.

With the goal of fostering economic inclusion and resiliency among disadvantaged groups, in 2021, we launched ScotiaRISE as a Global project. This program seeks to make a meaningful impact in communities throughout the Bank's footprint by making investments that help people improve their education and employment prospects, adapt to changing circumstances, and increase the likelihood of financial success.





Here are a few of our key 2022 initiatives:

### University Scholarships

Our support for students of the University of the West Indies is carried out in 2 tranches – regionally and locally. Regionally, for the past 12 years, Scotiabank has contributed to the UWI Scholarships across the 3 campuses in the Caribbean to help provide equal access to education for students in financial need. 19 scholarships are distributed annually. The Bank is also the lead sponsor of the UWI Toronto Benefit Gala, which since its inception, has raised over \$2.3 million CAD and awarded over 600 scholarships.

Locally, for over 2 decades, we have assisted students at the University of the West Indies through our contribution of annual scholarships. The programme assists 10 students annually with scholarships of TT\$10,000 each in the fields of Banking and Finance, Accounting, Computer Science and Information Technology, and Economics, to receive the financial aid they deserve.



### Adulting 101

Scotiabank remains committed to helping provide young people with opportunities to discover their full potential and become well rounded individuals who contribute positively to their communities. Over the past 2 years, our continued partnership with Families in Action supported 40 young adults each year, as they entered the next phase of their lives. They engaged in sessions focused on topics such as interview preparation and office protocols for young adults; developing effective communication skills; financial planning; social media management; entrepreneurship and the importance of paying it forward.



### Write Away! Young Adult Literature Project

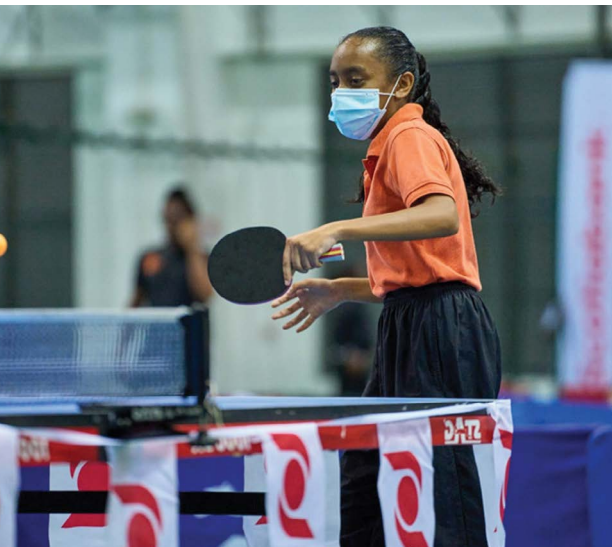
Year 2 of the Write Away! Project with Bocas Lit Fest underway - offers engaging digital content to support the teaching of English Literature with reference to books on the CSEC syllabus. Over 12,000 students are benefitting from access to the materials in the 2022 edition.



### Scotiabank NextGen Cricket Development Programme

We are committed to developing our youth athletes on and off the field. In the realm of cricket, the Scotiabank NextGen Cricket Development Programme consists of a Zonal Tournament as well as Developmental Workshops in both Under 13 and Under 15 categories. The physical, intellectual, social, emotional and spiritual development of 350 young cricketers have been enhanced through workshops on Financial Management, Leadership, Teamwork, Fair play and Time Management to name a few.





### Scotiabank Schools Table Tennis Tournament

After a 2-year hiatus, we saw the return of the Scotiabank Schools Table Tennis Tournament in 2022, with over 200 youth participating in individual and team categories. In collaboration with the Table Tennis Association of Trinidad and Tobago, this tournament is a much-anticipated event on the local table tennis calendar with all national players having started off with in this tournament. We are indeed pleased to contribute to the continuation of the sport and the development of our young people.

### Scotiabank /NAAATT Deon Lendore Bursary Programme

To support junior athletes to achieve their full potential on and off the field, the Scotiabank / National Association of Athletics Administrators (NAAATT) Deon Lendore Bursary Programme has been launched. Deon Lendore was one of T&T's shining athletes who, tragically, passed away in 2022.

Through this initiative, 10 junior athletes, who show great potential to represent our country with distinction, were selected to receive a bursary of TT\$10,000 each. This contribution supports with their athletic development as well as their educational needs. This investment is intended to assist them to overcome economic barriers and will go a long way to helping them achieve their goals. We are committed to helping our youth to unlock their potential.



### Steelpan Education

To help continue the legacy of our national instrument and at the same time, provide our young people with opportunities to occupy their time in a constructive way, we have helped fund the purchase of steelpans and tutoring in steelpan education for youth in the Beetham Gardens community. This new creative endeavour for the young people of the Beetham community is intended to instil a sense of discipline, self-esteem and belonging in the youth of the community.



### Cancer Awareness and Screening

In the last 5 years alone, we have donated \$1.25m towards breast cancer screening initiatives and since our initial launch of the Scotiabank Women Against Breast Cancer programme, we have helped over 21,000 women access free screening. With the funds donated annually, our long-standing beneficiary, the Trinidad and Tobago Cancer Society (TTCS) continues its breast cancer screening initiatives, helping persons gain access to free screening services. In 2021, 500 women received free breast cancer screening.

The youth focused project incorporated into the TTCS' programme in 2019 – No Smoking, No Vaping virtual campaign continues to educate youth on the harmful effects of smoking and vaping. The 2022 edition focuses heavily on educational webinars and a social media campaign to capture the attention of young people.



### Employee Giving Back

We're proud that as restrictions continue to be lifted, our employees continue to embrace the opportunity to give back to the communities in which we live and work.

For Earth Day and World Environment Day, they supported our programme with the SURE Foundation, distributing seedlings in various communities, as well as helping plant fruit trees at children's homes across the country.

Employees also readily supported United Way Trinidad and Tobago's (UWTT), BUY ONE, GIVE ONE programme, enabling UWTT to provide free masks to students when they returned to school – for each mask bought, one was given free.

Expertise and insights were also shared by employees for our various youth programmes. The Financial Planning and Resume Writing & Office Protocols workshops have been facilitated by members of our Finance and Human Resources teams.



# Inclusive Society

## Investing in our Employees

Our most important investment is the one we make in our people. By advancing diversity, equity and inclusion and implementing equitable and bias-free practices, we unlock our employees' potential to succeed. Our winning team comes from having a common set of inclusive values and a high-performance culture where employees can contribute and feel respected, safe and welcome.

Our training portfolio was expanded to include diversity, inclusion and equity courses in the mandatory schedule for all employees. Other topics such as unconscious bias and allyship were also added to our online training catalogue on iLEAD. At the Manager level and above, performance metrics included a specific goal of promoting the Bank's culture by contributing to build diverse, inclusive and high performing teams.

Over the past year, Scotiabank continued, to provide employees with key resources to support their total wellbeing, physical and mental health and career development. Most notably, in February 2022, the Bank expanded its Parental Leave Benefit and includes the following major changes, making Scotiabank the first in the industry locally to introduce these changes:

- Maternity Leave moved from 14 weeks to 16 weeks
- Paternity Leave moved from 3 days to 4 weeks
- Adoption & Gestational Surrogacy Eligibility

## Empowering Customers and Communities

To help our Senior customers bank with confidence, we hosted in person Digital Seniors Training workshops. Over 200 customers participated at 9 branches. They all signed up to use the Scotia Caribbean App and Scotia OnLine Banking and learned how to add bill payees, transfer recipients, share receipts, view e-statements and more.

Providing the best banking services means creating an environment that takes into account and respects the requirements and needs of all our customers. In keeping with this, we adopted a more inclusive approach to the customer experience journey, through having sign language trained front-line employees at each branch.

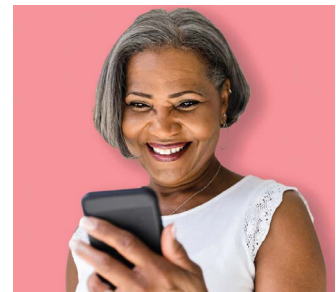
For the 8th year, we were the Platinum Sponsor of the American Chamber of Commerce (AMCHAM) Women's Leadership Conference, held in commemoration of International Women's Day under the theme Break the Bias. The Conference saw 200 women from all spheres of life participate in numerous workshops. It also provided us with the opportunity to share our best practices related to inclusion and diversity.

In 2021, we collaborated with PrideTT's for the Generation GAP Programme, aimed at offering structured mentorship to 30 participants between the ages of 17 and 25. It took on a modular format, focusing on character and professional development, over the period of 1 year.

Successful participants were afforded the opportunity to gain an internship at the Bank, learning key skills to add to their resumes as they work toward gaining valuable experience to kick start their careers.

## Building Resilience among Youth with Disabilities

Over the past 68 years, the Princess Elizabeth Home for Handicapped Children (PEHHC) has helped to provide support to thousands of physically challenged children. The range of services offered includes surgical treatment, rehabilitation/





therapy and education for children from lower income households with the goal of ensuring they can lead productive lives. In 2022, we donated TT\$1 million dollars toward the new Orthopaedic Wing at the PEHHC, ensuring that even more children gain access to the care they need. The new Orthopaedic Wing will help to improve efficiency and patient quality care with surgical wards, an operating theatre and a clinic, all under one roof. Through a collaboration with the Joy of Living Resource Centre (JOL) in Tobago, differently abled learners were provided with devices with assistive technology to help them develop language skills and assist those with speech disabilities to communicate. This specialised equipment helps them to feel independent and autonomous, building self-esteem and confidence.

The transition from education to employment has unique considerations for Students with Disabilities (SWDs). To support this and help SWDs bolster their employment prospects and discover their full potential, we spearheaded *Steps for Career Success* for Secondary and Tertiary level students with varying types of disabilities from across the country. The students participated in informative sessions on Resume Writing and Interview Tips, Digital Banking, Insurance, Investments and Compliance and Anti Money Laundering to name a few, aimed at clarifying their academic and career interests, gain exposure to specialized fields and develop their job search skills.

Find out more about our initiatives on [tt.scotiabank.com](https://tt.scotiabank.com) and follow us on Instagram @scotiatt



## Leadership & Governance

### Board Diversity and Training

Scotiabank's Board of Directors and management team actively develop, promote and recruit leaders to reflect the diversity of our customers, shareholders, employees and the communities in which we operate.

Our Board of Directors contributes world-class expertise across a variety of disciplines. Our Board comprises of 58% female representation. This fiscal, our Board also completed Diversity and Inclusion/Regional Governance training with a focus on ESG and how principles distill into Director Fiduciary duties.

### Responsible and Ethical Conduct

Scotiabank encourages transparency and accountability for expected behaviours and actions. We base our Code of Conduct on six guiding principles, which set the expectations required of employees, contingent workers, directors and officers of Scotiabank across our global operations and subsidiaries. Attesting to our Code annually is a condition of employment.

Our global mandatory learning includes standalone modules on Anti-Bribery and Anti-Corruption training

to prevent improper transactions, prohibit fraudulent or illegal activities and consider the ethical impacts of our choices. As at September 30, 2022, all employees completed their necessary mandatory training modules and attested to the Code.

### Keeping the Bank Safe and Protecting our customers

Trust and reputation create the foundation on which banking is built. Our customers want to bank with confidence, knowing their transactions are efficient, secure and private. We rigorously protect personal information while implementing advancements in technology, including ethical artificial intelligence, to help defend against fraud and fight financial crimes.

Customer data privacy is fundamental for maintaining trust in financial services. We have no appetite for breaches of data, whether they may be privacy-related obligations or compliance failures. The Code of Conduct underpins enterprise-wide data protection. Employees are responsible for preventing the disclosure of customer data. Formal privacy policies detail the collection, use and management of personally identifiable information. Privacy impact assessments are conducted to identify potential privacy risks in the collection, use, storage, disclosure and disposition of personally identifiable information.<sup>FI</sup>

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