



Canadian Security
Intelligence Service

Service canadien du
renseignement de sécurité



2024 to 2025
Departmental
Sustainable
Development
Strategy
Report

Canada



Cat. No.: PS72-1E-PDF
ISSN: 2818-7369

Unless otherwise specified, you may not reproduce materials in this publication, in whole or in part, for the purposes of commercial redistribution without prior written permission from the Canadian Security Intelligence Service's copyright administrator. To obtain permission to reproduce Government of Canada materials for commercial purposes, apply for Crown Copyright Clearance by contacting:

Canadian Security Intelligence Service

PO Box 9732 STN T
Ottawa ON K1G 4G4
Canada

Telephone: 613-993-9620
TTY and or TDD: 613-991-9228
www.canada.ca/CSIS

Photography: © CSIS Photography and Gettyimages.ca

© His Majesty the King in Right of Canada, as represented by the Minister of Public Safety.
Published in October 2025.

Aussi disponible en français sous le titre :
Rapport sur la Stratégie ministérielle de développement durable de 2024 à 2025.



Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report



The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Canadian Security Intelligence Service (CSIS) supports the goals laid out in the FSDS through the activities described in [CSIS' 2023 to 2027 Departmental Sustainable Development Strategy \(DSDS\)](#). This report describes CSIS' progress on advancing the goals related to its DSDS over the fiscal year 2024 to 2025.

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in CSIS' DSDS and in its 2024 to 2025 DSDS progress report.

To promote coordinated action on sustainable development across the Government of Canada, this progress report demonstrates how CSIS is contributing to the implementation of Canada's 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The report now also captures progress on SDG initiatives that fall outside the scope of the FSDS.





Sustainable Development Goals for the Canadian Security Intelligence Service



CSIS' SDG Goal Progress Tracker

Progress Legend

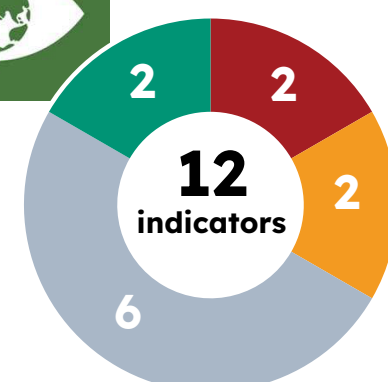
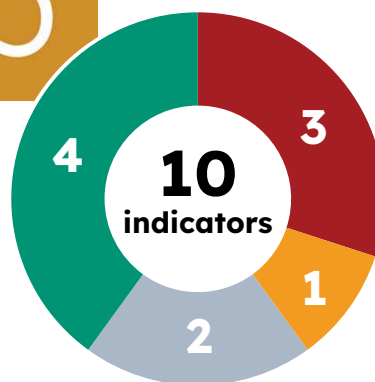
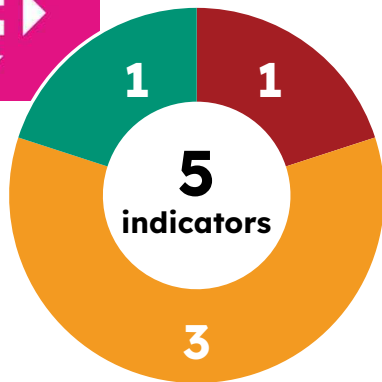

Not Initiated


Initiated


Advancing


Completed

Overall Progress on SDG Goals





SDG Goal 10: Advance reconciliation with Indigenous peoples and take action on inequality

FSDS Context: Advance Reconciliation with Indigenous Peoples and Take Action to Reduce Inequality, and in support of implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDA), CSIS will consult with Indigenous Peoples on the development of new legislation and on the amendment of existing legislation. CSIS will continue engaging and expanding its relationships with Indigenous governments, organizations and communities to fulfill this goal, and will coordinate with federal government departments and agencies to help leverage and maximize resources of Indigenous partners. CSIS will also provide Indigenous cultural competency training on UNDA, and aims to train 90% of employees by 2027. CSIS will also do its part to increase Indigenous employment in the federal public service by increasing representation by more than 50% within its own workforce by 2026–27.

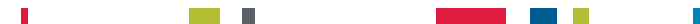
To reduce inequalities related to visible and invisible disabilities, race, ethnicity and origin, CSIS will increase representation of racialized employees and employees with disabilities by 25% and 55% respectively by 2026–27.



Target theme: Advancing reconciliation with First Nations, Inuit, and Métis communities.


Target: Between 2023 and 2026, and every year moving forward, develop and table annual progress reports on implementing UNDA (Minister of Justice and Attorney General of Canada).

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> (UNDA).</p>	<p>Provide Indigenous cultural competency training on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).</p> <p>Program: Learning and Development.</p>	<p>Performance indicator: Percentage of staff who have completed Indigenous cultural competency training on UNDRIP.</p> <p>Starting point: Percentage of staff trained: 0% in 2022-23.</p> <p>Target: 90% by the end of 2026-27.</p>	<p>Public servants are in a unique position to help build respectful relationships with Indigenous Peoples in Canada. This action encourages public service employees to increase their cultural competency skills and awareness of issues related to First Nations, Inuit and Métis in Canada, and their knowledge of UNDRIP. This action contributes to the development of necessary cultural competency knowledge and skills to implement UNDRIP.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> N.A. <i>CIF Indicator:</i> N.A. <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>Indicator result: 2024-25 result: 0% </p> <p>Notes: Cultural competency training on UNDA has been available since March 2024 from the Canada School of Public Service (CSPS). As of 2025, CSIS has developed mandatory learning paths for executives and employees that includes reading the Government of Canada Action Plan for the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> and other courses about reconciliation. CSIS expects to launch these learning paths in late 2025, and then will begin tracking completion rate against the target.</p> <p>While the performance indicator result is determined based on the percentage of employees who complete mandatory training on UNDRIP, CSIS has further also demonstrated its commitment to UNDA through several CSIS-specific actions.</p>




Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
				<p>For example, CSIS took the lead of the Five Eyes Indigenous Network and hosted a Five Eyes Indigenous Summit in June 2025 that included participation and input from Canadian Indigenous communities. This Summit helped to increase the cultural competency of employees who participated, and will continue to help CSIS, and its Five Eyes partners, build meaningful relationships with Indigenous partners from Canada and abroad.</p> <p>CSIS continues to promote awareness of UNDA and CSIS' actions through senior executive communications to employees, and increased employee knowledge related to UNDA through presentations by Indigenous speakers and the promotion of learning opportunities that relate to truth and reconciliation, and indigenous issues connected to our work.</p> <p>As part of those efforts, CSIS has co-produced a video with the Métis Nation of British Columbia, which was launched internally in June 2024 and has been made available in June 2025 for all employees to view in order to gain a better understanding of Métis history and culture.</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
				CSIS also increased use of standardized land acknowledgments and introduced new language about Indigenous Treaty rights into CSIS' Oath, fulfilling commitments made in CSIS' Diversity, Equity and Inclusion (DEI) Strategy.
Implement UNDA.	<p>Consult and cooperate with Indigenous Peoples on the development of new legislation and on amendment of existing legislations.</p> <p>Program: Policy and Foreign Relations.</p>	<p>Performance indicator: Percentage of new legislation and/or amended legislation that included a consultation and cooperation process with Indigenous Peoples.</p> <p>Starting point: Percentage of consultations with Indigenous peoples 0% in 2022-23.</p> <p>Target: 100% by the end of 2026-27.</p>	<p>With the passage of UNDA, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discriminations and inequalities are reduced. <i>CIF Indicator:</i> N.A. <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>Indicator result:  2024-25 cumulative result: 100% (no change since 2023-24, when the goal was met).</p> <p>Notes: In 2023-24, CSIS met 100% of this target further to the public consultations on amending the <i>Canadian Security Intelligence Service Act</i> (CSIS Act), which supported the development of proposed amendments to the CSIS Act introduced as part of Bill C-70, <i>An Act respecting countering foreign interference</i>. However, in 2024-25, the Government of Canada did not contemplate further amendments to the CSIS Act and hence no consultations with Indigenous peoples were undertaken.</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
<p>Advancing reconciliation with First Nations, Inuit and Métis communities.</p>	<p>Increase Indigenous representation organization-wide.</p> <p>Program: Human Resources Services.</p>	<p>Performance indicator: Percentage of Indigenous representation organization wide.</p> <p>Starting point: 2.2% in 2021–22.</p> <p>Target: 3.4% by the end of 2026–27.</p>	<p>With the passage of UNDA, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discriminations and inequalities are reduced. <i>CIF Indicator:</i> N.A. <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>Indicator result: 2024–25 result: 2.3% </p> <p>Notes: The Indigenous attrition rate at CSIS has increased while the hiring rate has decreased, resulting in no notable change since 2022 in overall representation of Indigenous employees.</p> <p>The Indigenous rate of representation in CSIS' executive cadre has increased from 3.2% in 2022 to 4.0% in 2025.</p> <p>In support of attracting and retaining Indigenous employees, CSIS has undertaken specific actions in addition to its UNDA commitments.</p> <p>For example, the CSIS senior executives mentor Indigenous employees; CSIS sponsors Indigenous employees to participate in executive leadership development training; and an Indigenous employee network has been launched at CSIS. The network creates a means for Indigenous employees to connect, develop mutual support in the workplace, and collaborate to inform workplace improvements.</p>




Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
				<p>Furthermore, the network stands as a consultation group when new policies and procedures that impact employees are developed.</p> <p>CSIS attracts Indigenous talent by:</p> <ul style="list-style-type: none"> • employing a diversity recruiter; • prioritizing consideration of qualified candidates, including racialized and Indigenous candidates, in recruiting and staffing processes; • promoting CSIS' goal to hire Indigenous, Black and racialized candidates on job posters, in advertising and at career events; and, • reducing barriers in the hiring process (e.g., GBA Plus reviews, adapting language requirements, and using diverse interview panels). <p>CSIS conducts employment equity (EE) gap analyses and shares these with hiring managers to determine staffing options, and to help close EE representation gaps. A dashboard is published allowing employees to access yearly employment equity data updates.</p>




Target theme: Taking action on inequality.

Target: Each year, the federal public service meets or surpasses the workforce availability for women, Indigenous persons, persons with a disability, and members of a visible minority (President of the Treasury Board).

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Taking action to reduce inequality.	<p>Increase representation of persons with disabilities and members of visible minority groups, organization-wide, according to set objectives.</p> <p>Program: Human Resources Services.</p>	<p>Performance indicator: Representation of persons with disabilities.</p> <p>Starting point: 5.9% in 2021–22.</p> <p>Target: 9% by the end of 2026–27.</p>	<p>With the passage of UNDA, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discriminations and inequalities are reduced. <i>CIF Indicator:</i> N.A. <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>Indicator result: 2024–25 result: 8.4% </p> <p>Notes: While CSIS continues its work to become representative of persons with disabilities in Canada's workforce overall, it is noteworthy that 10% of CSIS executives have identified as persons with disabilities, an increase from the previous fiscal year (8.9%).</p> <p>CSIS continues to implement its 2023–25 Accessibility Plan to:</p> <ul style="list-style-type: none"> ensure compliance with the <i>Accessible Canada Act</i>; continue to identify, remove and prevent barriers; and raise awareness and educate employees to foster an inclusive work environment. <p>CSIS is committed to accessibility. As of the end of the second year of implementation, 95 of 102 activities committed to in the CSIS Accessibility Plan have progressed, with 42 considered complete.</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
				<p>Accomplishments include the continual updating of approved adaptive devices and accessibility software; the streamlining of approval processes for accessibility requests; and the inclusion of mandatory courses on accessibility in the executive and employee learning paths.</p> <p>CSIS attracts talented persons with disabilities by promoting diversity at accessible virtual career events; incorporating disability representation in marketing materials; and using GBA Plus reviews to inform processes.</p> <p>CSIS also conducts EE gap analyses to determine staffing options and close EE representation gaps.</p>
Taking action to reduce inequality.	<p>Increase representation of persons with disabilities and members of visible minority groups, organization-wide, according to set objectives.</p> <p>Program: Human Resources Services.</p>	<p>Performance indicator: Representation for racialized groups.</p> <p>Starting point: 19.1% in 2021–22.</p> <p>Target: 25% by the end of 2026–27.</p>	<p>With the passage of UNDA, the Government of Canada must, in consultation and collaboration with Indigenous peoples, take all measures necessary to ensure that the laws of Canada are consistent with UNDRIP.</p> <p>Actions that support the objectives of the <i>Accessible Canada Act</i> and supports the Clerk's Call to Action for Anti-Racism.</p>	<p>Indicator result: 2024–25 result: 21.7% </p> <p>Notes: CSIS' workforce reflects the overall representation of visible minorities in the Canadian workforce; however, gaps remain in certain occupational groups.</p> <p>Visible minority representation in CSIS' executive cadre has increased from 9% in 2022 to 14% in 2025, which is higher than the workforce availability for this occupational group.</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
			<p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 10.1 Canadians live free of discriminations and inequalities are reduced. <i>CIF Indicator:</i> N.A. <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p>In support of ongoing efforts to foster diversity and inclusion, CSIS launched its Diversity, Equity and Inclusion (DEI) Strategy in 2022 to provide a strategic framework for how CSIS intends to meet its objectives in this critical space.</p> <p>To date, 100% of the commitments have progressed, and 40% are complete.</p> <p>Noteworthy accomplishments include:</p> <ul style="list-style-type: none"> • launching more inclusive people management processes; • sharing CSIS workforce data on our public website and annual report; • officially including discrimination and bias as grounds for appeal in staffing decisions within HR policy; • providing access to an Indigenous land map; and • integrating CSIS' commitment to DEI in the CSIS Strategic Plan.



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
				<p>CSIS attracts talent from racialized groups by promoting its goal to hire Indigenous, Black and racialized candidates in job posters; in advertising and at career events; and by reducing barriers in the hiring process (e.g., GBA Plus reviews, adapting language requirements and using diverse interview panels).</p> <p>CSIS also conducts EE gap analyses to determine staffing options and close EE representation gaps.</p>






SDG Goal 12: Reduce waste and transition to zero-emission vehicles

FSDS Context: In order to support the Greening Government Strategy, CSIS is committed to improving its facilities, usages, procurement, and engagement in a green manner. CSIS will reduce its greenhouse gas (GHG) emissions by greening its fleet and purchasing zero-emission or hybrid vehicles. In addition, CSIS will develop a waste diversion program to significantly reduce its reliance on the use of landfill sites. CSIS will decrease its reliance on paper through its evergreen program by upgrading equipment and providing employees with access to current technology that promotes scanning and digitization. CSIS will also integrate environmental considerations into its procurement processes and prioritize environmentally preferable goods and services to align with the Policy on Green Procurement. In an attempt at providing Canadians with greater access to the digital economy while reducing the environmental impact of electronic waste, CSIS plans to donate some of its used computer equipment to the Computers for Schools program.




Target theme: Federal Leadership on Responsible Consumption.

Target: By 2030, the Government of Canada will divert from landfill at least 75% by weight of non-hazardous operational waste (All ministers).


Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Maximize diversion of waste from landfill.	<p>Complete waste audits for large buildings and report annual rate of diversion of non-hazardous operational waste from landfill.</p> <p>Program: Operating and Maintenance Services.</p>	<p>Performance indicator: Percentage by weight of non-hazardous operational waste diverted from landfill at CSIS' national headquarters building.</p> <p>Starting point: 37% in 2022-23.</p> <p>Target: 75% by the end of 2030-31.</p>	<p>Actions that reduce the generation of non-hazardous operational waste will help to reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport-hauling emissions. Material recovery via recycling reduces emissions for the extraction and production of virgin materials.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Indicator result: 2024-25 result: 43% </p> <p>Notes: Programs were reviewed and new waste streams for diversion were determined. Recycling programs implemented.</p> <p>With the additional awareness on reducing, reusing, and recycling, CSIS has been able to increase its landfill diversion by 6% at its national headquarters building. Participation by employees has been the biggest contributor to this diversion.</p> <p>A waste audit aimed at determining the volume of waste produced, how much of it goes to landfill, and how much is recycled, has been initiated. The waste audit will allow CSIS to identify other actions to increase diversion to landfills.</p>




Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
<p>Maximize diversion of waste from landfill.</p>	<p>Donate electronic equipment (i.e. through programs like Computers for Schools) to be refurbished and redistributed.</p> <p>Program: IT Services.</p>	<p>Performance indicator: By tracking and disclosing the quantity of electronic waste diverted from landfill at CSIS' national headquarters building.</p> <p>Starting point: 80% of legacy desktops in 2021-22.</p> <p>Target: 90% of legacy desktops by the end of 2028-29.</p>	<p>Actions that reduce the generation of non-hazardous operational waste will help to reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Material recovery via recycling reduces emissions for the extraction and production of virgin materials.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Indicator result: 2024-25 result: 85% </p> <p>Notes: In 2021-22, CSIS donated over 80% of legacy desktops, in keeping with its practice of donating electronic equipment for refurbishment and redistribution. In 2023, CSIS temporarily halted donations pending a policy review of the practice. This resulted in CSIS only donating 6% of its legacy desktops in 2022-23. CSIS successfully relaunched the program in 2024. This strong performance is expected to contribute positively toward meeting the 2028-29 target.</p>




Target: By 2030, the Government of Canada will divert from landfill at least 90% by weight of all construction and demolition waste (All ministers).

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Maximize diversion of waste from landfill.	<p>Develop a project management strategy around waste. Also, ensure construction project general contractors track and disclose the amount of construction and demolition waste generated, as well as the amount diverted from landfill.</p> <p>Program: Project Delivery Services.</p>	<p>Performance indicator: Percentage of construction projects greater than \$1M that track by weight non-hazardous construction, renovation and demolition (CRD) waste diverted from landfill in leased buildings and at CSIS' national headquarters building.</p> <p>Starting point: 0% in 2022-23.</p> <p>Target: 100% of projects tracking by weight of CRD non-hazardous waste diverted from landfill and establish a baseline by end of 2025-26.</p>	<p>Actions that reduce the generation of construction and demolition waste will help to reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport-hauling emissions. Material recovery via recycling reduces emissions for the extraction and production of virgin materials.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Indicator result: 2024-25. result: 0% </p> <p>Notes: In 2023-24, CSIS began developing its project management strategy to enable contractors to track the amount of construction and demolition waste. The strategy is ongoing.</p> <ul style="list-style-type: none"> • New waste management specifications and contract terms to meet CRD waste diversion targets for CSIS' national headquarters building and leased sites are in place. • A CRD waste management strategy for CSIS' national headquarters building will be operational by Q3 in 2025-26. <p>Once the NHQ waste management strategy is in place, CSIS expects that, starting in 2025-26, 100% of new projects will be tracked.</p>





Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Maximize diversion of waste from landfill.	<p>Develop a project management strategy around waste. Also, ensure construction project general contractors track and disclose the amount of construction and demolition waste generated, as well as the amount diverted from landfill.</p> <p>Program: Project Delivery Services.</p>	<p>Performance indicator: Percentage by weight of non-hazardous CRD waste diverted from landfill in leased and in national headquarters building for construction projects greater than \$1M.</p> <p>Starting point: Baseline to be established by the end of 2025–26.</p> <p>Target: Divert 90% of non-hazardous CRD waste by the end of 2030–31.</p>	<p>Actions that reduce the generation of construction and demolition waste will help to reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Material recovery via recycling reduces emissions for the extraction and production of virgin materials.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Indicator result: 2024–25 result: 0% </p> <p>Notes: No change with respect to 2023–24.</p>





Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Maximize diversion of waste from landfill.	<p>Promote the use of scanners to reduce printing requirements by making available to all users centralized shared multi-functional units capable of printing and scanning.</p> <p>Program: IT Services.</p>	<p>Performance indicator: Reduce device footprint and promote digitization to reduce printing consumables by centralizing scanning and printer services with shared multi-functional units.</p> <p>Starting point: In 2022–23, multi-functional printers with scanning capabilities have replaced legacy single-function printers.</p> <p>Target: Reduce individual desktop scanners by 10% by the end of 2025–26.</p>	<p>Actions that reduce the generation of construction and demolition waste will help to reduce Scope 3 emissions for the production, transport and disposal of material. Diverting waste from landfill reduces landfill gas and transport hauling emissions. Material recovery via recycling reduces emissions for the extraction and production of virgin materials.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.3.1 Total waste diversion per capita. <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>Indicator result: 2024–25 result: 10% cumulative reduction in the number of scanners (no change since 2023–24, when the goal was met). </p> <p>Notes: CSIS was successful in meeting this target.</p>




Target: The Government of Canada’s procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All ministers).

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada’s 2030 Agenda National Strategy and SDGs	Results achieved
<p>Transform the federal light-duty fleet.</p>	<p>CSIS’ conventional light duty fleet will be comprised of a combination of internal combustion engines (ICEs), hybrid electric vehicles (HEVs), and zero-emission vehicles (ZEVs) at a ratio proportionate to that found in the Canadian population.</p> <p>Program: Operating and Maintenance Services.</p>	<p>Performance indicator: Percentage of newly purchased HEVs, and ZEVs in CSIS’ fleet as compared to the national average acquired by Canadians during 2022 based on Statistics Canada data.</p> <p>Following the initial two-year reporting cycle from 2022-23 to the end of 2024-25 a new baseline will be established based on Statistic Canada data for the national average of HEV and ZEV vehicles acquired by Canadians between 2023 and 2024.</p> <p>Starting point: HEV: 0% in 2022-23. ZEV: 0% in 2022-23.</p> <p>Target: HEV: 5% of newly purchased fleet vehicles from 2022-23 to the end of 2024-25 to align with the 5% of registered HEV vehicles acquired by the Canadian public in 2022. ZEV: 8% of newly purchased fleet vehicles from 2022-23 to the end of 2024-25 to align with the 8% of registered ZEV vehicles acquired by the Canadian public in 2022. HEV and ZEV targets subject to supply availability.</p>	<p>Purchasing zero-emission vehicles reduces greenhouse gas emissions from conventional fleet operations. This enhances sustainable consumption.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.1.1 Proportion of new light duty vehicle registrations that are zero-emission vehicles. <i>GIF Target:</i> 12.1 Implement the 10-year framework of programmes on sustainable consumption and production, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries.</p>	<p>Indicator result: 2024-25 results:</p> <ul style="list-style-type: none"> • HEV: 19.7% • ZEV: 1.3%   <p>Notes: CSIS has made considerable efforts to integrate green energy vehicles into its corporate fleet in 2024-25, increasing its HEVs to 19.7%. In addition, 26% of newly purchased fleet vehicles were plug-in hybrid electric vehicles (PHEV).</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Strengthen green procurement criteria.	<p>Ensure all procurement specialists are trained in green procurement within one year of being identified, in accordance with the Government of Canada Policy on Green Procurement.</p> <p>Program: Procurement Services.</p>	<p>Performance indicator: Percentage of procurement specialists trained in green procurement within one year of being identified.</p> <p>Starting point: 100% of procurement specialists trained in green procurement in 2022-23.</p> <p>Target: 100% of procurement specialists will receive training within one year of being identified by the end of 2024-25.</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, as well as their supply chains.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.</p>	<p>Indicator result: 2024-25 result: 100% (no change since 2023-24, when the goal was met). </p> <p>Notes: CSIS was successful in meeting this target during the 2023-24 reporting period.</p>
Strengthen green procurement criteria.	<p>Ensure all requests for proposals (RFPs), invitations to tender (ITTs) and contracts are processed digitally.</p> <p>Program: Procurement Services.</p>	<p>Performance indicator: Percentage of RFPs, ITTs and contracts that have been processed digitally.</p> <p>Starting point: 90% of RFPs, ITTs and contracts processed digitally in 2022-23.</p> <p>Target: 100% of RFPs, ITTs and contracts will be processed digitally by the end of 2023-24.</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, as well as their supply chains.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.</p>	<p>Indicator result: 2024-25 result: 100% (no change since 2023-24, when the goal was met). </p> <p>Notes: CSIS was successful in meeting this target.</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Strengthen green procurement criteria.	<p>When deemed applicable to the requirement, include environmental evaluation and weighting criteria in RFPs and ITTs in accordance with the Government of Canada Policy on Green Procurement.</p> <p>Program: Procurement Services.</p>	<p>Performance indicator: Percentage of RFPs, ITTs and awarded contracts deemed applicable that include environmental evaluation, weighting criteria and environmental performance clauses.</p> <p>Starting point: Data unavailable in 2022-23.</p> <p>Target: 100% of RFPs, ITTs and contracts, deemed applicable, will include environmental evaluation, weighting criteria and environmental performance clauses by the end of 2026-27.</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 12 Canadians consume in a sustainable manner. <i>CIF Indicator:</i> 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices. <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable in accordance with national policies and priorities.</p>	<p>Indicator result: 2024-25 results: Unknown (no change since 2023-24). </p> <p>Notes: The relevant data is unavailable for 2023-24 and 2024-25.</p> <p>Due to competing priorities, CSIS has been unable to develop the necessary applications to track and monitor evaluation details in solicitations for RFPs, ITTs or contracts.</p> <p>CSIS is making efforts to deliver on this commitment by replacing the current procurement/finance software systems in order to automate procurement and compliance reporting measures.</p>

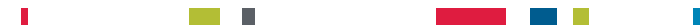




SDG Goal 13: Take action on climate change and its impacts



FSDS Context: Climate change is a critical global problem that will render parts of the world uninhabitable and affect future generations' ability to meet their basic needs. Climate change also has ripple effects for national security and the behaviours of states, for example, through climate change-fuelled migration, civil unrest over strategic resources, and competition over critical minerals necessary for green transition. Greenhouse gas emissions have the potential to warm the planet to unprecedented levels, with far-reaching and unpredictable environmental, social, and economic consequences. CSIS' plan to address climate change is about making smart, informed, forward-looking decisions that consider future climate conditions. CSIS will transition to low-carbon alternatives and create pathways to achieving net-zero emissions. CSIS will undertake studies to identify risks to critical assets due to climate change and develop plans to mitigate risks and disruptions to critical services.



The organization will use this information when considering building and infrastructure recapitalization and upgrades. CSIS is committed to supporting effective climate change goals and to maintaining its engagements and collaborative efforts with other government departments and partners to implement new initiatives aimed at achieving these goals. CSIS intelligence and advice on the impacts of climate change will also inform wider Government efforts to meet the Goals of the FSDS.



Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience.

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All ministers).



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the Government's overall operations.</p>	<p>Ensure all relevant employees receive awareness training on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.</p> <p>Program: Planning Services.</p>	<p>Performance indicator: Percentage of relevant employees who have received awareness training on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions within one year of being identified.</p> <p>Starting point: 0% trained in 2022-23.</p> <p>Target: 50% trained by end of 2026-27 subject to availability of awareness training.</p>	<p>Trained staff can identify risks to critical program delivery, and develop responses to increase the resilience of operations to impacts of climate change.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.3 Canadians are well equipped and resilient to face the effects of Climate change.</p>	<p>Indicator result: 2024-25 result: 15.87% </p> <p>Notes: In 2024-25, three relevant courses have been identified at the CSPS. A total of 21 employees in the Corporate Services Branch are currently working towards successful completion of these courses.</p>
<p>Modernize through net-zero carbon buildings.</p>	<p>Complete pathway to net-zero studies for CSIS' national headquarters building.</p> <p>Program: Planning Services.</p>	<p>Performance indicator: Complete carbon study for CSIS' national headquarters building to identify the implementation pathway to net-zero emissions by 2050.</p> <p>Starting point: 0% in 2022-23.</p> <p>Target: 100% by the end of 2025-26.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: 2024-25 result: 66% completed. </p> <p>Notes: In September 2023, CSIS initiated a carbon study of its national headquarters building, with a view to having it completed by March 2025. Some risk factors related to security requirements generated a delay in the completion of the study, however, CSIS remains on track to meet its target by the end of 2025-26.</p>

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Modernize through net-zero carbon buildings.	<p>In accordance with the Treasury Board Secretariat (TBS) Greening Government Strategy, reduce Scope 1 and Scope 2 GHG emissions in CSIS' national headquarters building.</p> <p>Program: Planning Services.</p>	<p>Performance indicator: Percentage reduction of Scope 1 and Scope 2 emissions for CSIS' national headquarters building using 2005 levels as a baseline.</p> <p>Starting point: 35% emission reduction from 2005 levels in 2022-23.</p> <p>Target: 40% emission reduction from 2005 levels by end of 2025-26.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: 2024-25 result: Unknown. </p> <p>Notes: The 2024-25 result is unavailable at the time of publishing. However, it is expected that the reduction rate will remain similar to the value published for the 2023-24 reporting period, which was 44%.</p>
Modernize through net-zero carbon buildings.	<p>In accordance with the TBS Greening Government Strategy, work with Public Services and Procurement Canada (PSPC) to ensure that 75% of domestic leased sites are net-zero carbon by 2030 and all domestic leased sites by 2050.</p> <p>Program: Real Property Services.</p>	<p>Performance indicator: Percentage of new domestic leased sites, which are net-zero carbon, and climate-resilient buildings.</p> <p>Starting point: 0% in 2022-23.</p> <p>Target: 75% by end of 2030-31.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: 2024-25 result: 0% (no change since 2023-24) </p> <p>Notes: In 2023-24 and 2024-25 CSIS did not sign any new leases, making this target not applicable.</p>




Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
<p>Modernize through net-zero carbon buildings.</p>	<p>Migration to newer, more efficient technologies. Reducing power consumption required for:</p> <ul style="list-style-type: none"> • Desktop computers • Monitors <p>Program: IT Services.</p>	<p>Performance indicator: Replace or reduce the amount of legacy equipment (funding dependent).</p> <p>Starting point: 2022-23.</p> <ul style="list-style-type: none"> • Desktops running at an average of 1,500 watts/day. • Monitors running at an average of 550-600 watts/day. <p>Target: by end of 2028-29</p> <ul style="list-style-type: none"> • Desktops - reduce to an average of 900 watts/day. • Monitors - reduce to an average of 300 watts/day. 	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: 2024-25 results:</p> <ul style="list-style-type: none"> • CSIS has replaced an additional 3,000 desktops, bringing the total upgraded desktop inventory to approximately 60%, moving CSIS toward its target of having all desktops running at an average of 900 watts/day by 2028-2029. • CSIS also replaced 400 additional legacy monitors with newer, thinner monitors. This brings the total upgraded monitor inventory to approximately 7.5% toward its target of having all monitors running at an average of 300 watts/day. <p>Notes: Replacement efforts continue to significantly improve energy efficiency across the organization's desktop and monitor inventory. As more legacy equipment is phased out, further reductions in average daily energy consumption are expected.</p>




Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Modernize through net-zero carbon buildings.	<p>Reduce the number of individual local printers and scanners in favour of centralized shared multi-functional units.</p> <p>Program: IT Services.</p>	<p>Performance indicator: Apply best practices and technologies to manage the use of multi-functional units capable of printing and scanning to be more efficient, while decreasing energy consumption and consumables (ink, paper, etc.).</p> <p>Starting point: In 2022–23 ratio of 1 printer to 15 users.</p> <p>Target: Increase ratio to 1 printer to 20 users by end of 2026–27.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: 2024–25 results: </p> <ul style="list-style-type: none"> 100% of the target has been met. <p>Notes:</p> <ul style="list-style-type: none"> CSIS has taken action to update 48 legacy printers with multifunctional printers to centralize and enhance functionality, while reducing operational cost. In 2024–25, CSIS was successful in meeting the target of 1:20 users per printer.
Promote remote work and provide lower carbon alternatives to work-related travel.	<p>Continue to improve video and teleconferencing capabilities, thereby reducing the need to travel for in-person meetings.</p> <p>Program: IT Services.</p>	<p>Performance indicator: Availability of video and teleconferencing (VTC) equipment to individuals and boardrooms.</p> <p>Starting point: 234 VTC units available in 2022–23.</p> <p>Target: 10% increase in the number of available VTC units by the end of 2026–27.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<p>Indicator result: 2024–25 result: Cumulative increase of 16 units in the VTC end points, resulting in 67% of the target being met (no change to status since 2023–24). </p> <p>Notes: CSIS is reviewing each boardroom in order to deploy a VTC system to enhance the number of collaborative workspaces.</p>



Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Apply a greenhouse gas reduction life-cycle cost analysis for major building retrofits.	<p>Incorporate GHG emissions reduction into the departmental decision-making process using GHG options analysis methodology for major renovations and any other real property project that affects energy consumption.</p> <p>Program: Planning Services.</p>	<p>Performance indicator: Percentage of newly initiated statements of requirements (SORs) and investment analysis reports (IARs), for applicable projects and studies, which utilizes the PSPC Guideline – Project GHG Options Analysis Methodology.</p> <p>Starting point: 0% in 2022–23.</p> <p>Target: 100% by end of 2026–27.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Indicator:</i> 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process. <i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries; 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Indicator result: 2024–25 result: 0% (no change since 2023–24) </p> <p>Notes: Lack of progress on this target is linked to a capacity gap for a greening and sustainability subject matter expert. CSIS is working to fill this position.</p>





Target: The Government of Canada will transition to climate resilient operations by 2050 (All ministers).

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
<p>Reduce risks posed by climate change to federal assets, services and operations.</p>	<p>Assess the risk of climate change impacts at mission critical assets and where there are moderate to high risks, develop plans to reduce the risk.</p> <p>Program: Planning Services.</p>	<p>Performance indicator: Complete a climate risk and vulnerability assessment (CRiVA) study for CSIS' national headquarters building.</p> <p>Starting point: 0% in 2022-23.</p> <p>Target: 100% by end of 2026-27.</p>	<p>Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations.</p> <p>Relevant targets or ambitions: <i>CIF Indicator:</i> 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process. <i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries; 13.3 Improve education, awareness and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p>Indicator result: 2024-25 result: 66% completed </p> <p>Notes: A CRiVA study has been initiated for CSIS' national headquarters and is anticipated to be completed by the end of 2025-26. CSIS is on track to develop plans to reduce climate-related risks by the end of 2026-27.</p>



Implementation strategies supporting the goal

This section is for implementation strategies that support the SDG goal **Take action on climate change and its impacts** but not a specific FSDS target.

Implementation strategy	Departmental action	Performance indicator Starting Point Target	How the departmental action contributes to the FSDS goal and target and, where applicable, to Canada's 2030 Agenda National Strategy and SDGs	Results achieved
Other - Remove high global warming potential refrigerants, ozone depleting refrigerants, and hydrofluorocarbons (HFCs) from existing heating, ventilation, and air conditioning refrigeration systems (HVAC-R).	Convert and replace all necessary HVAC-R systems by 2030. Program: Project Delivery Services.	Performance indicator: Number of HVAC-R systems requiring to be removed and replaced nationally. Starting point: 44 HVAC-R systems that remain to be removed in 2021-22. Target: 0 HVAC-R systems left to be removed and replaced by end of 2030-31.	Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	Indicator result: 2024-25 result: CSIS has removed or replaced 28 of 46 HVAC-R systems (60% of the target has been met).  Notes: CSIS has projects in various stages of completion to remove and replace 18 additional HVAC-R systems. CSIS is on track to replace the remaining systems by the end of 2030-31.
Other - Remove high global warming potential refrigerants, ozone depleting refrigerants, and hydrofluorocarbons (HFCs) from existing heating, ventilation, and air conditioning refrigeration systems (HVAC-R).	Convert and replace all necessary HVAC-R systems by 2030. Program: Operating and Maintenance Services.	Performance indicator: Number of HVAC-R systems requiring to be removed and replaced nationally. Starting point: 24 HVAC-R systems that remain to be removed in 2021-22. Target: 0 HVAC-R systems left to be removed and replaced by end of 2030-31.	Actions that rationalize CSIS' ability to share facilities, reduce the demand for energy or switch to lower carbon sources of energy will lead to reductions in GHGs from real property operations. Relevant targets or ambitions: <i>CIF Ambition/Target:</i> 13.1 Canadians reduce greenhouse gas emissions. <i>CIF Indicator:</i> 13.1.1 Greenhouse gas emissions. <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning.	Indicator result: 2024-25 result: CSIS has removed and replaced an additional 6 HVAC-R systems, yielding a total of 35 HVAC-R systems removed (79% of the target has been met).  Notes: CSIS has 11 additional HVAC-R systems that need to be removed and replaced. CSIS is on track to replace the remaining systems by the end of 2030-31.

Integrating Sustainable Development



CSIS will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

Public statements on the results of assessments are issued when an initiative that was the subject of the detailed SEEA process is implemented or announced.

CSIS did not have any proposals subject to a detailed SEEA that were announced or implemented in fiscal year 2024-25.

For more information, contact us at:

PO Box 9732 STN T
Ottawa ON K1G 4G4
Canada

Telephone: 613-993-9620
TTY and or TDD: 613-991-9228

/
A safe, secure and prosperous Canada through trusted intelligence, advice and action.
Des renseignements, des conseils et des interventions fiables pour un Canada sûr et prospère.