




**2024  
Progress  
Highlights  
Our Sustainability Plan  
2021-2025**

# VIA Rail's Sustainability Plan Summary

	Priorities	Strategies	2025 goals	Contribution to the SDGs <sup>1</sup>
ENVIRONMENTAL	Climate Action	Upgrade GHG reduction targets to support 2050 net-zero emissions ambition.	Reduce GHG emissions by 30% or more by 2030, compared to 2005.	 
		Improve fuel and energy efficiency in all operations. Complete review of climate change risks and implement action plan.	Integrate climate change risks in critical governance and decisional mechanisms.	
ENVIRONMENTAL	Environmental Management	Reduce waste generated in our operations.	Offer a zero-waste experience on the new Québec City-Windsor Corridor fleet.	 
		Increase reuse, recycling, and organic waste collection.	Increase recycling to 60% and introduce organic waste collection in prioritized sites.	
SOCIAL	Employee Mobilization	Mobilize employees through an inclusive and sustainability centered culture.	Train 100% of employees on sustainability.	 
			Majority of employees believe sustainability is a top priority for VIA Rail.	
SOCIAL	Community Engagement	Expand active stakeholder engagement and develop strategic community investments in communities in Canada.	Align 80% of community investments with strategy.	 
			Have a national employee volunteering program in place.	
GOVERNANCE	Responsible Sourcing	Implement responsible sourcing policy and program.	Reach 80% integration of Policy by suppliers.	 
			Strengthen transparency through reporting and recognition in sustainability. Actively contribute to the United Nations Sustainable Development Goals.	

<sup>1</sup> United Nations Sustainable Development Goals

# 2024 Progress Highlights

	Priorities	Strategies	2025 Goals	2024 progress highlights
 <b>Environmental</b>	<b>Climate Action</b>	<p>Upgrade GHG reduction targets to support 2050 net-zero emissions ambition.</p> <p>Improve fuel and energy efficiency in all operations.</p> <p>Complete review of climate change risks and implement action plan.</p>	<p>Reduce GHG emissions by 30% or more by 2030, compared to 2005.</p> <p>Integrate climate change risks in critical governance and decisional mechanisms.</p>	<ul style="list-style-type: none"> <li>→ Successfully expanded the testing of an artificial intelligence (AI) powered application designed to reduce fuel consumption and associated GHG emissions in real train operations.</li> <li>→ Completed the development of VIA Rail’s decarbonization plan.</li> <li>→ Included other indirect emissions (scope 3) for publication in annual greenhouse gas (GHG) emissions inventory.</li> <li>→ Progressed on the integration of climate-related risks and opportunities through the completion of a climate scenario analysis, an awareness session with key leaders and strategic workshops on mitigation measures.</li> <li>→ In 2024 we reduced absolute GHG emissions by 25% and intensity (CO2e/passenger-km) by 31% compared to our 2005 scopes 1 and 2 baseline.</li> </ul>
	<b>Environmental Management</b>	<p>Reduce waste generated in our operations.</p> <p>Increase reuse, recycling, and organic waste collection</p>	<p>Offer a zero-waste experience on the new Québec City-Windsor corridor fleet.</p> <p>Increase recycling to 60% and introduce organic waste collection in prioritized sites.</p>	<ul style="list-style-type: none"> <li>→ Completed in-class training of all employees working on board new fleet to improve recycling and prepare for the zero-waste objective.</li> <li>→ Initiated training on zero-waste experience for equipment maintenance employees.</li> <li>→ Continuous testing of collection equipment on board.</li> </ul>

## Putting Decarbonisation Levers into Action

In 2024, we started the activation of our decarbonisation plan by launching two key initiatives:


- **Formation of the Alternative Fuel Working Group:** This cross-functional team developed and validated pilot scenarios for testing low-carbon fuels. A proof-of-concept pilot is scheduled for 2025
- **Fuel Efficiency Working Group:** In parallel, a dedicated team focused on enhancing data collection and analysis around fuel consumption. Leveraging internal expertise, the group is developing a cost-effective alternative to commercial eco-driving solutions by optimizing existing operational data and processes.

## The Path to a Zero-Waste Experience

In 2024, we made significant progress:

- Initial onboard organic waste collection trials were launched on the Montréal–Québec route, led by our zero-waste ambassadors. These trials explored various equipment, logistics, and operational models to determine the most effective solutions for onboard waste collection.
- Employee engagement was a key focus during this phase. Onboard staff actively took part in the trials, while maintenance and cleaning teams were surveyed to identify improvements across the entire waste management cycle.
- In 2024, new onboard menus were launched with improved design and packaging choices, significantly reducing the use of single-use items.

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	Priorities	Strategies	2025 Goals	2024 progress highlights
 <b>Social</b>	<b>Employee Mobilization</b>	Mobilize employees through an inclusive and sustainability centered culture.	Train 100% of employees on sustainability.  Majority of employees believe sustainability is a top priority for VIA Rail.	→ Organized two trainings on sustainability-related subjects for VIA Rail’s management: <ul style="list-style-type: none"> <li>○ Training to key leaders on climate-related risks and opportunities</li> <li>○ Training on Environmental, Social and Governance (ESG) awareness to VIA Rail’s Executive Committee.</li> </ul>
	<b>Community Involvement</b>	Expand active stakeholder engagement and develop strategic community investments in communities in Canada.	Align 80% of community investments with strategy.  Have a national employee volunteering program in place.	→ Supported 270+ non-profit organizations and charities across Canada, reaching more than 70% alignment with strategy.

## Building engagement towards sustainability


As ESG issues can have significant impact on an organizations’ performance and resilience, it is crucial to integrate them into the business strategy and operations. In 2024, we hosted an in-person training session with our Executive Committee to enhance awareness on the importance of ESG integration.

## Aligning Our Community Investments with the Sustainability Plan

In 2024, VIA Rail continued its efforts to align community investments with its sustainability strategy. Among the year’s key initiatives:

- Donation of honey and related products: In collaboration with our partner Alvéole, we distributed urban honey and hive-derived products to various community organisations across the country. This initiative highlighted our commitment to urban biodiversity while supporting organisations that serve vulnerable populations.

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	Priorities	Strategies	2025 Goals	2024 progress highlights
 <b>Governance</b>	<b>Responsible Sourcing</b>	Implement responsible sourcing policy and program.	Reach 80% integration of Policy by suppliers.	<ul style="list-style-type: none"> <li>→ Continuous integration of Policy on Supplier Conduct and Responsible Sourcing in new contracts, reaching: 57 % integration.</li> <li>→ Completed a social risk assessment of our supply chain to determine areas most at risk of child labour or forced labour.</li> </ul>
	<b>Credibility and Recognition</b>	<p>Strengthen transparency through reporting and recognition in sustainability.</p> <p>Actively contribute to the United Nations Sustainable Development Goals.</p>	Receive third-party recognition of sustainability performance.	<ul style="list-style-type: none"> <li>→ Continuous alignment of VIA Rail's annual reporting to the Global Reporting Initiative (GRI) index.</li> <li>→ Continued participation to the United Nations Global Compact.</li> </ul>



## Managing supply chain risks

In 2024, this assessment confirmed that the overall risk of forced labour and child labour within VIA Rail's supply chain is low. This enabled the organisation to focus its efforts on the most exposed segments, particularly in the onboard food and beverage sector.

### Concrete measures implemented in 2024:

- Awareness training was provided to procurement employees about modern slavery and its implications within supply chains.
- Validation of existing contractual clauses related to forced and child labour, specifically within the food services contract.
- Introduction of the Responsible Procurement Policy, which includes clauses on forced labour, integrated into contracts through contractual amendments.
- Request for additional documentation (code of conduct, human rights statement, whistleblowing platform, etc.) from suppliers in the food services sector.
- Tier 2 supplier analysis, targeting approximately 50 suppliers representing around 80% of total spend.
- Increased media monitoring, to quickly detect any potential incidents related to human rights.

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