

Environmental, Social and Governance Report Summary

Renewed focus: A holistic approach to material topics

2024-2025

IDRC ESG REPORT SUMMARY

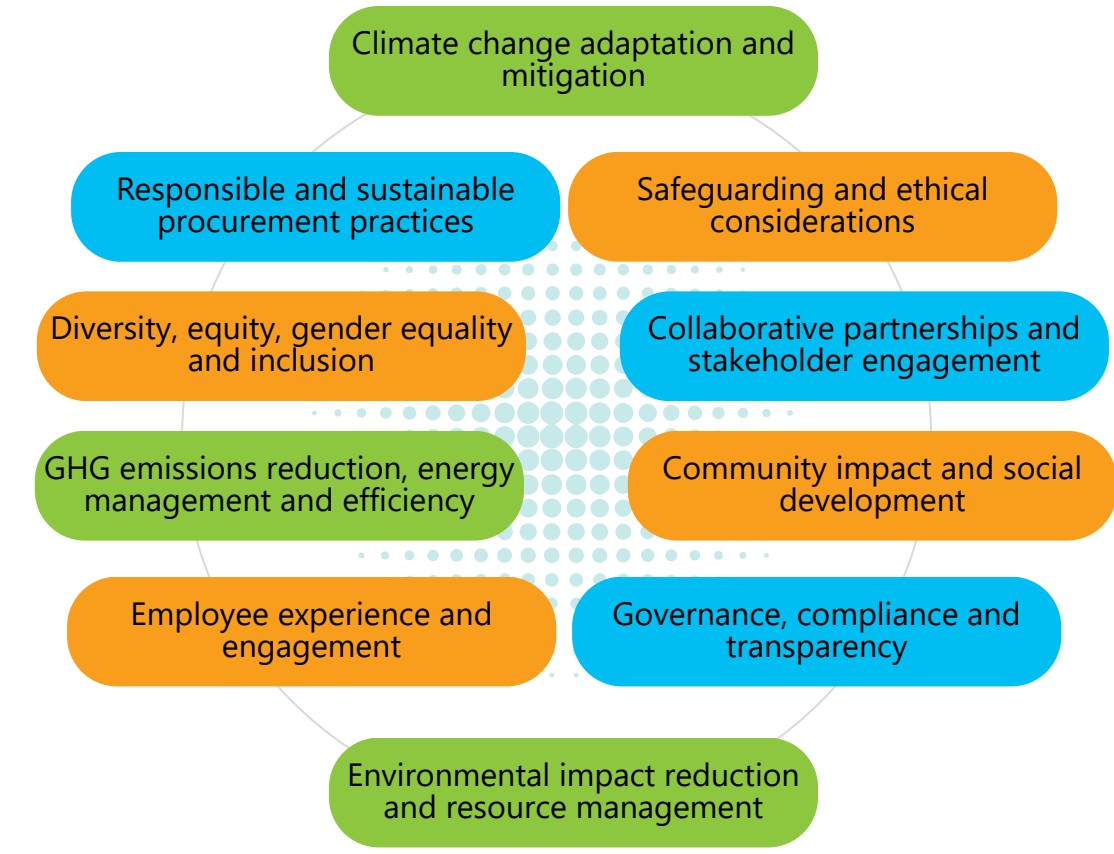
As part of Canada’s foreign affairs and development efforts, the International Development Research Centre (IDRC) funds and champions research and innovation in and with developing regions to drive global change. We invest in high-quality research, support knowledge sharing with researchers and policymakers to increase impact and mobilize global partnerships to help build a more sustainable and inclusive world.

Our head office is in Ottawa, Canada, and our five regional offices keep us close to the researchers and projects we fund.



Materiality matrix 2024-2025

IDRC refreshed its materiality process to better align ESG priorities with its strategy and stakeholder expectations. The Centre consulted 120 employees, grantees, donors, and partners through surveys, focus groups, and interviews to identify the ESG topics that matter most across its value chain. This updated materiality assessment will guide IDRC’s future actions and focus areas.



ESG report highlights

↓3.3% Scope 3 travel emissions decrease vs 2023-2024 baseline	Developed in-house GHG monitoring tool to improve emissions oversight and measurement	97% of staff completed safeguarding training	18% Persons with disabilities in head office	\$500M+ Donor funding resulting in new programming*	ESG Employee Resource Group launched to give staff a voice in shaping ESG priorities
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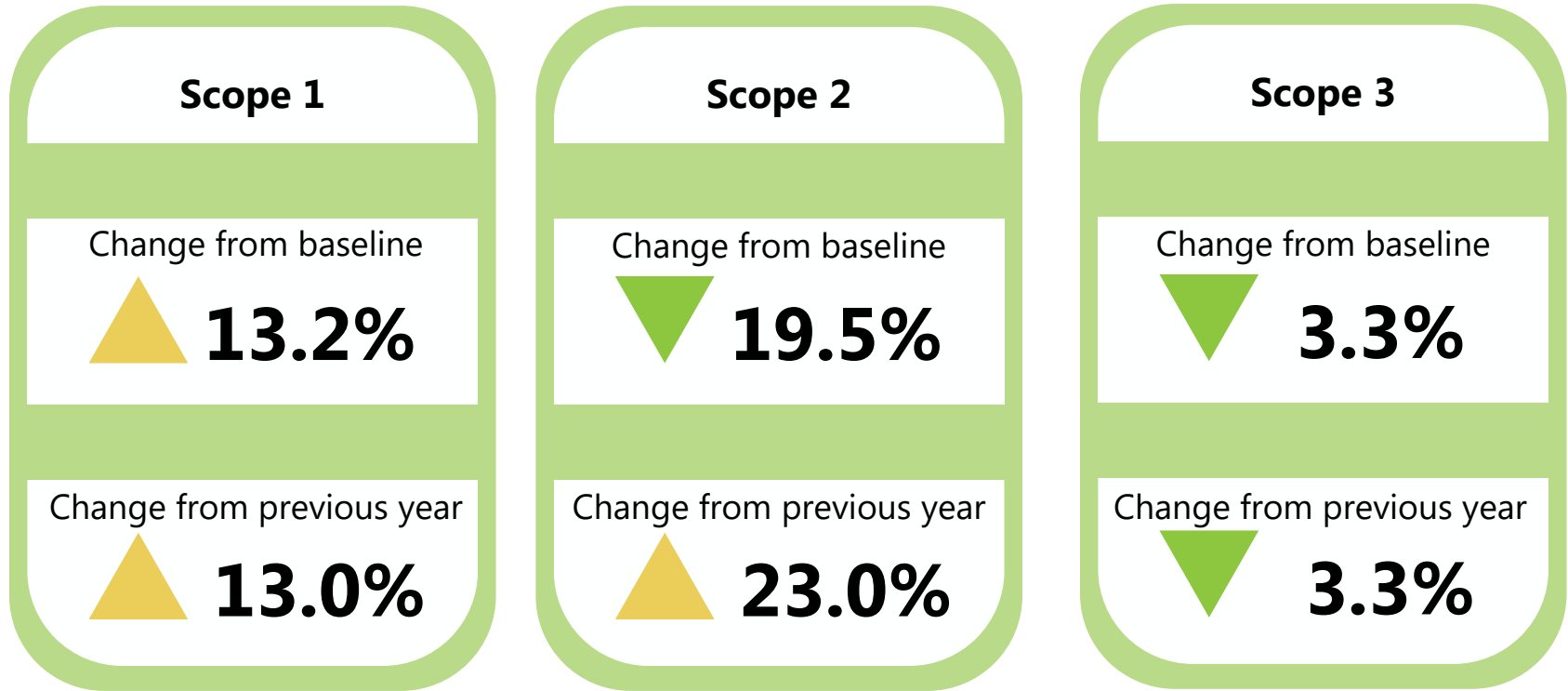
*since 2020

Environment

GHG emissions reduction, energy management and efficiency

IDRC is committed to minimizing its environmental footprint through responsible energy use and proactive management of greenhouse gas (GHG) emissions.

The Centre tracks and reports key metrics in line with global standards, including the Greenhouse Gas Protocol and the Global Reporting Initiative (GRI), to ensure transparency and continuous improvement.



*The baseline year for Scope 1 and 2 emissions is 2020–2021, and for Scope 3 emissions, it is 2023–2024.

GHG emissions performance (2024–2025)

IDRC advanced its GHG management approach this year by introducing a new emissions tracking model that provides more accurate monthly data.

Scope 1 (Direct emissions) 96.1tCOe

13% increase, driven by higher natural gas use at Head Office due to a harsher winter.

Scope 2 (Purchased electricity) 76.2 tCOe

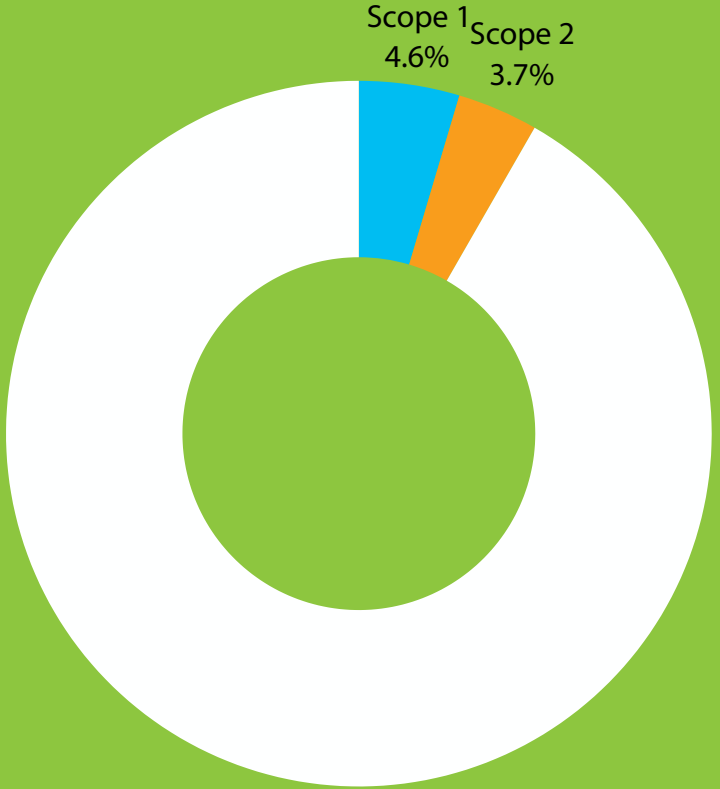
Sustained reductions from the baseline, including a 52% decrease at Head Office due to a more efficient building and smaller footprint.

Scope 3 (Value chain) 1896.3 tCOe

Remains the largest share of IDRC’s carbon footprint, primarily from essential air travel.

Updated methodology (2023–2024 baseline) improves accuracy. 3% further reduction this year through reduced travel and increased use of Sustainable Aviation Fuel (SAF).

2024-2025 Emissions by %



Social

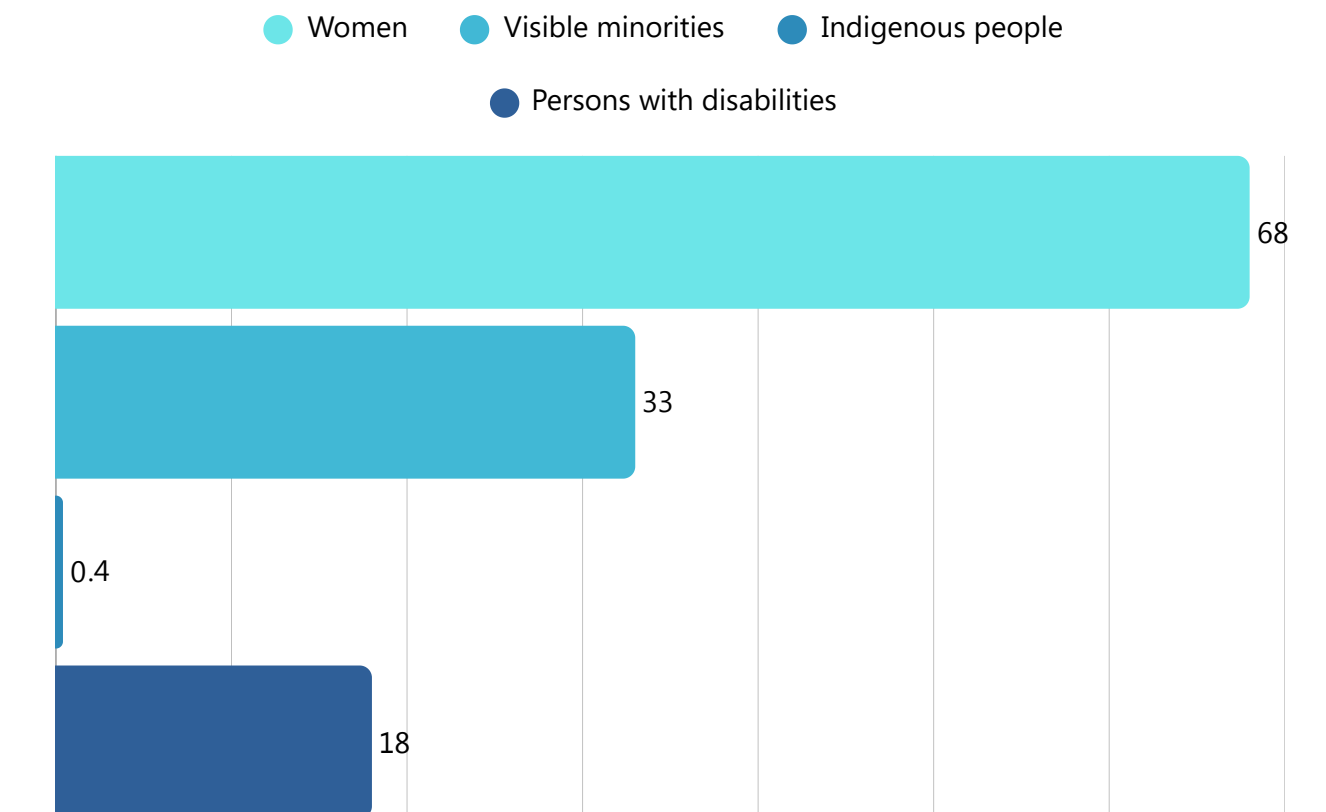
Key milestones and achievements

- ✓ Launch of the Accommodation Policy**
In 2024, IDRC launched a formal Accommodation Policy aligned with the Canadian Human Rights Act. The policy ensures barrier-free participation and emphasizes dignity, inclusion, and shared responsibility in meeting accommodation needs.
- ✓ Increased representation of persons with disabilities**
Representation of persons with disabilities at Head Office increased from 9.9% in 2023 to 18% in 2024—a notable achievement reflecting IDRC’s ongoing commitment to accessibility and inclusion.
- ✓ Equitable hiring**
Of the 52 new hires in the Head Office in 2024, 63% identified as members of racialized groups, 4% as persons with disabilities, and 73% as women. These figures demonstrate tangible progress in equitable recruitment practices.
- ✓ Retention and Engagement**
IDRC’s new **People Strategy (2025–2028)** was developed through broad consultation and outlines priorities around inclusion, transparency and skills-based recruitment.
- ✓ Safeguarding**
In 2024–2025, IDRC launched a comprehensive **Preventing and Responding to Sexual Exploitation, Abuse and Harassment (PSEAH) Policy**, following broad staff consultation. The PSEAH policy sets out the Centre’s zero-tolerance approach to inaction on SEAH, ensuring our actions protect those most vulnerable and uphold IDRC’s ethical responsibilities.

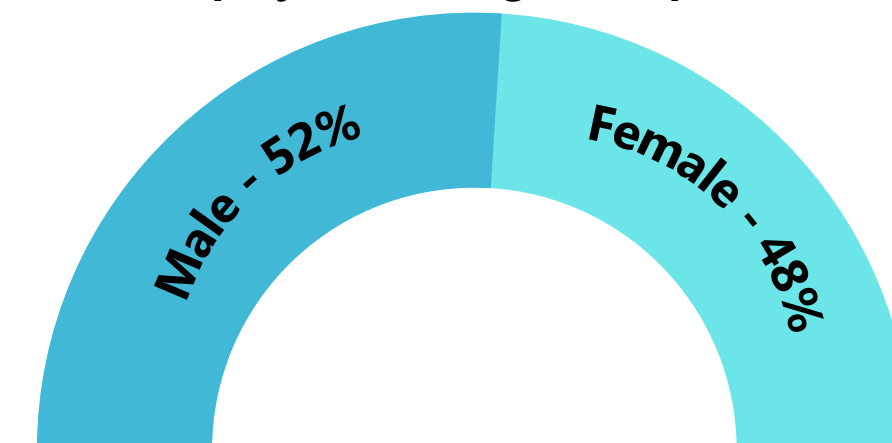
97% of IDRC staff completed the mandatory ClearView and safeguarding training modules in 2024–2025.

Employment equity at Head Office

% of representation for designated groups



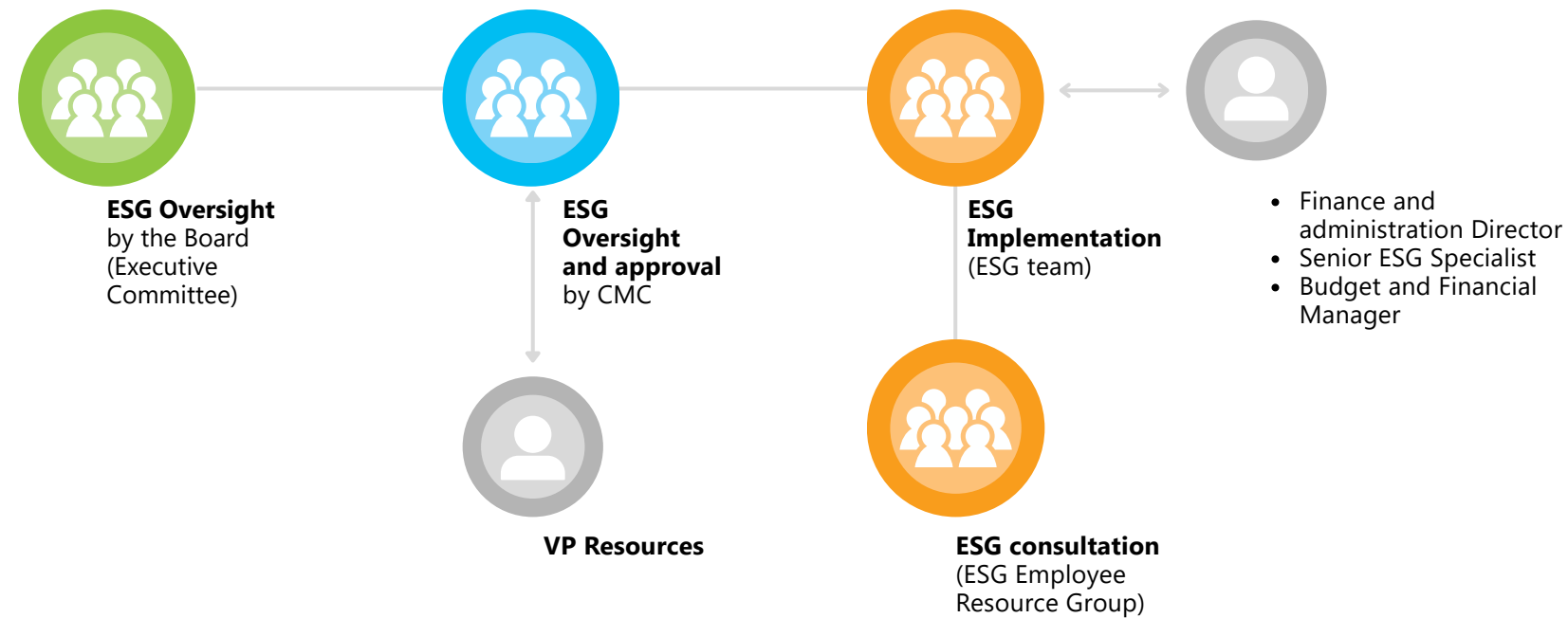
% of employees (management positions)



Governance



Governance oversight structure



ESG Employee Resource Group (ERG) mandate

The ESG ERG serves as a strategic and participatory platform to embed ESG principles into daily operations, decision-making, and workplace culture. Its mandate extends beyond policy input to championing initiatives that foster awareness, innovation, and collaboration around environmental, social, and governance issues.

Responsible and sustainable procurement practices

IDRC advanced its sustainable procurement agenda by systematically integrating social and environmental criteria into supplier assessments. This year, **30% of suppliers**, representing **85% of total spend**, were prioritized for ESG risk scanning, with **19% of suppliers**—accounting for **56% of spend**—actively undergoing assessment through a third party risk management supply chain tool. Notably, the assessment evaluates ESG-related performance in four categories: **environment, labour and human rights, ethics and sustainable procurement**.



30% of Suppliers
85% of total spend, prioritized for ESG risk scanning



19% of Suppliers
56% of total spend, actively undergoing assessment through a 3rd party tool

Strategic investment in partnerships

- **\$145.35 million** invested in co-funded projects during this financial year alone
- By the end of March 2025, co-funding agreements reached **\$520.6 million**, surpassing the original 2020–2025 target of \$325–\$400 million
- Every program division is now engaged in at least one active co-funded partnership

100% of staff completed the Code of Conduct training

Note: employees on leave who did not complete the training were excluded from the completion rate.