

WORKING TOGETHER TO BUILD BETTER COMMUNITIES



2022 CORPORATE SOCIAL RESPONSIBILITY PLAN

ABOUT

Tarion's Corporate Social Responsibility Plan for 2022

Corporate Social Responsibility (CSR) is an important part of Tarion's culture. It has a significant impact on staff, our external relationships, and the strategic decisions which guide Tarion's operations and direction.

Tarion puts a high priority on fostering sustainability and integrating meaningful economic, social, and environmental considerations into our business practices. This plan serves to highlight Tarion's progress on corporate social responsibility and outline further steps to build upon these achievements.

Strong corporate governance is necessary to provide a solid foundation for CSR leadership. To that end, this plan also explains how governance and CSR are interwoven.

IMPACT

How Corporate Social Responsibility at Tarion makes an Impact:



Governance

Governance has an impact on Tarion's values, day-to-day business practices and policies. A good example is managing risk for employees, new home owners, new home builders and other stakeholders.



Economic

Tarion makes an economic impact by creating efficiencies in the new home builder registration process, the new home warranty process, environmental stewardship and support of communities.



Social

Tarion makes a social impact through its hiring and retention practices, commitment to human rights, sound environmental practices and community engagement.

PRIORITIES



Tarion's Corporate Social Responsibility Priorities:



Corporate Governance

The Board of Directors is ultimately accountable for Tarion's actions and results through the setting of strategic direction and regulatory priorities.



Stakeholders

Tarion's core purpose is to enhance fairness and confidence in the new home buying experience in Ontario.



Employees

Tarion aims to provide a place where talented people can thrive and be good corporate citizens.



Communities

Tarion aims to contribute to the communities it serves.

GOALS

Tarion's Goals for 2022:



Corporate Governance

Tarion conducts an annual Dynamic Capital Adequacy Test, and voluntarily applies the Office of the Superintendent of Financial Institutions' Capital Standards to ensure the corporation maintains strong financial stewardship of the Guarantee Fund, to ensure that we are in a stable financial position and able to pay out on homeowner claims.



Stakeholders

Tarion continues to focus on enhancing consumer awareness of our role as warranty administrator, and building consumer understanding of warranty rights and dispute resolution avenues. Tarion will continue to search for ways to increase stakeholder engagement and to keep stakeholders updated on Tarion matters, such as policy changes, consultations, and emerging trends in the industry.

Tarion is revamping the surveys which give homeowners the opportunity to provide valuable feedback on Tarion's services as well as their experience with their builder. Our goal is to create greater experiences for new home buyers.



Tarion invests in education offerings for new homeowners, municipal partners, home inspectors, real estate professionals, builders, and other stakeholders to build understanding of roles and responsibilities with respect to new home warranties, and to build confidence in the new home construction in Ontario.



Tarion is committed to supporting volunteer activities that serve the communities in which we live and work. Our goal is to foster a spirit of volunteerism and to provide additional opportunities for employees to get involved in supporting causes that are important to their colleagues. During 2022, we asked employees to nominate the charities that are important to them for support by Tarion Cares. We will host fundraising events, sponsor employee community involvement, and provide a platform for employees to encourage participation with the charities that they support.

Tarion believes that a strong commitment to diversity, equity and inclusion allows employees to perform at their very best and underpins a culture in which everyone feels they have an equal opportunity to belong and build a career. During 2022, we will continue to adopt practices that ensure equality of opportunity in the workplace, and to remove systemic barriers so that employees have every opportunity to feel included at work.

Tarion recognizes the importance of fostering an environment that provides psychological safety for our employees and our stakeholders.



Tarion will continue to demonstrate its commitment to communities through fundraising efforts undertaken by Tarion Cares. During 2022, we asked employees to determine which charities hold special significance to them personally, and are focused on supporting these organizations. Appendix "A" outlines the activities and charities that Tarion Cares has planned for 2022.

PARTNERS

Tarion's Corporate Social Responsibility Partners:

TARION STAFF





Tarion Cares

Tarion Cares is a cross-departmental employee committee established to promote employee social responsibility, encompassing Tarion's commitment to its business values by raising funds in support of various humanitarian not-for-profit organizations.




Tarion FunTarion Committee

Tarion's FunTarion Committee was revamped in 2020, with its purpose the purpose of creating more social connections at Tarion to contribute to employee well-being. This committee works collaboratively with Tarion Cares and is made up of employees from across all departments.



Appendix A

2022 Plan

	Planned Events	Charities Supported
Tarion Cares	Raffles	Ernestine's Women's Shelter
	Food drives	Victorian Order of Nurses
	Culinary class	Fourth Wave and Ukrainian Social Services
	Art auction	Hill House Hospice
	Paint night	Bladder Cancer Canada
	Mother's Day chocolate sale	Princess Margaret Cancer Foundation
	Trivia	Romero House
		CNIB Foundation
		London Food Bank
		Canadian Alopecia Areata Foundation
		Men's Street Ministry
		Daily Bread Food Bank

