



LIVING THE ESG VALUES

# Learning is the Goal

WRITTEN BY

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Continuous improvement requires a commitment to learning. At Burgundy, we believe that fostering a culture of learning allows for better knowledge and understanding, which improves processes and enhances results. Our commitment to being a learning organization applies to all aspects of our business: our investment research process, how we deliver services and interact with stakeholders, and how we behave as an organization. To this end, we have a responsibility to proactively engage in behaviours informed by clear values and to measure the effect of those new behaviours rigorously.

Our success as a company is defined by the long-term well-being of the clients that we serve and the quality and fulfilment of our team. This past year, we developed a stronger understanding of ESG in terms of its integration into our value system and what it can mean for our firm's future.

## In a Pandemic, People Come First

Burgundy is a business built around human connection. Our relationships with our employees and their connections with clients as well as their interactions with company management teams are all profoundly important. Without these relationships, Burgundy ceases to exist.

It is easy to see that people come first. When the pandemic forced us to reimagine how and where we work, we pivoted to full remote operations and found creative ways to virtually interact. During these difficult times, we made sure to further prioritize the people-first philosophy.

The year 2020 saw operational flexibility and a focus on employee health and safety rise as important differentiators and signals of business resiliency. During the depths of the pandemic, we took active steps to promote the overall wellness of our employees by instituting "people-first" initiatives at Burgundy, which included a focus on the mental health of our employees.

Despite the uncertainty, Burgundy made it a priority to support our people so they could go on supporting our most important stakeholder: our clients.

### From The (Home) Office to The (Hybrid) Office of the Future

While COVID-19 continues to have ripple effects worldwide, the experience has brought a tremendous amount of learning. We uncovered a silver lining in our adaptability, as our entire team migrated to a work-from-home environment. During these unprecedented times, Burgundy's Crisis Management Team was hard at work, prioritizing health and safety, adapting our business continuity plans, and incorporating our highly mobile technology, which allowed our people to remain productive and efficient while working remotely.

Following the various intermittent lockdowns since the start of the pandemic, Burgundy returned its teams to the office on a flexible basis in the summer of 2021. After engaging our people and asking for their feedback,

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we have conviction in the value of a physical office. This environment enables innovation, collaboration, and face-to-face interactions that inspire and energize our teams. Being together is critical for our apprenticeship learning model and talent development. Nevertheless, we have also identified some complementary benefits of remote work, including focused thinking and productivity gains.

Burgundy is piloting a hybrid office model that was conceived based on a set of guiding principles and centred around our priority of “One Burgundy.” We continue to strive to meet our clients’ investment and service expectations, attract a diverse pool of talent, focus on employee well-being and engagement, and preserve and enhance our client-first collaborative culture. To support a successful transition and track the progress and productivity of our new hybrid office model, we have formed a Hybrid Implementation Team and engaged our people in this process. We are open-minded to continuing our learning journey on hybrid work and how we can be better as an organization.

## Mental Health & Wellness

Prior to the pandemic, Burgundy announced our commitment to support the [National Standard of Canada for Psychological Health and Safety in the Workplace](#). We decided to adopt the standard as a framework through which to best approach the psychological health of all people across our firm. As the standard itself suggests, implementation is not a yes or no response but a journey of continual improvement. We recognize the importance of bringing our people together to have open conversations on psychological safety and the factors that influence it. Earlier this year, we engaged a keynote speaker, Ritu Bhasin,

to educate and lead us in a discussion on allyship and how being an ally has an implicit positive impact on mental health while cultivating a psychologically safe workplace. Fostering such a space not only builds trust but also supports a diverse and inclusive environment.

In early 2021, we circulated the first edition of our Wellness Newsletter, which included a variety of resources to help our people and their families maintain positive mental well-being, sustain their physical health, and offer support as they continued remote work.

We also hosted two sessions as part of our Mental Wellness programming for Mental Health Awareness Month:

- **“Ask the Expert”** session hosted by professional counsellors at our Employee Assistance Provider for our people, leaders and managers to provide them with support in managing the shifting responsibilities and operational changes in the new remote workplace, while dealing with the same personal and emotional disruption as everyone else throughout COVID-19.
- **“The Importance of Sleep”** with sleep expert, Alanna McGinn, Good Night Sleep, to lead us in a discussion about incorporating proper sleep hygiene, tips and strategies to quiet the mind, shorten sleep onset, and strengthen our relationship with sleep. Studies show that when we are well-rested, we are more efficient, productive, and content at work.

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## Our Sustainability Journey

In June 2020, as part of Burgundy's continued efforts to better understand our environmental impact as an organization, we were certified as a **BOMA BEST® Sustainable Workplace**. Burgundy achieved this accreditation by adopting a framework to better measure, track, and reduce our environmental footprint.

Through this exercise, we developed initiatives, created goals, implemented programs, and reported our results in areas surrounding recycling and waste reduction, energy, procurement, indoor air quality, water consumption, sustainable spaces, and travel and commuting. A reduction of office waste was a natural benefit of remote work throughout 2020 and 2021. Indoor air quality was brought to the forefront with COVID-19 health and safety measures. In addition to precautions taken by our landlord to improve the building's HVAC systems (new air filters, increased ventilation, continued disinfecting of water storage tanks and maintenance), Burgundy purchased additional HEPA air filters for our offices. Other highlights included efforts in electronic waste reduction, where in 2021 we recycled approximately 150 desktop phones at no profit to be reused at another business. Burgundy will continue to donate unneeded equipment and technology that can be repurposed by reputable charitable organizations where possible.

We also made strides in ongoing education, communication, and outreach campaigns raising awareness among our own people about the various initiatives under our BOMA framework. Burgundy recognizes that employee engagement is critical to the success of our sustainability program. Over the last year, **Burgundy's Green Team** has continued to identify sustainability priorities and has led education, communication, and outreach campaigns. Among these activities, the Green Team issued a "How to Be Greener at Home" guide and a series of awareness campaigns throughout 2021, which were aimed at improving our overall knowledge and understanding of environmental issues, including electronic waste, recycling and waste diversion, and green commuting.

As we continue to navigate our sustainability journey, commitments such as Burgundy's BOMA BEST® accreditation encourage us to hold ourselves accountable. We will continue to monitor, measure, and explore ways of reducing our consumption within the organization while thinking creatively about how we can innovate.

*Please refer to the [Appendix](#) for more details on Burgundy's efforts as it relates to the BOMA BEST® Sustainable Workplace Framework.*



## Looking Ahead

Over the past year, we have continued to evolve our approach to sustainability across our organization. As the pandemic persisted, Burgundy forged on, continuing to prioritize our employees' well-being, and taking further steps with our social and environmental initiatives. As a learning organization, continual progress will always be the goal, and we anticipate further learning curves to come as we navigate what comes next. Our legacy as an organization will undoubtedly be influenced, in part, by our social and environmental impact. In order to build trust with our clients, we hold ourselves to the highest standards, and we must apply these same standards in how we conduct our business. **B**



### **Julie Cordeiro, LLB, LLM**

VICE PRESIDENT, CHIEF ADMINISTRATIVE OFFICER AND GENERAL COUNSEL

Julie has more than 15 years of experience working in the investment management industry as a lawyer, advocate and regulator. As Chief Administrative Officer and General Counsel, she oversees the general operations of the firm, including Legal & Compliance, Business Systems & Information Technology, Finance, Operations, Trading, Communications and Employee Relations. Julie does not hesitate to challenge the status quo and strives to lead innovation and execute the firm's strategic priorities to ensure Burgundy's client and business needs are met.