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Great-West Life | London Life | Canada Life



companies

GREAT-WEST LIFE

Great-West Life is a leading Canadian insurer, focused on improving the financial, physical and mental well-being of Canadians. For more than 125 years, our customers across Canada have trusted us to provide for their financial security needs and deliver on the promises we have made. Together with our subsidiaries London Life and Canada Life, we serve the financial security needs of 13 million people across Canada. To learn more, visit www.greatwestlife.com.

LONDON LIFE

London Life provides financial solutions for Canadians at any stage of life through the Freedom 55 Financial[™] division and its network of financial security advisors. For more than 140 years, our customers across Canada have trusted us to provide for their financial security needs and deliver on the promises we have made. In addition to domestic businesses, London Life participates in international reinsurance markets through a branch in Barbados and our London Reinsurance Group subsidiary. To learn more, visit www.londonlife.com.

CANADA LIFE

Canada Life, Canada's first domestic life insurance company, serves customers in Canada, the United Kingdom, Isle of Man and Germany, and in Ireland through Irish Life. In 2017, Canada Life marked its 170th anniversary. Canada Life, operating through branches and subsidiaries in the United States, Barbados and Ireland, is a leading provider of reinsurance solutions for life insurers in the U.S. and in Europe. To learn more, visit www.canadalife.com.

GREAT-WEST LIFECO

Great-West Lifeco is an international financial services holding company. Our business interests include life insurance, health insurance, retirement and investment services, asset management and reinsurance. Great-West Lifeco and our companies are members of the Power Financial Corporation group of companies.

This Public Accountability Statement relates to the Canadian operations of The Great-West Life Assurance Company and its subsidiaries, London Life Insurance Company and The Canada Life Assurance Company; and to Canada Life Financial Corporation and The Canada Life Insurance Company of Canada. It also describes the corporate social responsibility activities of GLC Asset Management Group Ltd. and GWL Realty Advisors Inc.



In Canada, as an Imagine Caring Company, we support the principles of corporate citizenship and benchmarks for community investment established by Imagine Canada. We donate a minimum of one per cent of average pre-tax profits in support of non-profit, charitable and community organizations each year.

As an Imagine Caring Company for more than two decades, we have contributed more than \$186 million to Canadian communities. This includes \$13.5 million in charitable contributions in 2017.

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Presidents' report

Improving the financial, physical and mental well-being of Canadians is our purpose and our guiding light – it's why we do what we do. The promises we make today will benefit our customers and their loved ones long into the future, so it's important we stay focused on our customers in an ever-changing landscape.

We're pleased to be recognized as Life and Health Insurer of the Year in 2017 by Insurance Business Canada. This award is a recognition of our employees unwavering commitment to serving our customers.

Our companies, through our employees and distribution associates, are connected by a shared value to give back and help build stronger communities. Through employee and distribution associate volunteering, workplace campaigns and corporate donations, we're making a positive impact on the world around us. This is evident in the examples you'll find in this report.

Furthermore, our companies' commitment to sustainability motivates us to reduce the impact of our operations through continuous improvement. In 2017 the Carbon Disclosure Project awarded our company an A- and ranked us as the top Canadian insurance company for our commitment to environmental sustainability. Additionally, the Global Real Estate Sustainability Benchmark (GRESB) ranked our real estate advisory subsidiary, GWL Realty Advisors, number one in Canada and in the top 8 per cent of real estate advisory companies around the world.

In 2017, Canada celebrated its 150th birthday, while our oldest company, Canada Life, celebrated its 170th anniversary. Our employees marked these historic occasions through on-site festivities and in celebrations in their communities. To mark Canada's birthday, our company supported the over 6,000 volunteers of the 2017 Canada Summer Games as Presenting Sponsor of the Volunteer Program. We also supported the Experiences Canada *150&Me* program, which engaged thousands of young Canadians in a conversation about Canada's future.

None of our accomplishments in 2017 would be possible without the ongoing support of our customers and dedication of our employees and distribution associates. The stories in this report are here to help inform and inspire you to learn more, get involved and take action. Together, we're building stronger communities.



Unit.

Paul Mahon President and Chief Executive Officer

S. Kintjan Stefan Kristjanson

President and Chief Operating Officer Canada



Our commitment to Corporate Social Responsibility

Great-West Life, London Life and Canada Life have long histories and deep roots in our communities. Over many decades, individuals, families, businesses and organizations have been able to count on us to deliver on the promises we make. We strive to be a socially responsible company that takes a proactive approach to ensuring we make a positive impact in everything that we do.

OUR VALUES

- Putting the customer first in all we do
- Acting with integrity
- Building trust and partnership
- Fostering employee engagement
- Supporting our communities
- Committing ourselves to sustainability

OUR VISION

TOLUNTE

Customers are at the centre of what we do

2017 AT A Glance

From vibrant communities and a healthy environment to financial security and protection against loss for individuals and families, here are some of the ways we contributed in 2017 to the financial, physical and mental well-being of Canadians.

> \$2.2 million

raised by employees for charity

million contributed in community funding across Canada

\$13.5

education, health and wellness, arts, social services and

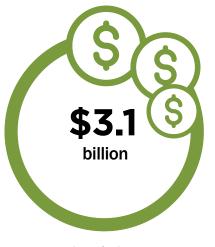
community development initiatives

750+

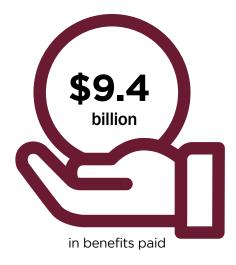
17.7% reduction

in GHG emissions across our managed real estate portfolio 2013-2017 11,400 employees 23,500 distribution associates

supporting our customers



in salaries, commissions and taxes



FOCUS ON Well-Being

Mental well-being

As an organization, we're committed to building psychologically healthy and safe workplaces. A workplace that fosters fundamental areas such as building resilience, providing clarity about workplace expectations and supporting performance can not only lead to operational success, but can support the success of the community as a whole.

MENTAL HEALTH IN THE WORKPLACE

The Great-West Life Centre for Mental Health in the Workplace (the Centre) was established as part of our commitment to the mental well-being of Canadians. In 2017, the Centre celebrated 10 years of encouraging awareness and knowledge of workplace psychological health and safety. Aligning with the National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard), the Centre provides organizations with free resources and approaches to respond to mental health issues at work. Find out more by visiting the Centre's website at **WorkplaceStrategiesForMentalHealth.com** and by following the Centre on social media.

THE EVOLUTION OF WORKPLACE MENTAL HEALTH IN CANADA BOOK

In 2017, the Centre published the book, The Evolution of Workplace Mental Health in Canada, which was co-written by the Centre's Program Director, Mary Ann Baynton and Leanne Fournier of MightyWrite. Drawing on research conducted by Dr. Joti Samra, R.Psych, the book chronicles how Canada moved beyond the idea that mental health was exclusively an individual's responsibility, towards recognition that the way work environments are managed, matters. It also covers the media's role in helping to evolve awareness and reduce stigma, how evolving legislation brought mental health to the forefront of corporate agendas, how research has contributed to the development of evidence-based employer resources, and more. A copy of the book can be downloaded from the Centre's website.

NEW WORKPLACE MENTAL HEALTH RESEARCH

The Psychologically Safe Leader Assessment provides free resources to help promote leadership skills aligned with the requirements of the Standard. This new resource was commissioned and supported by the Centre through a University of Fredericton team led by Dr. Joti Samra. Our commitment supports the research and development of the new workplace mental health resource, which will be available on the Centre's website in 2018.

IPSOS SURVEYS

In 2017, the Centre released the results of a 2016 lpsos survey it commissioned.

The survey looked at progress toward psychologically healthy workplaces in Canada in the last decade, and demographics related to workplace depression.

The survey results indicated significant improvement in workplace attitudes toward mental health in Canada since 2007, including increased awareness on mental health in general, and improvement in areas like civility and respect. The survey also suggested that workplaces that had implemented the Standard on psychological safety in the workplace had better overall mental health performance.

The survey's findings on depression in the workplace found that 50% of millennials (aged 18 to 34) were more likely to report experiencing depression, compared to 39% of GenXers (aged 35 to 54) and 29% of Boomers (aged 55 or older). It also found, on average, managers were more likely to report having experienced depression than employees.

Other key findings included that millennial workers are also more likely than other age groups to report that they:

- believe they currently have a mental illness
- · feel nervous, anxious or on edge most days
- · report being bullied or harassed in the workplace
- report experiencing discrimination in the workplace

⁶⁶ These trends among younger age groups in the workplace may seem disconcerting. However, these results may partly reflect that younger workers are more aware of mental health and are less likely to be silenced by social stigma, which is what we've seen through other research.

Mary Ann Baynton, Program Director, Great-West Life Centre for Mental Health in the Workplace

73.3%

reported use of non-stigmatizing language regarding workplace mental health issues has improved since 2007.

64.7% say employees with mental

health issues are treated better at work since 2007.

26.3% of unionized and

23.2%

of non-unionized respondents say their organization was actively involved in ongoing efforts to maintain and improve key elements of the Standard.

87.2%

report improvements in media coverage of workplace mental health issues since 2007.



In 2017, we were recognized as the Life and Health Insurer of the Year by *Insurance Business Canada*. This achievement highlights our continued focus on improving the financial, physical and mental well-being of Canadians. We know finding the right balance of all three at every stage of life is important. That's why our organization and our advisors work with individuals, families, businesses and organizations to provide quality information and guidance.

Whether the focus is on personal or family finances, working through physical or mental health issues, or planning for retirement, we help our customers determine which solutions will best suit their needs by offering accessible resources, and strong one-on-one relationships and personalized support.

Physical well-being

We play a role in addressing issues that make a difference to the physical health and well-being of Canadians, and in helping people manage their personal wellness and the associated costs. Through our investments in healthcare, we're helping provide Canadians with the health and wellness tools they can use.

DRUG PLANS DESIGNED FOR OUR CUSTOMERS

According to a 2016 Sanofi Canada Healthcare survey, we know 94 per cent of plan members in Canada rank prescription drug coverage as an important component to their benefits plan. That's why our new **SMART drug plan** focuses on balancing plan sustainability and helping ensure planmembers continue to have access to comprehensive coverage.

We're also working with the industry and regulators to bring down rising drug costs and help provide sustainable and accessible medication for all Canadians. The **Patent Medicine Prices Review Board (PMPRB)** protects Canadian consumers by establishing the maximum amount that can be charged for a patented drug. Health Canada and the PMPRB have engaged in a thoughtful analysis of the PMPRB's regulations and have brought forward meaningful proposals that if enacted will help ensure that all Canadians continue to enjoy access to the drug treatments needed for optimal patient outcomes.

CANADIAN RED CROSS DISASTER RELIEF

In the spring of 2017, we supported the Canadian Red Cross' response efforts after wide scale flooding that took place in Quebec, Ontario, British Columbia and Atlantic Canada. Many of the areas were declared a state of emergency, and our funding was directed to where it was most urgently needed.

\$3 million

in community support to health-focused initiatives in 2017

Financial well-being

Many Canadians struggle with financial challenges. Budgeting, managing credit cards and planning for retirement can cause significant financial stress. We work with financial planners and advisors and invest in innovative technologies to help Canadians plan effectively for a lifetime of financial well-being.

CHARTERED PROFESSIONAL ACCOUNTANTS OF CANADA

The Chartered Professional Accountants of Canada's (CPA Canada) financial literacy program is a powerhouse in the financial literacy space, with a growing array of programming and resources that offer Canadians free financial workshops delivered by volunteer CPAs and access to a number of award-winning publications and online resources.

As the Financial Literacy Program National Development Sponsor, we are confident an investment in this program is an investment in community. Ensuring all Canadians have access to information that helps them make informed financial decisions means stronger communities – whether it's a school program to teach students basic concepts and skills through interactive activities and case studies or a community session helping seniors to better manage their finances in retirement and protect themselves against fraud. Together, we're working to empower Canadians with resources for better financial wellness.

WAYFINDER[™]

Individual needs in retirement are unique, and Canadians want to know they've saved enough to retire. We continue to embrace technology and look for innovative tools to help Canadians reach their financial goals. Our simplified online financial wellness tool — Wayfinder[™] — helps group retirement plan members achieve their financial goals by allowing them to see a consolidated view of all of their retirement savings to decide what investments are best suited for them, customize recommendations to help them achieve their goals, and receive support from Great-West Life financial coaches through online chat and phone. Plan members can also increase the amount they save, transfer money to their group plan and set customized savings goals in one convenient place.

STUDENT DEBT PILOT

According to a 2015 survey by the Canadian University Survey Consortium, the average Canadian university student owes nearly \$27,000 at graduation, which takes approximately 10 years to repay. On October 24, 2017 we were the first-in-Canada to announce a new flexible savings pilot program to help post-secondary graduate plan members focus on saving for the future while paying down their student loan debt. Our program is aimed at reducing this financial obstacle, which often causes many to delay saving for retirement. It allows employers to match the member's student loan repayment with a corresponding contribution to their group retirement and savings plan.

⁶⁶ In five short years, CPA Canada's financial literacy program has become one of the largest and most trusted in Canada, and the recipient of numerous awards here and internationally. In 2017, our member volunteers provided objective, easy to understand information sessions on 35 topics to 50,000 Canadians. This level of engagement in the community wouldn't have been possible without the support of Great-West Life. ⁹⁹

Doretta Thompson, Director, Corporate Citizenship, CPA Canada

Economic Highlights

In 2017 in Canada, our companies:

- Helped families cope with loss, paying out more than \$2.4 billion in life insurance benefits.
- Provided income for over 78,000 people who became disabled and could no longer work.
- Made \$858 million of annuity payments, helping Canadians fund their retirement with a secure income stream.
- Helped over 30,000 employers provide benefits plans and 9,000 employers offer retirement savings plans for their employees.
- Touched the lives of 13 million people across Canada through our products and services.

EMPLOYMENT ACROSS CANADA

PROVINCE	REGULAR FULL TIME	REGULAR PART TIME	TEMP & CASUAL	2017 Total	
British Columbia	471	9	14	494	
Alberta	445	11	19	475	
Saskatchewan	593	7	19	619	
Manitoba	3,087	135	120	3,342 5,362 939	
Ontario	5,044	83	235		
Quebec	881	30	28		
New Brunswick	20	2	0	22	
Nova Scotia	119	1	3	123	
Prince Edward Island	4	0	0	4	
Newfoundland and Labrador	31	1	0	32	
TOTAL	10,695	279	438	11,412	

IMPACT THROUGH TAXES

2017 Income, Capital, Premium and other taxes* (in \$ thousands)

	INCOME AND CAPITAL TAXES	PREMIUM AND OTHER TAXES *	TOTAL
Federal Government:	187,983	35,082	223,065
Provincial Governments:	0.700	40.000	50.040
British Columbia	9,763	40,883	50,646
Alberta	7,860	55,406	63,266
Saskatchewan	2,429	17,981	20,410
Manitoba	4,923	23,860	28,783
Ontario	37,205	186,414	223,619
Quebec	11,156	81,575	92,731
New Brunswick	1,887	6,544	8,431
Nova Scotia	2,426	11,503	13,929
Prince Edward Island	432	2,489	2,921
Newfoundland and Labrador	948	16,467	17,415
Northwest Territories	138	2,078	2,216
TOTAL	267,150	480,282	747,432

 \ast Other Taxes includes GST/HST, provincial sales tax, business tax and property tax.

NEW PRIVATE DEBT & COMMERCIAL MORTGAGE LOAN FUNDINGS

January 1, 2017 To December 31, 2017

IN \$ THOUSANDS	\$1	0 - \$24	\$2	5 - \$99	\$10	0 - 249	\$25	0 - 499	\$50	0 - 999	\$ 1,000 ·	4,999		5,000 & Reater		TOTAL
	\$	# OF Accts	\$	# OF Accts	\$	# OF Accts	\$	# OF Accts	\$	# OF ACCTS	\$	# OF Accts	\$	# OF Accts	\$	# OF Accts
British Columbia	-	-	-	-	-	-	-	-	-	-	3,770	2	543,834	13	547,604	15
Alberta	-	-	-	-	-	-	-	-	-	-	1,300	1	217,825	9	219,125	10
Saskatchewan	-	-	-	-	-	-	-	-	-	-	-	-	33,500	1	33,500	1
Manitoba	-	-	-	-	-	-	-	-	-	-	17,630	7	98,907	5	116,537	12
Ontario	-	-	-	-	246	1	488	1	1,620	2	80,803	35	1,772,785	45	1,855,942	84
Quebec	-	-	-	-	-	-	-	-	-	-	-	-	151,776	5	151,776	5
New Brunswick	-	-	-	-	-	-	-	-	-	-	-	-	72,000	1	72,000	1
Nova Scotia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Prince Edward Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Newfoundland and Labrador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Northwest Territories	-	-	-	-	-	-	-	-	-	-	3,910	2	35,000	1	38,910	3
TOTAL	-	-	-	-	246	1	488	1	1,620	2	107,413	47	2,925,627	80	3,035,394	131

CANADIAN BUSINESS GROWTH FUND

Our company announced in October 2017, with other major banks and insurance companies, the creation of the Canadian Business Growth Fund to foster innovation through investments in small and medium-sized Canadian companies seeking long-term, patient and minority capital to finance continued growth.

The fund will facilitate mentorship and access to talent pools and help these businesses achieve their full potential. It will also establish an advisory network to provide mentorship to help close some of the knowledge gaps preventing many mid-sized companies from achieving their full growth potential at home and globally.



RESPONSIBLE APPROACH TO INVESTMENT

Responsible investment aims to incorporate environmental, social and governance (ESG) factors into investment decisions. Our Canadian asset management subsidiary, GLC Asset Management Group Ltd., has been a signatory to United Nations Principles of Responsible Investing (UN PRI) since 2016. GLC formally incorporates ESG analysis to identify both risks and opportunities to enhance long-term returns for investors as an additional, rather than alternative, tool within GLC's well established and disciplined investment processes.

What is key to our ongoing commitment to the UN PRI is the focus on promoting positive change surrounding the growing complexity and importance of ESG issues.

Ron Hanson, Chief Investment Officer at GLC

Our strong corporate governance structure is key to our commitment to provide consistent returns for our shareholders and policyholders, and to deliver on the promises we make to our customers.

Operating with integrity

RESPONSIBLE OVERSIGHT

Our Boards of Directors maintain the highest level of oversight for management of the diverse businesses of Great-West Life, London Life and Canada Life. Our Directors are knowledgeable about the affairs of our group of companies, which allows them to offer insight at both the holding company and operating company levels.

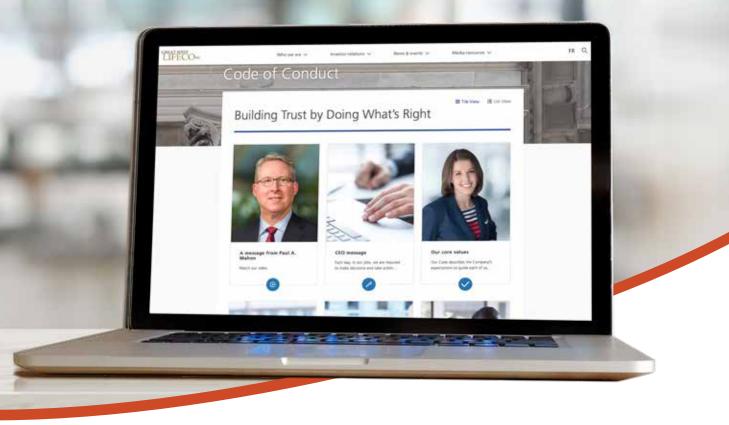
Our governance structure is further strengthened by a robust oversight framework independent of our business operations. Under this framework, central functions – including Risk Management, Compliance, Financial, Actuarial and Internal Audit – provide independent validation of our business processes and policies. These functions report directly to the relevant Board committees on oversight matters. Internal reviews of their mandate and effectiveness are conducted annually, along with periodic effectiveness reviews by an independent external advisory firm. The Boards believe diversity is important to ensure the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management. This is formalized through a Board and Senior Management Diversity Policy.

For more information on our corporate governance practices, including the independence of Directors, please refer to *greatwestlifeco.com* > Who we are > Corporate Governance.

Our Boards provides oversight directly or through one of 7 committees:

- Audit Committee
- Conduct Review Committee
- Executive Committee
- Governance and Nominating Committee
- Human Resources Committee
- Investment Committee
- Risk Committee

FOCUS ON WELL-BEING



DOING WHAT'S RIGHT: OUR CODE OF CONDUCT

Ultimately, trust with our customers is maintained by our people, who must act with honesty and integrity each day. In 2017, we launched a refined Code of Conduct (our Code) that helps employees better understand their responsibilities and do what's right. Together with supporting policies and guidelines, our Code describes the legal and ethical standards we strive to uphold in all our actions.

Our Code must be reviewed and acknowledged each year by all Board members and employees of our organization. We also run an annual communication and online training program that helps employees increase their level of knowledge about our Code and its application in day-to-day business. Advisors and brokers must comply with specialized Codes of Conduct in all their interactions on behalf of our companies.

Employees are encouraged to speak up if they have questions or concerns about conduct that may violate the law, our Code, or company policies and guidelines. To make it even easier to report potential conflicts, we established a confidential Ethics Hotline so that employees can anonymously and securely bring forward situations they believe are wrong.

For more information on our Code of Conduct, visit the 'Consumer Information' section of our websites.

Topics covered by our Code include:

- · Respecting privacy and information security
- Preventing fraud, money laundering and terrorist financing
- Avoiding conflicts of interest
- Promoting fairness, safety and accessibility
- Business continuity and emergency preparedness
- Relationships with suppliers and partners
- Creating a sustainable community impact

Environment

Healthy environments can lead to strong communities. By setting clear environmental targets and taking action to achieve them, we're doing our part to operate in a sustainable manner and help make a positive impact on our planet. Our commitment to the environment starts with our business strategy, which considers opportunities to improve our environmental performance and reduce the risks surrounding global issues like climate change. From there, it extends to the decisions we make each and every day. We're always looking for new and innovative ways to improve our efficiency and reduce our impact on the environment. By always striving to do more, we're helping build sustainable, healthy communities across Canada.

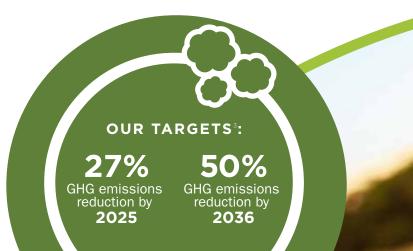
Industry-leading carbon management

Reducing our carbon footprint is the right thing to do, both for the sustainability of our business and the health of our communities. In 2017, Great-West Lifeco was once again recognized as a leader in carbon management, receiving an A- ranking from the Carbon Disclosure Project (CDP). We were the highest ranked Canadian insurance company on the CDP's annual list and among the top ten companies across Canada.¹

This achievement reflects our commitment to reporting high-quality emissions data and reducing carbon emissions across our operations. In 2017, we strengthened this commitment by establishing long-term greenhouse gas (GHG) emission reduction targets for our Canadian properties. Throughout the year, our property and asset management teams worked collaboratively toward these goals, implementing realistic and economically feasible projects to reduce our carbon footprint, such as building equipment retrofits, data centre optimizations and operational enhancements.

The CDP's information constitutes the world's most comprehensive corporate environmental dataset, which helps businesses, investors and governments make informed decisions to help address climate change. The CDP's annual climate change report is available on their website.²

- 1 See pg. 27 of CDP Canada Report 2017
- 2 https://www.cdp.net/en/reports/archive
- 3 Emission reduction targets for our Canadian properties. Scope 1 and 2 emissions, based on a 2013 baseline year.



ENVIRONMENT

Top marks for real estate sustainability

GWL Realty Advisors, Great-West Life's real estate subsidiary, manages the corporate campuses of Great-West Life, London Life and Canada Life, in addition to a multi-client portfolio of more than 300 properties across Canada. In 2017, they were ranked number one in Canada on the Global Real Estate Sustainability Benchmark (GRESB), which recognized their leadership in environmental sustainability across our real estate portfolio.

This marks our third consecutive Green Star ranking. Each year, we've worked to consistently improve our GRESB score by focusing on the sustainability and efficiency of our managed portfolio. We are now ranked among the top 8% of global real estate management firms, up from the top 10% in 2016.

GRESB is the world's leading benchmark used by investors to help understand real estate companies' environmental, social and governance (ESG) activities and the sustainability performance of their portfolios. The 2017 GRESB Real Estate Assessment included 850 property companies and funds, jointly representing more than USD \$3.7 trillion in assets under management.

Green building certifications

Green building certifications such as BOMA BEST® and LEED® are considered the best-practice standards for the design, construction and operation of green buildings. In 2017, all of our corporate head offices were BOMA BEST certified and targeting Gold level upon re-certification in 2018.

Throughout the year, GWL Realty Advisors continued to pursue our target of achieving green building certifications for all eligible properties. To date, 89% of our eligible commercial portfolio by floor area is BOMA BEST® or LEED® certified, covering over 300 buildings across Canada.

We were also recognized at both national and regional levels for our sustainability-focused property management practices. In 2017, six awards were presented to properties managed by GWL Realty Advisors, relating to sustainability, staff, and operational excellence.

Among the winners, the Great-West Life head office in Winnipeg won the BOMA Manitoba's The Outstanding Building of the Year (TOBY) award. This is the most comprehensive award of its kind in the commercial real estate industry, recognizing excellence in building management and a strong commitment to energy conservation and environmental sustainability.



Targeting efficiency

Improving the environmental performance of our properties is an integral part of our commitment to maintaining healthy communities and workplaces, while driving cost-efficiency across our operations. On average, our office properties were more energy and water efficient, and had higher waste diversion rates, than nationally reported averages for the industry.

In recent years, we've worked toward this goal by setting energy, water and waste reduction targets through our *Sustainability Benchmarking and Conservation Program*. GWL Realty Advisors launched the program in 2015, and it includes all Great-West Life, London Life and Canada Life head office and investment properties in Canada.

The program sets out five-year reduction targets for each of our office properties, and uses industry benchmarks and regional averages to gauge performance. This has helped property teams drive operational and efficiency gains at our corporate offices and investment properties, ultimately reducing our environmental footprint across three core areas, including:

ENERGY EFFICIENCY:

Our properties undergo comprehensive energy audits every five years, which are used to assess the energy performance of our buildings and identify improvement opportunities. The conservation projects we implement touch all aspects of a building's systems, including ventilation, heating, cooling, automation and controls systems, building envelope and lighting.

water efficiency:

Our properties undertake numerous water conservation projects, including the installation of low-flow fixtures, automatic water sensors, rainwater harvesting systems, smart irrigation technologies and cooling tower upgrades.

waste minimization:

We regularly conduct waste audits at our properties, tracking major waste streams and identifying waste management practices that promote prevention, reduction, reuse and recycling.



Reduce, Reuse, Recycle

Following significant reductions in our use of paper over recent years, we continue to look for opportunities to use digital alternatives in place of internal reports and documents we provide to our customers and advisors. For example, in 2017 we began an initiative to reduce the size of our most common retirement and savings plan enrolment guide by 70 per cent. This shorter guide supports paper-based and online enrolments and is available in both print and digital versions. We also started providing enhanced analytics on the paper and energy consumed by our office printers, helping employees understand and reduce their consumption.

We also renewed our commitment to the **Forest Stewardship Council** (FSC), a global not-for-profit that sets standards for responsible and sustainable Forestry Management. We've maintained our certification under the FSC certification program, demonstrating our continued commitment to taking care of our forests and the people and wildlife who call them home.

We've also continued our work with **Green Standards**, which collects still-usable furniture, appliances, computers and other supplies and redistributes them to community organizations. This helps divert the waste from landfills, and extends the useful life of materials by putting them to good use at not-for-profit organizations including schools, food banks, charities and shelters.

In 2017, our Green Standards programs diverted 49 metric tonnes of materials from landfill and resulted in more than \$19,000 of in-kind donations to charitable organizations. According to Green Standards, this has resulted in a reduction of 135 tonnes of CO_2 emissions – equivalent to removing 28 vehicles from the road for one year.





Earth-friendly initiatives

Our commitment to the environment extends beyond our own operations and into the communities where we live and work each day.

For more than a decade, we've helped inspire the next generation of environmental champions by supporting the **Earth Rangers** school outreach program. Earth Rangers brings fun, educational and animal-filled presentations to schools across Canada, encouraging young people to adopt sustainable behaviours and protect wildlife and their habitats. Children can sign up to become Earth Rangers and join a community of more than 150,000 Canadian students. Together, they work to protect animals and preserve the environment by fundraising, hosting community activities and educating family and friends.

Climate change is expected to have a considerable impact on Canadian communities over the coming decades, which is why we helped establish and continue to support the **Prairie Climate Centre**. The Centre facilitates cutting-edge climate research and policy recommendations, helping governments, businesses and community members understand the impacts of climate change and respond effectively.

In 2017, the Prairie Climate Centre released an internationally recognized research series, *Building a Climate-Resilient City*, which outlines innovative risk management approaches that can help cities adapt to climate change and ensure communities are safe and healthy for families. Throughout the year, their expert advice continued to shape key policy decisions by government and business, including assisting the Government of Manitoba in holding consultations and developing its Climate and Green Plan.

Across Canada, our offices celebrated **Earth Week** (April 17-21) by showing how small life changes can have a big environmental impact. From properly disposing of electronics and medication to choosing reusable beverage containers and energy efficient light bulbs – the week-long employee awareness campaign showcased everyday actions that add up for a healthier world.

On March 25, we joined together with 187 countries worldwide to turn off the lights for **Earth Hour** and show our support for climate change action. We shut down all non-essential lighting and electricity in most of our offices across Canada, recognizing the global movement initiated by the World Wildlife Fund. Managing our Environmental Footprint Total results for our corporate offices in Winnipeg, London, Toronto and Regina

GHG ENERGY EMISSIONS INTENSITY INTENSITY ekWh/sqft tC02e/1000 sqft -22% Change -7% Change (2013-2017) (2013-2017) LANDFILL WASTE WATER CONSUMPTION Tonnes 1,000,000 x L -45% Change -16% Change (2013-2017) (2013-2017)

GWL Realty Advisors Real Estate Portfolio 2013-2017

GHG EMISSIONS INTENSITY

17.7% OVERALL PORTFOLIO REDUCTION 22.3% OFFICE PORTFOLIO REDUCTION 9.3% MULTI-RESIDENTIAL PORTFOLIO REDUCTION

our workplaces

Our success in 2017, a year of challenge and industry change, reflected once again that our greatest strength is our people. Across Canada, employees stepped up and helped their colleagues to put customers at the centre of what we do.

We continued to support development of a more diverse and welcoming workplace, encourage employee involvement in the communities where we live and work, invest in professional development and career growth and enhance employee health and wellness, including mental wellness.

IN 2017, WE WERE AGAIN NAMED ON THE FORBES' CANADA'S BEST EMPLOYERS LIST. THE RANKING, WHICH WAS COMPILED IN COLLABORATION WITH ONLINE RESEARCH FIRM STATISTA, HIGHLIGHTS 300 COMPANIES OPERATING IN CANADA THAT HAVE WON THE ENDORSEMENT OF THEIR EMPLOYEES.

Diversity philosophy reflected in actions

In 2017, we launched a Diversity Philosophy – our organization's commitment to diversity and inclusiveness across our business.

New initiatives helped foster an even more inclusive workplace culture in which all employees can feel fully engaged. These included a workshop in Unconscious Bias at the Canadian Senior Leadership Forum. Building on this experience, we're planning to extend Unconscious Bias training to leaders in 2018 and employees thereafter.

We were also proud to support LGBTQ communities in Pride celebrations in our head office locations across Canada throughout the summer. In London, this included projecting Pride's colours on our iconic London Life building to show our organization's support to equality for all.

2017 saw an increase in awareness of the International Day of Person with Disabilities (Dec. 3) with a campaign featuring our own employees living with disabilities. By sharing their experiences, they expanded our understanding about what it's like to live and work with a disability, and highlighted the value persons with disabilities bring to the workplace.

Opening doors to career development

Helping employees explore career options and build the skills they need to be successful today and in the future continues to be a priority for us. This is why we pay for the cost of relevant continuing education for employees, up to \$2,000 annually, as part of our investment in learning and development.

BOOSTING LEADERSHIP AND PERFORMANCE PROCESSES

Senior leaders participated in development conferences and curriculums designed to align with their business priorities and strengthen their professional capabilities. We also launched new core programs for all employees that focused on change leadership, building trust, driving employee engagement and coaching.

Regular conversations between employees and leaders about performance and development are necessary for effective coaching, and to help stay on track and celebrate people's achievements. Designing simple online tools to support these conversations was a key focus in 2017, and a significant step in enabling our leaders and employees with technology and tools to focus on work that matters most.



NATIONAL ABORIGINAL DAY

On National Aboriginal Day (June 21), Paul Mahon, our President and Chief Executive Officer, joined Winnipeg Mayor Brian Bowman with some 80 other business and community leaders at a signing ceremony for the *Winnipeg Indigenous Accord*. This living document is a catalyst for organizations and individuals to set specific goals towards implementing the Aboriginal Truth and Reconciliation Commission's *94 Calls to Action*.



BACKSTOPPING FINANCIAL PROFESSIONALS

Reflecting our commitment to investing in development for financial professionals, we continue to offer career path-specific supports and opportunities for several disciplines.

Candidates in our Actuarial Program and our Chartered Professional Accountant (CPA) training program rotate among departments while earning their designations, developing leadership and interpersonal skills and experiencing professional growth opportunities. They also receive mentorship that strengthens the foundation of their career development. In 2017, 125 candidates in our Winnipeg, London and Toronto offices wrote actuarial exams, with about half rotating among departments.

We're a longtime supporter of the accounting profession, and with the support of our CPA Training Offices in Winnipeg and London, there were 40 candidates who either received their CPA designation or were working toward their designation in 2017.

We also provide funding toward tuition and study time for employees in the Chartered Financial Analyst (CFA) program. In 2017, 29 employees either received or were working toward their CFA designation.

WOMEN @ ... OUR COMPANIES

In 2017, *Women* @ *Great-West Life Winnipeg* and @*Toronto* and *Women* @ *London Life* continued to create opportunities to bring relevant events to our employees focused on education, inspiration and networking. These three groups reflect our commitment to diversity and inclusion in the workplace, and in particular support the advancement of women in our organization.

In Winnipeg, *Women* @ *Great-West Life* staged a speed mentoring session in December with 15 mentors sharing their wisdom. They also hosted two Great-West Life tables at SHEday, organized a Lunch & Learn on personal branding and held two inspiring "Talkabouts" with powerful female speakers.

Women @ *London Life* enhanced its *Perspectives on Leadership* program in 2017 through a speaker series featuring compelling female role models. These included award-winning entrepreneur Kelsey Ramsden, Brescia College (Western University) Dean Dr. Susan Mumm, communications guru Judith Humphrey, former Western University business school dean Carol Stephenson and United Way Canada President and CEO Dr. Jacline Nyman. The group also created a series of personal branding and networking events to build attendees' skills and connect women with mentors and colleagues from other areas of the company.

In Toronto, the newly established *Women* @ *GWL Toronto* kicked off with a leadership panel discussion in the fall. The event, which included a panel of successful male and female leaders from both Great-West Life and external organizations, came together to discuss leading organizations through change, how inclusion enables organizations to be more nimble, and career management in times of change.

In December, the Toronto group also hosted a speed mentoring session with thirteen inspiring mentors who provided advice and tips to participants on topics such as furthering their leadership potential and advancing their careers.





RUTH ANN MCCONKEY: ONE OF CANADA'S MOST POWERFUL WOMEN

In November 2017, Canada's Women's Executive Network (WXN) named Ruth Ann McConkey, President, GLC Asset Management Group, one of Canada's Top 100 Most Powerful Women. These awards were launched in 2003 to highlight accomplishments of professional women across Canada and inspire others. Ruth Ann's selection is a testament to her principled leadership style, service to the community and more than 30 years in the investment industry.

Ruth Ann currently leads GLC's team of talented investment professionals and is respected for her straightforward approach, decisiveness and passion for the business. She played an integral role in the creation of GLC in 2011 and, since that time, has helped establish GLC as a leading investment management firm with more than \$50 billion in assets under management across a broad range of investment mandates.

Ruth Ann was selected for this distinction not only for her business success, but also for her commitment to the community. She volunteers on the finance committee of the Sisters of St. Joseph in London, sharing her professional expertise to help manage their financial affairs.

Recruiting our future leaders

As an organization devoted to the well-being of employees and customers, we're continually looking for ways to provide an even more attractive and engaging workplace. We work to ensure our workplaces demonstrate the key factors prospective employees consider in planning their careers – in particular, an engaging corporate culture that supports the communities where we live and work.

We foster relationships with a variety of diverse community organizations, and major universities and colleges across Canada. We also participate in a variety of sponsorship, scholarship and recruitment programs to attract new graduates.

Direct recruitment programs are well established for actuarial and CPA employment positions, but we also hire people pursuing careers in fields including nursing, culinary arts, marketing, information technology and human resources. Our goal is to attract and retain the best and brightest, and engage them with ongoing development.

We also seek a diverse range of potential employees among qualified individuals or segments of the population who may not have thought of applying for a role with us.

For example, a partnership between our company and AMIK – an initiative of Anishinabek Consultants Inc. – connects qualified Indigenous candidates with employers across the country, and provides recruits with pre- and post-hiring support. Through AMIK, we hired 6 people in 2017 for positions in our Health & Dental Operations and Group Customer Contact Centre departments.

INTERNSHIPS HELP SMOOTH TRANSITION

Our recruitment strategy includes the use of paid internships and co-op students to help to smooth the transition from school to the workplace for new and prospective employees. These approaches benefit both the new employees and our organization. Post-secondary students in disciplines including accounting, information systems, finance and actuarial studies, for example, gain hands-on experience applying and honing their skills. As of December 2017, 196 students were with us on work placements.

Staying well at work

Improving the financial, physical and mental well-being of Canadians is an important part of what we do. Just as important is the health and well-being of our employees. Our employees benefit from a corporate culture that encourages them to address their wellness in the workplace and helps them achieve work-life balance.

WELLNESS SERVICES

Our Wellness Services unit, which includes teams of nurses and support staff in Winnipeg, London, Regina and Toronto, is a key resource. The unit provides physical care such as immunizations and screening programs, wellness education and counselling to employees and carries out ergonomic assessments and accommodations.

The nurses also provide information, resources and advice on occupational health and safety issues and help employees return to work after suffering a disability. Like the organization, the unit's goals are to help people stay healthy, stay well and stay working.

To encourage healthy eating, each of the four main company locations has a full-size cafeteria offering a salad bar and other nutritious food choices. We understand the link between the health and wellness of our employees and the achievement of our business objectives.

Employees can also access a range of supports for their well-being, including:

- Staff Clubs and other organized activities offering social connections and, for those who convene, events and leadership skills development
- Comprehensive benefits program, including health services for employees and their families
- · Company-paid personal days in addition to vacation

Mental Health Week, held the first week of May as part of the *Not Myself Today* initiative, provided resources to help employees learn about issues from stress management to tackling the stigma surrounding mental health.

We offer a no-cost **Employee and Family Assistance Program** (EFAP). It provides an independent, fully confidential counselling and information service for employees and their eligible dependents. It's a voluntary program that emphasizes holistic employee wellness, early treatment of health issues and makes available a variety of online and print tools and resources.

CANADIAN BLOOD SERVICES

We continue to work with Canadian Blood Services (CBS), a cause our organization and our employees have valued very highly for over 50 years. In 2017, as part of our *Partners for Life* campaign, employees were encouraged to donate blood at on-site clinics and neighbourhood clinics, as well as by taking a Life Bus to CBS's facilities. Employees donated 935 units of blood during the campaign, including at our first blood donor clinic in Montreal.

HEALTHY WORKPLACE MONTH

As Presenting Sponsor for Canada's Healthy Workplace Month (CHWM) for many years, we encourage workplaces and their employees to take part in healthy activities – knowing good workplace health improves safety, satisfaction, engagement and organizational performance.

Across our offices, a key activity this year was the *Investing in Your Mental Wealth Challenge*, which attracted wide participation. Aiming to enhance resiliency and mental wellness, the challenge focused on key influencers of mental health, such as cultivating relationships and setting achievable goals for yourself. Multiplechoice quizzes and reflection questions directed employees to theme-based resources, appropriate to their interest and understanding. Themed prize packages were randomly awarded to participants each week, with a grand prize winner drawn from all entrants in the challenge.



Engaging employees in the community

Our national corporate citizenship policy – Stronger Communities Together[™] – provides an operational framework through which we channel the commitment of our organization and our people, to the communities in which we operate.

From participating in runs, walks and other physical activities in support of charitable causes, to being hands-on with charity builds and our workplace campaigns, our people are quick to give their time, expertise and money to help their communities. Recognizing their leadership and commitment as ambassadors of our organization and caring members of communities across Canada, we provide financial support and contributions that add to the impact of their collective efforts.

GRANTS AND CORPORATE TEAMS

In 2017, we awarded more than \$36,000 in grants to charitable organizations where our employees volunteer. We also recognize the collective generosity and efforts of employees who organize corporate teams and participate in communitybased fundraising events. From coast to coast, our employees and distribution associates teamed up in support of the causes most important to them in their communities. In 2017, our 72 Corporate Teams raised over \$797,000, and we augmented their efforts with an additional \$300,000. For a complete list of our corporate teams, see page 53.

72

Corporate Teams raised over

\$797,000

we augmented their efforts with an additional

\$300,000

Awarded more than \$36,000

in volunteer grants to charitable organizations

29





Annual employee participation activities

UNITED WAY/CENTRAIDE

United Way is central to our community fundraising efforts. In total, more than 5,000 employees contributed nearly \$1,450,000 in online pledges to our companies' 2017 United Way Workplace Campaign. Overall employee participation topped 31 per cent, making for a very successful 2017 campaign.

For many, the personal connection was again a big part of the campaign's overall success: in mid-October, volunteers from our five major centres participated in 36 *United Way Days of Caring* projects across Canada. From sorting food and clothing donations to mentoring newcomers to Canada, teams worked together while learning more about services in their own communities.

NATIONAL CORPORATE FOOD DRIVE

Employees coast to coast collected a total of 86,825 pounds (43.4 tons) of food during our *National Corporate Food Drive* (May 8-19), donating over 68,000 food items.

COMMUTER CHALLENGE

In our major centres across Canada, employees chose alternate ways to get to work during the *Commuter Challenge* (June 4-10), which included biking, jogging, walking, riding the bus, carpooling or working from home. Employees logged a total of 24,205 environmentally friendly kilometres and helped to prevent an estimated 3,400 kg of greenhouse gas emissions from entering the atmosphere.

SCHOOL SUPPLIES DRIVE

In 2017 we extended our annual *School Supply Drive* (August 14-23) to our field offices across Canada. In total, we filled 779 backpacks with essential school supplies, and collected an additional 81 boxes of extra school supplies for children in need.

HABITAT FOR HUMANITY ACROSS CANADA

Our sponsored home-build with Habitat for Humanity Manitoba was part of the *Jimmy & Rosalynn Carter Work Project* profiled in Winnipeg and Edmonton media last summer. About 115 of our employees participated in builds in July and August, while our President and COO volunteered side-by-side with Jimmy and Rosalynn Carter.

Our sponsored home-build with Habitat for Humanity Greater Toronto Area in May and June, bolstered the volunteer and fundraising efforts of our offices and their business associates by building an energy-efficient semi-detached home.

Our Adopt-a-Day sponsorships in Halifax, Montreal and Ottawa also supported the contribution of our offices in their participation in a home-build.

2017 CANADA SUMMER GAMES

The Canada Summer Games were hosted in Winnipeg from July 28 – August 13. The city was transformed to host the 4,000 participating athletes and their families.

As both the national Premier Sponsor and Presenting Sponsor of the Volunteer Program, many of our employees were involved in a variety of ways at this special event. They volunteered their time to assist with logistics, performed in the choir, attended the events and were also the proud parents of children participating in the Games as athletes. The torch has now been passed on to Red Deer, Alberta, where the 2019 Winter Games will be held.

24H TREMBLANT

24h Tremblant is a charity sports challenge with a mission to support children struggling with serious illness. It's a unique 24-hour relay event where 2,500 participants walk, run or ski to raise funds for three children's charities. The 2017 edition of the event took place the weekend of December 9-10, and Freedom 55 Financial was the presenting sponsor. In addition, 23 teams from our company participated, and together, raised more than \$225,000. A SNAPSHOT OF OUR WORKFORCE IN 2017

> 1,413 1,925 7.81%

69%

46%

6,000

38,000

employees hired across Canada

employees moved into a new role

voluntary turnover rate (not including retirements)

of our workforce is female

of our management is female

employees participated in training and education programs

hours of training supported through our eLearning platform



Financière Liberté 55

244

10 DÉCEMBRE 2017

\$

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COMMUNITY Support NATIONAL

Our company and employees are connected by a shared sense of responsibility to give back and help build stronger communities. Through employee volunteering, workplace campaigns and corporate donations, we're making a positive impact on the world around us.

As an Imagine Caring Company, we support the principles of corporate citizenship and benchmarks for community investment established by Imagine Canada. This includes contributing at least one per cent of average pre-tax profits in support of communities each year. Over the two decades we've been an Imagine Caring Company, we've contributed more than \$186 million to charities, non-profit and community organizations. This includes \$13.5 million that our companies have contributed in 2017 alone.

Our national policy for corporate citizenship, *Stronger Communities Together*[™], is the framework we use to address key issues and trends at the national, regional and local levels. We recognize these issues are often complex and interrelated, so our approach spans five major pillars: education, health and wellness, arts and culture, social services and community development.

We support organizations that apply innovative and collaborative efforts in addressing emerging or longer-term issues. Together, we're creating lasting and positive change for the well-being of Canadians.

Shaping future leaders

Leadership skills can have an even more powerful impact when they're developed at a young age, and leadership instills confidence, helps children and youth solve problems creatively, work collaboratively with others and provides opportunities to develop responsibility.

By investing in leadership development and experiential learning, and providing the next generation with the tools and skills they need to become successful leaders, we're helping young Canadians make positive choices that will shape their lives, their career paths, and also benefit their communities.

UNIVERSITY OF MANITOBA INSTITUTE FOR LEADERSHIP DEVELOPMENT

In May, we, along with Investors Group and Power Corporation of Canada, announced an investment in the creation of the Leadership Institute at the University of Manitoba. This new Leadership Institute will become a nationally recognized teaching and research institute focused exclusively on leadership development.

Students will come to the Leadership Institute from universities and colleges across Manitoba, and from diverse disciplines of study. They'll have the opportunity to develop world class leadership skills they can apply to their studies, in their future careers and in support of their communities. Our company has been a long-time supporter of **Experiences Canada** and its goal of bringing youth from across the country together in a fun learning environment. As part of Canada's 150th birthday in 2017, Experiences Canada reached even more young people with their 150&Me program – a multi-destination youth event and series of regional forums for young people. Activities were held across Canada over a three-month period leading up to Canada Day. This included events in Vancouver, Montreal, Halifax, Winnipeg and Ottawa. In total, more than 12,000 youth were reached with nearly 5,000 engaged in the full program.

The goal of *150&Me* was to start a national conversation among thousands of youth about the greatest challenges and opportunities facing the country, and encourage them to start thinking about how they'll emerge as leaders in the coming years and actively participate in the future of our nation.

Another key goal was to connect youth to local and national non-profit organizations. In total, more than 3,200 hours were contributed to 15 agencies and organizations across the country. In June 2017, 150 youth aged 14-19 from across Canada went to Ottawa to present their recommendations, interpretations and opinions to His Excellency the Right Honourable David Johnston, Governor General of Canada at the Canada *150&Me* National Youth Forum. These conversations and ideas have been shared with the federal government's Youth Secretariat to help inform youth strategies and policies in the future.

The **Duke of Edinburgh's International Award** is a globally recognized award for outstanding youth who are positive influences in their communities. It's open to any young person aged 14-24, no matter their gender, cultural background, religious or political affiliation or physical ability.

The award is defined as a marathon, not a sprint. Efforts are recognized over time as the young person completes a series of activities and personal challenges from Bronze to Gold level participation. We support the *Charter for Business: Investing in Youth* initiative – a program that ensures the award and its benefits are made available to numerous groups of at-risk youth, including those in inner-cities and northern and rural communities, young offenders and young people with disabilities.

This past year, over 6,400 youth enrolled in the award through the *Investing in Youth* initiative. Designed for students aged 10-16, the **Canada's History** *Young Citizen Program* provides students with an opportunity to conduct research and create a short online video that showcases what they've learned, much like an evening news report or short documentary. Topics include Canadian heroes, legends, and key events in Canadian history.

In 2017, 200 students from across Canada created online videos for the program. The public – including families, teachers, schools and community members – voted on their favourites. The 26 winners, two from each province and territory, were recognized at a national youth forum in Ottawa. Our funding helped expand the program in honour of Canada's 150th birthday.

According to the Statistics Canada 2016 Census of Population, aboriginal youth are one of the fastest growing demographics in Canada, yet there are significant social and economic barriers that stand between them and the future they deserve. The **Promoting Life Skills in Aboriginal Youth** (PLAY) program delivers community-driven, culturally-relevant, play-based programming to Aboriginal children and youth by partnering with 88 First Nations communities and urban Aboriginal organizations across British Columbia, Alberta, Manitoba and Ontario. In 2017, over 6,200 children and youth were reached through regular PLAY programming in these four provinces.

The PLAY program is designed to enhance leadership, self-confidence and personal strength through leadership workshops, sport and recreational activities, volunteer opportunities, community events, sport clinics and youth-led initiatives. Guided by an Indigenous community development model, PLAY and its partners create safe and inclusive spaces where children and youth can share their ideas, hopes and fears, while learning new skills to become positive agents of change. We're proud to be a first-time contributor to this program.



Inspiring learners

It was Nelson Mandela who said "education is the most powerful weapon in the world." A good education can open the door to a range of personal and vocational opportunities. At the same time, a lack of education can cause a ripple effect of issues that put pressure on social and public resources.

We collaborate with leading organizations to encourage Canadians to reach their full potential, whether they're working to finish high school or competing for an advanced scholarship.

Every year, **SHAD Valley International** (SHAD) provides the opportunity for 900 students from across Canada and internationally to attend a month-long summer program, in-residence at a Canadian university. The program focusses on STEM (science, technology, engineering, arts & math) learning, and motivates participants to use their extraordinary talents to address important global problems.

Students selected through the rigorous, competitive process for places in the summer program are top performers and well-rounded, emerging leaders who demonstrate initiative, creativity and flair. They're leaders in their schools, volunteers in their communities, and are often gifted musicians, artists and athletes. These students may otherwise not have access to sufficiently challenging, educationally-rich programs and support.

SHAD closes the gap by empowering exceptional students to recognize their own capabilities and envision their potential as tomorrow's leaders and change makers. This program also introduces youth to Canada's corporate leaders through internships and introduction to mentors. We've invested in SHAD programming for more than two decades, and in 2017, a number of our employees participated in mentorships.

SHAD IN THE NEWS

In October 2016, SHAD was honoured with a Labour Award from the University of Toronto's Rotman School of Management, as one of the world's leading programs for empowering exceptional youth early in their education.

The same week, a leading think-tank – the Canada West Foundation – released a public policy paper highlighting Canada's innovation crisis and what needs to be done. The paper, titled "Start 'Em Up: Incubating nextgen innovators" was published in October 2016 and stated that Canada needs to do more at an earlier age to educate the next generation of innovators. It cites SHAD as having a successful track record of creating an entrepreneurial mindset among Canada's youth.

LORAN, short for Long-Range Aid to Navigation, is a system that analyzes a person's values of character, service and leadership to determine their future path. The **Loran Scholars Foundation** was founded in the late 1980s, and was the first national organization in Canada to grant undergraduate awards based on a mix of academic achievement, extracurricular activity and leadership potential.

The Great-West Life, London Life and Canada Life Loran Provincial Awards are one-time university entrance awards offered as part of a program to develop promising young people into future leaders in business, the public sector and their communities in Saskatchewan, Manitoba, Ontario and Quebec. We support LORAN because we agree in their philosophy that students shouldn't necessarily be rewarded for past achievements, but on their potential future path.

Over the past 16 years, **Pathways to Education** has helped thousands of students in low-income communities across Canada graduate from high school and transition to post-secondary education, training or employment. Working alongside the school system, and through a force of volunteers and community organizations, the program delivers after-school tutoring, mentoring, and financial assistance to overcome barriers to education. According to the 2015 Statistics Canada Labour Force Survey, drop-out rates have





declined significantly in Canada since the 90s. Pathways to Education believes their revolutionary and groundbreaking work has helped make this possible.

Building on our past support, in May, we announced a new five-year commitment as Lead Innovation Sponsor to help Pathways to Education test, improve and put into practice new and innovative programming ideas.

In June 2017, we connected a group of Pathways to Education students from Verdun, a borough in Montreal, with Lance Stroll – a Canadian Formula 1 racecar driver. Lance spoke with students about hope, perseverance and the importance of believing in their dreams.

According to Statistics Canada's 2011 National Household Survey, the Indigenous population is the fastest growing demographic in Canada, with nearly 50 per cent of the estimated 1.4 million Indigenous people in this country under the age of 24. This statistic showcases why it's important to support the growth of organizations like **Indspire** – a national, Indigenous-led registered charity that invests in the education of Indigenous people for the long term benefit of these individuals, their families and communities, and Canada.

Indspire enables Indigenous people to aspire to brighter futures by disbursing financial awards, delivering programs and sharing resources. We're a proud, longtime supporter of Indspire's work with Indigenous youth and have provided over \$900,000 to date in support of their programs – most recently, as the National Development Sponsor of Indspire's *Peer Support: Educator Mentorship Program*, a national mentoring program for educators of K-12 Indigenous students. ⁶⁶ As worldwide demographic changes create workplace shortages, many corporations in Canada recognize Indigenous people and youth as an untapped resource vital to Canada's future economic prosperity. High levels of Indigenous achievement in education is key to personal and community advancement, helping to end cycles of poverty and despair for individuals and their families. ⁹

Roberta L. Jamieson, President and CEO of Indspire



indigenous education, L'éducation



Expanding literacy

Literacy is an essential skill for lifelong workplace, family and community health and happiness, yet it's something with which many Canadians struggle.

In 2013, the Organization for Economic Co-operation and Development's Programme for the International Assessment of Adult Competencies reported that 48 per cent of adult Canadians have low literacy skills that fall below high school equivalency. ABC Life Literacy Canada reports that adults who have inadequate literacy skills are more likely to have worse health outcomes, decreased earning potential, lower levels of civic participation and fewer life opportunities.

People who develop their literacy and essential skills are equipping themselves to become more resilient in the face of life challenges – economic and otherwise – and more productive members of their communities.

ABC Life Literacy Canada (ABC) is committed to addressing literacy and essential skills for Canadians in all stages of life. For many years, we've supported ABC and its goals for a fully literate Canada. As an example, 2017 was our sixth year sponsoring The Great-West Life, London Life and Canada Life Literacy Innovation Award. The awards – one top award of \$20,000 and up to four honourable mention awards in the amount of \$5,000 each – honour innovative programs and help build capacity of grassroots literacy organizations. Pacific Training Centre for the Blind in Victoria, BC was the 2017 top award Life Literacy award winner for their *Blind People in Charge* program. It's the only program of its kind in Western Canada that uses an empowering, problem-solving model of instruction, where blind people are the teachers, planners, directors and administrators. Instructors teach non-visual independence and literacy skills, such as Braille, adaptive technology, cane travel and cooking. The skills developed through the program allow learners to improve their living conditions and quality of life, as well as help find gainful employment.

To maximize the impact of the award to the adult literacy community, the top award winner shared their best practices (via webinar) to the literacy community. These awards elevate the general issue of literacy in Canada and provide financial support at a time when funding is difficult to attain.

In 2016, we announced our three-year commitment as Founding Sponsor of ABC's *UP Skills for Work* program. *UP Skills for Work* helps learners develop key employability skills through free workshops and downloadable workbooks. 2017 was an exciting year with the development of materials and the launch of their website **Upskillsforwork.ca**. To date, more than 4,000 learners have participated in workshops and online learning in the six months from launch. **Start2Finish** is dedicated to promoting the health and wellness of children in Canada through literacy and fitness education. We support the Start2Finish Running & Reading Club in a number of centres across Canada. For two hours, once a week, students participate in group reading projects and practice journaling with a mentor. They learn new words and are encouraged to bring home books and continue reading on their own time.

According to Start2Finish research, children living in poverty are over four times behind their peers in vocabulary development and equally less likely to participate in organized sport than children from financially stable families. In an effort to combat these statistics, the 38 running & reading club programs successfully operating across Canada target economically challenged children and address the need for enhanced literacy and physical activity in the community.

Our support of literacy also includes financial literacy. Being financially literate means having the knowledge, skills and confidence to make informed financial decisions. It's an area that has been overlooked in the past, but has been gaining recognition in recent years as something many Canadians are lacking. Learn more about our support of the **Chartered Professional Accountants of Canada's** financial literacy program on page 13. START2FINISH

From poverty to possibility

Adequate shelter and food are basic needs that everyone should have access to, yet many Canadians – including 35,000 youth – face homelessness every year in Canada. According to a 2017 Statistics Canada *Poverty Trends* report, a staggering 1 in 7 Canadians, or 4.8 million people, live in poverty. There are many social issues that contribute to poverty, or may leave a person homeless, such as lack of job security, affordable housing, literacy or mental health issues.

United Way Centraide is a leader in addressing many of these complex social issues. Aligning with United Way allows us to engage in a broader community effort, and further the impact we would have alone. Our company and our employees have been long-time supporters of United Way in the communities where we live and work. In 2017 alone, our combined employee and corporate donations to United Way were over \$3.3 million. We continue to give because we know the thousands of organizations supported by United Way across the country are helping build stronger communities.

Visit the Our Workplaces section for more information on how our employees teamed up with United Way during the Day of Caring initiative (page 30).

Hockey Helps the Homeless (HHTH) is dedicated to ending homelessness in Canada through fundraising, education and collaboration with the business community, local volunteers and outreach organizations. We've worked with them since 2005, first as a sponsor of events in Toronto and Montreal, and later as National Development Sponsor to help the organization expand to a series of high-profile tournaments and activities in numerous cities across the country.

Now, as National Founding Sponsor, our relationship has continued to evolve as HHTH has grown. Over the years, we've seen how our employees and distribution associates who help organize, raise funds and take to the ice in local events alongside other supporters in the business community, as well as our corporate support, are helping HHTH make a big difference. In 2017, \$1.7 million was distributed to local charities delivering frontline programs and transitional projects to help the homeless reintegrate into mainstream society.

As a long-time supporter of HHTH, and their work to end homelessness, it was a natural fit to extend our support to **A Way Home**, a national coalition dedicated to preventing and ending youth homelessness. The coalition works with communities at both the national and provincial/ territorial level to develop and implement local plans to end youth homelessness in their communities.

A Way Home also works with both local and Indigenous governments to develop, fund and implement effective legislation, policy, programming and funding frameworks to advance the rights of young people and support community solutions to youth homelessness. A Way Home makes resources freely available, while also facilitating access to technical support that allows communities to implement interventions on their own.

TOM JACKSON'S CHRISTMAS 150

For 20 years, we've supported actor, singer and lifetime philanthropist Tom Jackson's annual fundraising concert series as the National Sponsor. Tom Jackson's Christmas 150 tour began in November in Alberta and wound its way through BC, Saskatchewan, Manitoba and Ontario. All funds raised went toward food banks and agencies serving the needs of the homeless, addicted and marginalized in the communities where concerts were held.

Improving health & well-being of Canadians

As a leading provider of life and health insurance, we know health and well-being are priorities for many Canadians. In 2017, we provided over \$3 million in support of 246 health-focused initiatives and projects across Canada. Many of these initiatives are local or regional in scope, and are highlighted in the Regional section (pages 41-49).

We supported hospital campaigns to help improve treatment, diagnosis and care, initiatives that furthered the work of The Great-West Life Centre for Mental Health in the Workplace (the Centre), and other, short-term projects that demonstrated unique models of health care, collaboration, or addressed an emerging need. In addition, our employees shared our commitment to improving the health and well-being of Canadians, and they raised over \$730,000 through corporate team events for health-related causes.

As part of our commitment to address and improve psychological health and safety in the workplace (page 12), we continue to support **Canadian Mental Health Association** (CMHA) National in their development of the Workforce Mental Health Collaborative – a suite of services, delivered by CMHA National across Canada, to help build healthier workplaces.

A key achievement this year was increasing the capacity of the Collaborative by leveraging a shared leadership model and expanding its scope to include more CMHA divisions that deliver workplace mental health services. With our financial support, and using tools and resources developed by the Great-West Life Centre for Mental Health in the Workplace (the Centre), CMHA National is now well positioned to respond to workplace mental health needs in all provinces of the country. A 2010 study conducted by Statistics Canada showed that 24 per cent of veterans released from service between 1998 and 2007 reported a diagnosed mental health condition such as PTSD, depression or anxiety. Of those with a diagnosed mental health condition, 95 per cent also had chronic physical health conditions that significantly reduced their overall quality of life. Unfortunately, it can take years for symptoms to manifest, and even longer for veterans to seek help.

Mental health programs not only support veterans' well-being, but allow them to prepare for a successful transition back to civilian life. The **Veteran's Transition Network** is a unique researchbased program addressing the transition and mental health of military veterans through week-long workshops and group therapy, all supervised by clinicians and psychologists.

The program has earned national recognition and respect for its results and clear benefits: all of the nearly 400 participants who graduated have shown significant reductions in depression and traumatic stress and an increase in self-esteem. Over half of the veterans with clinical depression no longer met diagnostic criteria by the end of the program, and 90 per cent have reported moving on to new employment, career opportunities or educational directions. Our three-year commitment to **True Patriot Love Foundation** helped expand the program across Canada.

The **Canadian National Institute for the Blind** (CNIB) celebrated its 100th anniversary in 2017. We participated in their anniversary campaign with a donation to their *Accessible Technology Support Program* and Community Hub development.



Community Hubs are safe and accessible spaces for individuals with vision loss to learn about and trial latest accessible technology and techniques. There will be 50 hubs opened across the country, offering a wide range of support for vision impaired individuals. The first Community Hub has opened in Toronto, and includes a new virtual reality room where community members – those with sight loss and those with full vision – can simulate various situations of sight loss.

KIDS HELP PHONE

Since 1989, Kids Help Phone has worked to offer anonymous and confidential counselling, information and referrals for young people. They're active 24 hours a day, 7 days a week in English and French by either telephone or online chat.

According to a 2012 Proof Positive service evaluation commissioned by Kids Help Phone, 42 per cent of young people stated they would rather write than speak about their problem, and 71 per cent said they would welcome a texting option.

In response to the changing way youth communicate, Kids Help Phone announced the launch of Crisis Text Line powered by Kids Help Phone – the first of its kind crisis texting service in Canada.

As the first corporate donor in Manitoba, we became part of a group of leadership donors to sponsor the development of this new service in Canada.

Engaging employees in giving

Our employees share our goals of supporting organizations and initiatives that have high impact and positive outcomes in our communities. This was once again demonstrated when over 2,100 employees participated in selecting **Boys and Girls Club of Canada** (BGC) to receive our annual holiday donation of \$50,000. BGC is active in more than 700 communities across the country, and provides safe, supportive places for youth.

Give a little. See the good.[™] This is the tagline for **Givesome** – an app-based giving platform designed to appeal to millennials. It allows users to donate \$2, \$5, or \$10 to projects of their choice, all from the convenience of their smartphone. Once the project is completed, donors receive a video that showcases the positive impact of the funds they gave, including who they helped.

We chose Giving Tuesday to announce our support as a Founding Sponsor, and to invite our employees to participate and see firsthand how giving even a little can have a big impact.

Kids Help Phone 🙂

Regional support

Our community support addresses major, complex issues at a national level, but we also recognize the importance of grassroots, community-based initiatives. Each community is unique and distinctive, with its own set of priorities.

As leaders and ambassadors in their communities, our people choose to donate their time and share their expertise where they live and work. They also help us to understand the priorities and key community issues in their regions, and what support will have the greatest, positive impact on the lives of those around them.

The following is a coast-to-coast sampling of the more than 700 local and regional initiatives we supported in communities across Canada in 2017.





British Columbia

According to a Centre for Addiction and Mental Health study, 1 in 5 Canadians experience a mental health or addiction issue each year. The **Royal Columbian Hospital** (RCH) is an acute care hospital serving nearly 1.8 million people in the Fraser Health Region, including more than 4,000 patients with mental health and substance abuse issues per year.

As part of one of the fastest growing health regions in the country, RCH is embarking on one of the most ambitious hospital redevelopments. The first phase of a multi-year redevelopment is a new Mental Health and Substance Use Wellness Centre (now under construction).

Upon its completion in 2020, the new Centre will have 75 in-patient beds, and is expected to serve 40 per cent more patients per year. The approach of integrating mental health services into primary care is considered by the World Health Organization as "the most viable way of closing the treatment gap and ensuring that people get the mental health care they need" – a cause we're proud to support.

The **Coast Mental Health Foundation** Courage to Come Back Awards celebrates British Columbians who have overcome adversity, illness and injury, and who have come back and made a difference in their communities. We're a longtime supporter of what has become the largest fundraising event in Western Canada. The **Junior Achievement of British Columbia** (JA) *Economics for Success* program is delivered to 40,000 students from grades 8-10 across British Columbia every year. It encourages students to consider the advantages of staying in school and exploring post-secondary options so they're better equipped to pursue a successful career. As a provincial sponsor of this program, we're helping JA engage and train 900 business volunteers, including representatives from our company.

In addition to our national support of **Pathways to Education**, we provided a one-time donation to the BC chapter to assist their move to a new location. The new office is now located in the same community where many Pathways program students live, making it easier for them to participate. The space is also larger, and includes much-needed one-on-one counseling areas and enhanced regular program spaces.

Giving youth the chance to not only attend performances and post-show talkback sessions, but further the conversation about what they experienced back in the school classroom, is the goal behind our three-year commitment to the **Arts Club Theatre Company** in Vancouver. Through supporting the arts, we're providing a way for youth to see the world through a different lens.



MILLION IN PAYROLL

Alberta

The Calgary Homeless Foundation reports that in 2016, roughly 3,300 Calgarians were homeless. Many of these individuals are suffering from undiagnosed physical and mental illness, and lack the resources to receive proper care.

Calgary Urban Project Society (CUPS) provides an integrated housing, healthcare and education approach to programming for low-income Calgarians to help people in crisis reach their full potential and work towards self-sufficiency. This wrap-around care is tailored to deliver resilience and help ensure that more children grow up healthy, educated and in loving homes. Our contribution helped purchase new medical equipment for both the Primary Care Medical Clinic and Women's Health Clinic.

Building on our many years of support through the Festival of Trees event, in 2017 we made a twoyear commitment to the **Grande Prairie Regional Hospital Foundation** in support of their *Key to Care Capital Campaign*. Currently, innovative medical services aren't available in this region of the province despite a great need. Funds will go toward purchasing new equipment, and will also help implement a new patient care approach that will enable greater health outcomes, improved patient safety and reduced healthcare costs. **March of Dimes**' *Learning Independence for Future Empowerment* (LIFE) program, helps young adults with physical disabilities gain independence by providing hands-on opportunities for growth and development. Our support helped pilot and expand the national program into Calgary and other centres.

Youth Central believes in the importance of providing meaningful volunteer opportunities to young people so they can engage in community service activities that are challenging, rewarding and educational. Community involvement also promotes a greater understanding and appreciation for diversity in the community. Our support of the *Youth Volunteer Corps* program helps fund the training and hiring of youth team leaders who manage the volunteers.

Our support of **Theatre Calgary**'s *InterACTIVE Learning Program* helps make it possible for more than 16,000 junior high and high school students to experience and learn from live theatre. Students are invited to attend performances, and they – along with their teachers – are provided with study guides for further learning and discussion in the classroom. The objective of the program is to get youth thinking in new, creative ways while participating in a cultural experience to which they might otherwise not have access.

619 Employees

\$49.8

Saskatchewan

Museums provide an opportunity for individuals to experience different cultures, periods in time and ways of life. In Saskatchewan, we're supporting the growth of the **Children's Discovery Museum on the Saskatchewan**, a state-of-the-art space that welcomes children, families and school groups to participate in a variety of hands-on learning experiences.

The **Saskatchewan Science Centre** is dedicated to providing guided learning opportunities to both children and adults in an effort to teach them about the importance of developing positive, environmentally-friendly behaviours. As Environmental Education Sponsor, our support will go toward providing more hands-on learning experiences focused on raising awareness and knowledge about the importance of protecting our environment.

READ Saskatoon is an example of how we're supporting the advancement of literacy and learning in the province. Saskatchewan received a grade of C for inadequate literacy skills from the Organization for Economic Co-operation and Development's Survey of Adult Skills, a product of the Programme for the International Assessment of Adult Competencies. READ Saskatoon's programs provide access to a range of literacy services for adults and families, with the help of employees, trained volunteers and community sponsors like us. Health and wellness initiatives with a focus on compassionate care was a key area we supported in Saskatchewan in 2017. One example was the renovations to the Family Room at the **Pasqua Hospital Palliative Care Unit** in Regina. Our funding helped enhance the space to create a home-like feeling and offer comfort and support for patients and families in the palliative care unit.

In Saskatchewan, a 2016 Government of Saskatchewan HIV Prevention and Control Report states that HIV prevalence is double the national rate. In addition to our national support of the **Canadian Foundation for AIDS Research (CANFAR)**, in Saskatchewan we support the *One and All* program. It focuses on collaborating to develop HIV-prevention strategies that promote safer drug use, and aim to reduce the negative consequences and potential harms associated with drug use. This includes implementing community programs designed to help ensure youth have the skills, support and resources they require to thrive and make healthy decisions.

Our support of the **Regina Symphony Orchestra** helps provide unique opportunities for children to experiment with new instruments and learn about orchestral music. A series of kid-friendly concerts are offered throughout the year, along with preconcert activities for children and their families.

COMMUNITY SUPPORT - REGIONAL

Manitoba

Our community involvement in Manitoba is as longstanding as our head office presence. As in other regions of Canada, education, arts and culture and well-being for all Manitobans are among our priorities.

In a province known for its deep and dedicated arts and cultural community, supporting the major arts groups – such as **Winnipeg Symphony Orchestra**, **Royal Winnipeg Ballet**, **Royal Manitoba Theatre Centre**, and **Winnipeg Art Gallery** – is a natural fit.

While we've enjoyed a long association with the above organizations, we also look to support new arts programs that are innovative and impactful. This includes those that focus on improving the health and well-being of underprivileged and at-risk youth and adults, like **Siloam Mission**'s *HeARTs and Minds* program.

A 2011 Winnipeg Street Health Report indicates that approximately 45 per cent of the homeless population have been diagnosed with mental health concerns. Many more remain undiagnosed. *HeARTs and Minds* helps facilitate a comprehensive and holistic approach to dealing with mental illness, addiction and trauma. The program also addresses, in more traditional terms, addictions through Alcoholics, Narcotics and Gamblers Anonymous groups. *HeARTs and Minds* is the first program of its type in Winnipeg.

Our support to *HeARTs and Minds* builds on our commitment to Siloam Mission's *Make Room Capital Campaign*. Siloam Mission has provided meals, clothing and services to Winnipeg's poor and homeless communities since 1987. This campaign

will expand overall capacity at the facility, alleviating bed shortages and line-ups for meals, and enhancing staffing to ensure ongoing programming.

MILLION IN PAYROLL

In Manitoba, we also focused on medical innovation aimed at improving treatment, diagnosis, education, outreach, prevention and research, with the longterm goal of improving the overall quality of healthcare in the province. Our commitment to the **Chronic Disease Innovation Centre** (CDIC) supports one of the only organizations in the world focused on chronic disease management and prevention. It receives global recognition for research that is changing the way healthcare is delivered.

While most medical research focuses on finding a cure through pharmacological treatment or genetic testing, CDIC's research is about sophisticated data analysis to predict risk, as well as model and evaluate improved processes and treatment. Their goal is to improve the existing healthcare system by finding new cost-effective, prevention-focused solutions that promote wellness and improve quality of care and life.

Our history with **CancerCare Manitoba Foundation** dates back to 1976, and includes support of annual fundraising events like the Guardian Angel Gala, Dragon Boat Festival and Gold-Plated Evening for Men's Cancer. Their mandate is to bring together human and financial resources, and deploy them in a manner that sustains their delivery of excellent cancer care for all Manitobans. The organization has been well-known and respected in the community for decades, and we're proud to support them in their dedication to enhancing the quality of life for those living with cancer and blood disorders, as well as improving the control of cancer for all Manitobans.





Ontario

Canada's most populous province is broad and diverse, and so are the needs in the place that's home to two of our company's head offices.

With Toronto being Canada's most densely populated city, it's no wonder that **St. Joseph's Health Centre** is home to one of Canada's busiest Mental Health Emergency Services Units, providing timely, quality care in a healing environment with a focus on helping patients feel calm, safe and reassured. Our commitment to the *Promise Campaign* supports the redevelopment of this vital mental health service. It will provide a space for children and youth in crisis that is separate from adults, double the private spaces for mental health care and include a safer, more welcoming environment for all patients.

Our commitment to the Exceptional Care Belongs Here Campaign at **Mackenzie Vaughan Hospital** supports the construction of Canada's first smart hospital and the first new hospital in the York Region in 30 years. Vaughan is one of the few cities of its size in Canada without its own hospital, which causes considerable strain on the nearest healthcare facility. The new hospital – which will support the expected growth and health needs of the region, and significantly improve the patient experience – will be equipped with a fully electronic medical record system and state-of-the art portable data centre.

Residents in northern Ontario often face barriers to healthcare due to location. Our support for the **Sault Area Hospital** aims to improve access to cardiac care for more than 400 patients annually who would otherwise spend critical time travelling to other centres. With an increasingly aging

COMMUNITY SUPPORT - REGIONAL

population, the need for these services continues to grow. The addition of cardiac angioplasty is expected to not only save \$2 million in travel costs annually, but also reduce wait times, improve outcomes for patients and reduce stress on the family by providing care closer to home.

In the heart of downtown London, the **London Public Library** is ideally positioned to provide access to exceptional and inspiring public places. Our commitment to their *Infinite Possibilities Campaign* supports the revitalization of the library's central branch to deliver a new, innovative space for workshops, programming and drop-in use, bringing together people of all ages.

The **El Sistema Aeolian program** – hosted by The Aeolian Hall in London – is part of a global movement in over 85 countries offering a free, intensive after school music program centered on the musical ensemble. Our support broadens access to this multiple award-winning program for at-risk children and youth in a safe and inclusive environment, fostering community engagement, empowerment, and leadership development.

Our three-year commitment to the **Ottawa Art Gallery** supports the Art Tent – a self-contained, custom-built mobile art activity station that travels to festival and community events. It provides free art experiences and creative opportunities for children and youth who may otherwise not be able to access these programs. The Art Tent will also help promote the new expansion of the Art Gallery and increase community engagement.

SKETCH – Working Arts for Street-Involved and Homeless Youth is a community arts initiative based in Toronto designed to create opportunities for young people to experience the arts firsthand. Our longstanding support of the *Music in the Studio* program delivers instruction in visual and textile arts, ceramics, music lessons and community gardening. The goal of the programming is to encourage youth to discover their creativity while learning new skills and developing leadership abilities.

In Ontario, we support a number of programs that work to create positive opportunities and experiences for youth, including those who are at-risk. Our support for the *Cooking For Life* Program at **Covenant House Toronto** increases employment and employability skills for at-risk youth who face multiple life and social barriers. Through hands-on training from culinary arts experts and on-the-job experience, homeless youth are building careers in the hospitality industry and finding long-term success.

The community-based programs at **Heartland Forest Nature Experience** in Niagara Falls foster leadership, develop volunteerism and encourage community environmental education, teaching children, youth and their families the wonders of nature through a structured environmental education program. Our funding will help expand the program with two new projects: the *Native Bee Boxes Pollinator Trail* and the *Forest School* pilot program.

The Saturday Social Skills program at **Nelson Youth Centres** in Burlington helps children and youth with autism develop friendships, communication skills, and problem-solving strategies through learning activities and community-based recreational and therapeutic outings.



Quebec

In Montreal, we have a long history of support of major arts and cultural organizations such as the **Montreal Symphony Orchestra**, **Les Grands Ballet Canadiens de Montréal** and the **Montreal Museum** of **Fine Arts**.

For the past 10 years, our support of the arts has extended to **Share the Warmth** and their music and youth programs for at-risk children and youth. Through the program, children develop selfconfidence, self-esteem and creativity in a safe and supportive environment and have the opportunity to participate in a weekly music program, receive tutoring support and take cooking workshops that focus on education about healthy lifestyle choices.

Je Passe Partout supports children and families in one of the poorest boroughs in Montreal with the highest rates of recidivism, with enhanced education, mentoring and social programs to help children succeed in school. In 2017, we made a three-year commitment to the *Academic Support Program*, which provides after school support to kids facing socio-economic and other barriers affecting their ability to succeed in school.

Started in Quebec and recently accessible in Ontario, the **Shape Up Foundation** promotes healthy lifestyles for youth through a series of day and overnight camps. This past summer their program – which focuses on physical activity and healthy eating habits – reached more than 150,000 children. Our support is helping to expand and promote the program across Canada.

Our support of the **Fondation de l'Institut universitaire de cardiologie et de pneumologie de Québec (IUCPQ)**, specifically two post-doctoral fellowship awards established jointly with Laval University, helps recruit young physicians and researchers to develop and train in ultraspecialized, internationally renowned cardiology programs around the world, before returning to IUCPQ. The combined knowledge benefits the care of the 2.8 million in Quebec and New Brunswick and contributes significantly to cardiology research.

In 2017, we completed our commitment to **Gatineau Health Foundation**'s *Bringing Childbirth Back to Gatineau Capital Campaign* in support of the reconfiguring of the hospital's third floor to include a new, modern perinatal unit with 32 specialized rooms to provide labour, delivery, recovery and postpartum support. These private rooms offer a calm and friendly atmosphere that ensures greater intimacy for families and provides state-of-the-art equipment for health professionals. Construction is expected to be complete at the end of 2018.



Atlantic Canada

Investing in new technology and finding ways to innovate are what led us to support the new **Discovery Centre** in Halifax. The new Discovery Centre opened its doors on February 11, 2017. Within two months of the grand opening, the Centre has welcomed more than 60,000 visitors from across Canada and internationally.

The state-of-the-art building features hands-on, interactive exhibits for youth that include five key educational areas: science, technology, engineering, arts and math. One standout feature is the spectacular immersive Dome Theatre – the first of its kind in Atlantic Canada – which hosts live star shows and fulldome films. The new Discovery Centre is designed to engage and inspire our next generation of entrepreneurs.

In hospitals, heart catheterization labs must be equipped with the latest digital imaging technology in order to assist physicians with diagnosing, intervening and monitoring problems of the heart. If a blockage is found during catheterization, the care team is often able to act immediately in the lab and potentially save a life. Our support of the **Queen Elizabeth II Health Sciences Centre** as part of the *Heart Campaign* will go toward providing the latest digital imaging catheterization technology – which service over 5,400 patients in Atlantic Canada each year.

Creating safe, inclusive spaces for people of all ages to grow and interact with one another, is why we supported the **Easter Seals** *Ability in Disability Capital Campaign* – a project dedicated to building Newfoundland and Labrador's first fully inclusive park on the grounds of Easter Seals House in St. John's.

The park – which will be accessible to the community – will provide individuals with physical and mental disabilities the opportunity to participate in more than 20 programs that include summer camps, wheelchair basketball, rock climbing, kayaking and more.

Stella's Circle is a social service organization in St. John's working to address poverty through three avenues: emergency shelters and affordable housing, counselling services, and employment training and opportunities. Our support of the *Changing Lives Capital Campaign* went toward the development of their Employment Training Centre, which offers work or job training courses, employment counselling and more. In 2016, Stella's Circle supported over 500 participants, and that number is continuing to grow.

Bridges to Hope is an organization dedicated to providing food security for vulnerable families and reducing the effects of poverty in the community. We support their *Bridges to Hope Food Pantry* program, which provides hampers of essential food items to families in need. They also provide education on diet, nutrition and general food education in a respectful environment.

Our support of **Neptune Theatre Foundation** helps bring live theatre performances to over 80 schools throughout Nova Scotia, providing more than 25,000 students with an opportunity to access live theatre.

Appendix

2017 Scholarships, Bursaries and Awards

ABC LIFE LITERACY CANADA (NATIONAL)

Great-West Life, London Life and Canada Life Literacy Innovation Awards

ALGOMA UNIVERSITY COLLEGE (SAULT STE. MARIE, ON)

The Great-West Life Student Assistance Fund

The Great-West Life Assistance Fund for Indigenous Students

AMBROSE UNIVERSITY COLLEGE (CALGARY, AB)

Freedom 55 Financial Scholarship

ARTS UMBRELLA (WINNIPEG, MB)

Media Arts Bursary Program

BCIT (BURNABY, BC)

Freedom 55 Financial Fitness and Community Wellness Award

BOW VALLEY COLLEGE (CALGARY, AB)

Freedom 55 Financial Business Awards

BROCK UNIVERSITY (ST. CATHARINES, ON)

The Great-West Life Scholarship in Business Administration

THE CANADIAN MEDICAL HALL OF FAME (LONDON, ON)

Great-West Life and London Life Scholarship Fund

CAPILANO UNIVERSITY (NORTH VANCOUVER, BC)

Freedom 55 Financial Fitness and Community Wellness Award

CARLETON UNIVERSITY (OTTAWA, ON)

The Great-West Life Assurance Company Award in Business

Great-West Life, London Life and Canada Life Award in Business

THE CHARTERED PROFESSIONAL ACCOUNTANTS OF MANITOBA (WINNIPEG, MB)

Great-West Life Leadership Award

CONCORDIA UNIVERSITY (MONTRÉAL, QC)

Great-West Life Business Education Awards

CONESTOGA COLLEGE INSTITUTE OF TECHNOLOGY AND ADVANCED LEARNING (KITCHENER, ON)

Freedom 55 Financial Awards in Financial Services

DELTA WATERFOWL RESEARCH STATION (PORTAGE LA PRAIRIE, MB)

The Peter D. Curry Memorial Scholarship

DOUGLAS COLLEGE (NEW WESTMINSTER, BC)

Freedom 55 Financial Fitness and Community Wellness Award

ÉCOLE D'ENTREPRENEURSHIP DE BEAUCE (SAINT-GEORGES DE BEAUCE, QC)

Great-West Life Scholarship

FANSHAWE COLLEGE (LONDON, ON)

Great-West Life, London Life and Canada Life Interactive Media Specialist Scholarship

London Life Student Awards in Communications

Access to Opportunities Program: London Life Bursary

FONDATION DE L'INSTITUT UNIVERSITAIRE DE CARDIOLOGIE ET DE PNEUMOLOGIE DE QUÉBEC (STE-FOY, QC)

The Great-West Life Fellowship

The Freedom 55 Financial Fellowship

FONDATION DE L'UNIVERSITÉ DU QUÉBEC À TROIS-RIVIÈRES (TROIS-RIVIÈRES, QC)

Freedom 55 Financial Business Program Scholarship

FONDATION UNIVERSITAIRE ARMAND-FRAPPIER DE L'INRS (LAVAL, QC)

Great-West Life, London Life and Canada Life Doctoral Scholarship

FONDATION UNIVERSITAIRE DE L'UNIVERSITÉ DU QUÉBEC (QUÉBEC, QC)

Great-West Life Merit Scholarship in Management Science and related fields

GRANT MACEWAN UNIVERSITY (EDMONTON, AB)

Freedom 55 Financial Awards

Peter Kossowan Communication and Leadership Award

HEC MONTRÉAL (MONTRÉAL, QC)

Great-West Life Scholarship

HURON UNIVERSITY COLLEGE (LONDON, ON)

London Life Fourth Year Scholarship

INDSPIRE (NATIONAL)

Foundation for the Advancement of Aboriginal Youth Scholarships and Bursaries

LAKEHEAD UNIVERSITY (THUNDER BAY, ON)

Freedom 55 Financial Scholarships

LAMBTON COLLEGE (SARNIA, ON)

Freedom 55 Financial Scholarship in Business Administration

LANGARA COLLEGE (VANCOUVER, BC)

Freedom 55 Financial Fitness and Community Wellness Award

LAURENTIAN UNIVERSITY - NORTHERN ONTARIO SCHOOL OF MEDICINE (SUDBURY, ON)

Great-West Life, London Life and Canada Life Award

LORAN SCHOLARS FOUNDATION (SK, MB, ON, QC)

Great-West Life, London Life and Canada Life Loran Provincial Awards

LOYALIST COLLEGE (BELLEVILE, ON)

Freedom 55 Financial Scholarship

MCGILL UNIVERSITY (MONTRÉAL, QC)

Great-West Life and London Life Scholarship in Arts

Great-West Life and London Life Scholarship in Management

MCMASTER UNIVERSITY (HAMILTON, ON)

Centre for Health Promotion and Rehabilitation: The Great-West Life Ontario Graduate Scholarship

MEMORIAL UNIVERSITY OF NEWFOUNDLAND (ST. JOHN'S, NL)

Great-West Life Endowed Scholarship in Business Administration

MOUNT ALLISON UNIVERSITY (SACKVILLE, NB)

London Life Business Education Scholarship

MOUNT ROYAL UNIVERSITY (CALGARY, AB)

Freedom 55 Financial Scholarship

NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT) (EDMONTON, AB)

Freedom 55 Financial Scholarships

OKANAGAN COLLEGE (KELOWNA, BC)

The Canada Life Award - Bachelor of Business Administration Endowed Scholarship

QUEEN'S UNIVERSITY (KINGSTON, ON)

Great-West Life Scholarship in Finance Great-West Life School of Medicine

RED RIVER COLLEGE (WINNIPEG, MB)

Studentship

Great-West Life Scholarship and Bursary

REDEEMER UNIVERSITY COLLEGE (ANCASTER, ON)

Great-West Life, London Life and Canada Life Business Scholarship

RIDEAU HALL FOUNDATION (MB)

The Queen Elizabeth II Diamond Jubilee Scholarships Program

ROYAL UNIVERSITY HOSPITAL FOUNDATION (SASKATOON, SK)

The Great-West Life, London Life and Canada Life Medical Training Endowment

RYERSON UNIVERSITY (TORONTO, ON)

The Devon Lord Brooks Award

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES (SASKATOON, SK)

Great-West Life Scholarships in Business Administration

SENECA COLLEGE OF APPLIED ARTS AND TECHNOLOGY (MARKHAM, ON)

GWL Realty Advisors Building Operator Award

SHERIDAN COLLEGE INSTITUTE OF TECHNOLOGY AND ADVANCED LEARNING (OAKVILLE, ON)

Great-West Life, London Life and Canada Life Bursaries

Great-West Life, London Life and Canada Life Entrance Scholarship

Great-West Life, London Life and Canada Life Multi-Year Bursaries

SIMON FRASER UNIVERSITY (BURNABY, BC)

Freedom 55 Financial Fitness and Community Wellness Award

The Great-West Life Scholarship in Business Administration

ST. CLAIR COLLEGE (WINDSOR, ON)

Freedom 55 Financial Scholarship, Chatham Campus

Freedom 55 Financial Scholarship, Windsor Campus

ST. JOSEPH'S HEALTH CARE FOUNDATION (LONDON, ON)

London Life Studentship in Stroke Rehabilitation Research

ST. LAWRENCE COLLEGE (KINGSTON, ON)

Freedom 55 Financial Scholarship in Business

THAMES VALLEY EDUCATION FOUNDATION (LONDON, ON)

London Life Award

TRINITY WESTERN UNIVERSITY (LANGLEY, BC)

Great-West Life Endowed Scholarship -School of Business

UNIVERSITÉ DE MONCTON (MONCTON, NB)

Great-West Life Scholarship in Business Administration

London Life Scholarship

UNIVERSITÉ DE SAINT-BONIFACE (WINNIPEG, MB)

Great-West Life Scholarship

UNIVERSITÉ DU QUÉBEC EN OUTAOUAIS (GATINEAU, QC)

The Great-West Life and London Life Scholarship Fund

UNIVERSITY HEALTH NETWORK (TORONTO, ON)

The Charles H. Hollenberg Chair in Medicine

UNIVERSITY OF ALBERTA (EDMONTON, AB)

Freedom 55 Financial MBA Award

Freedom 55 Financial Undergraduate Business Award

The Great-West Life Bachelor of Commerce Scholarship

The Great-West Life Bilingual Bachelor of Commerce Scholarship

UNIVERSITY OF BRITISH COLUMBIA (VANCOUVER, BC)

Freedom 55 Financial Fitness and Community Wellness Award

UNIVERSITY OF CALGARY (CALGARY, AB)

Freedom 55 Financial Athletic Award

Great-West Life Business Education Scholarship

UNIVERSITY OF MANITOBA (WINNIPEG, MB)

Bison Sports Athletic Scholarship Fund

Great-West Life Actuarial Career Scholarship

Lloyd A. H. Warren Chair in Actuarial Science

UNIVERSITY OF NEW BRUNSWICK (FREDERICTON, NB)

Great-West Life, London Life and Canada Life Award in Quantitative Finance

UNIVERSITY OF NORTHERN BRITISH COLUMBIA (PRINCE GEORGE, BC)

Great-West Life Graduate Scholarship in Disability Management

UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY (OSHAWA, ON)

The Great-West Life, London Life and Canada Life Award

UNIVERSITY OF REGINA (REGINA, SK)

Freedom 55 Financial Scholarship

Great-West Life Scholarship

UNIVERSITY OF SASKATCHEWAN (SASKATOON, SK)

Great-West Life Business Education Bursary

Freedom 55 Financial Scholarship in Business

UNIVERSITY OF TORONTO (TORONTO, ON)

Woodsworth College - Peter Bronfman Woodsworth Scholarship

UNIVERSITY OF VICTORIA (VICTORIA, BC)

Freedom 55 Financial Fitness and Community Wellness Award

UNIVERSITY OF WINNIPEG (WINNIPEG, MB)

Great-West Life Business Student Scholarship

The Tony Tascona Bursary Fund in Art History

VANCOUVER COMMUNITY COLLEGE (VANCOUVER, BC)

Great-West Life, London Life and Canada Life Scholarship for New Canadians

VANCOUVER ISLAND UNIVERSITY (NANAIMO, BC)

Freedom 55 Financial Fitness and Community Wellness Award

WESTERN UNIVERSITY (LONDON, ON)

London Life Actuarial Career Scholarships

London Life Paul Desmarais Finance Fellowship

Great-West Life MBA Continuing Scholarship

YORK UNIVERSITY (TORONTO, ON)

Great-West Life, London Life and Canada Life Award in Financial Services

2017 Team Events

West Coast

BIG BROTHERS OF GREATER VANCOUVER FOUNDATION

Bowl for Big Brothers Classic, Vancouver Freedom 55 Financial

CANADIAN CANCER SOCIETY OF BC & YUKON

Daffodil Dash, Vancouver Freedom 55 Financial

HEART AND STROKE FOUNDATION OF BC & YUKON

Big Bike Corporate Challenge Great-West Life Healthy Hearts

Prairies

CANCERCARE MANITOBA FOUNDATION INC.

Challenge for Life Heroic Feet of Great-West Life

CANCERCARE MANITOBA FOUNDATION INC.

Manitoba Dragon Boat Festival Great-West Life Dragon Hearts

CANCERCARE MANITOBA FOUNDATION INC.

Techapalooza The Great-West Life Google Dolls V.2

CHILDREN'S REHABILITATION FOUNDATION

Cruisin' Down the Crescent Great-West Life Maravelous

CROHN'S AND COLITIS FOUNDATION OF CANADA - MB, SK, NUNAVUT REGION

Gutsy Walk for Crohn's and Colitis, Winnipeg Great-West Life Strollin' for the Colon

FAMILIES OF SPINAL MUSCULAR ATROPHY CANADA SOCIETY

Georgia's Journey of Hope The Great-West Life SMA Warriors

HEART AND STROKE FOUNDATION OF MANITOBA

Heart & Stroke Big Bike, Winnipeg Great-West Life Stroke Busters Freedom 55 Financial Fighters

HOSPITALS OF REGINA FOUNDATION

Cardiac Care 5K Walk/Run Great-West Life Heart and Soles

JUVENILE DIABETES RESEARCH FOUNDATION - WINNIPEG CHAPTER

Telus Walk to Cure Diabetes, Winnipeg Team Great-West Life Miguel's Quest

KIDSPORT SASKATCHEWAN

Fun & Fitness Corporate Challenge–Regina Great-West Life Call of Duty

MULTIPLE SCLEROSIS SOCIETY OF CANADA – ALBERTA DIVISION

MS Bike Tour 150 – Leduc to Camrose Freedom 55 Financial, Edmonton

MULTIPLE SCLEROSIS SOCIETY OF CANADA – MANITOBA DIVISION

MS Bike Tour - Biking to the Viking The Grateful Tread of Great-West Life

OVARIAN CANCER CANADA -NATIONAL OFFICE AND ONTARIO REGIONAL OFFICE

Walk of Hope, Winnipeg Great-West Life & Dolls All About Ping Pong Balls

THE CEREBRAL PALSY ASSOCIATION OF MANITOBA

Stationary Bike Race Great-West Life

THE LEUKEMIA & LYMPHONA SOCIETY OF CANADA - PRAIRIES REGION

Light the Night Walk, Winnipeg The Red Pelican's of Great-West Life

THE MOVEMENT CENTRE OF MANITOBA INC.

Move 'N Groove-a-thon Great-West Life Shakers

THE WINNIPEG HUMANE SOCIETY

Paws in Motion Great-West Life Pledges 4 Paws

UNITED WAY OF WINNIPEG

Plane Pull Great-West Life

Ontario

ALS SOCIETY OF CANADA - LONDON CHAPTER

Walk for ALS, London London Life Walks for ALS

AUTISM ONTARIO - LONDON CHAPTER

Bowling for Autism London Life Pinpals for Autism

BIG BROTHERS BIG SISTERS OF LONDON & AREA

Bowl for Kids' Sake, London London Life Gutterly Ridiculous London Life Ballers London Life Gutter Fingers

BRAIN TUMOUR FOUNDATION OF CANADA

Brain Tumour Walk Team London Life

CAMP OOCHIGEAS

Sporting Life 10K Run for Camp Oochigeas Canada Life Undertrained & Overconfident

CANADIAN MENTAL HEALTH ASSOCIATION - NIAGARA

Ride Don't Hide, Niagara Freedom 55 Financial

CHILDCAN

10,000 Paces for 10,000 Faces Great-West Life BS Bunch

CNIB - ONTARIO EAST REGION

Nightsteps, Kanata Great-West Life Ottawa

CNIB - ONTARIO EAST REGION

Nightsteps, Kingston Great-West Life Kingston

CNIB - ONTARIO EAST REGION

Nightsteps, Sudbury Freedon 55 Financial Team Freedom

COMMUNITY LIVING LONDON

Community in Motion: The Serious(Iy) Fun Run Living at London Life

CORPORATE CHALLENGE LONDON

Corporate Challenge London Life Head Office

CROHN'S AND COLITIS FOUNDATION OF CANADA – ONTARIO REGION

Gutsy Walk for Crohn's and Colitis, London London Life's Got Guts, London

CROHN'S AND COLITIS FOUNDATION OF CANADA – ONTARIO REGION

Gutsy Walk for Crohn's and Colitis, Strathroy London Life's Got Guts, Strathroy

CYSTIC FIBROSIS CANADA - CENTRAL ONTARIO CHAPTER

Cystic Fibrosis Walk Great-West Life

FOUNDATION FOR GENE AND CELL THERAPY

Jesse's Journey Walk to Defeat Duchenne London Life – Coley's Crew

HEART AND STROKE FOUNDATION OF ONTARIO - BROCKVILLE

Heart & Stroke Big Bike, Brockville Freedom 55 Financial

HEART AND STROKE FOUNDATION OF ONTARIO – DURHAM AND PETERBOROUGH

Heart & Stroke Big Bike, Durham and Peterborough Freedom 55 Financial

HEART AND STROKE FOUNDATION OF ONTARIO – LONDON AREA

Heart & Stroke Big Bike, London London Life/Great-West Life New Business

HEART AND STROKE FOUNDATION OF ONTARIO

Heart & Stroke Big Bike, Toronto Canada Life Bike Away YOLO Great-West Life TGSO

KIDS HELP PHONE

Walk so Kids Can Talk Freedom 55 Financial, Windsor

LONDON HEALTH SCIENCES FOUNDATION

Walk of Champions for Myeloma Research London Life Pirates of the Cure-abbean

LONDON HEALTH SCIENCES FOUNDATION

Shoppers LOVE YOU Run for Women, London London Life Head Office

LONDON HUMANE SOCIETY

Bark in the Park Festival Dog Walk-a-thon London Life Krazy K9s

MAKE-A-WISH - SOUTHWESTERN ONTARIO

Go Blue! Go Bald! Charity Head Shave London Life Wishmakers

MARYVALE

Tim Horton's Night Run Simard & Associates for Freedom 55 Financial

MISSION SERVICES OF LONDON

Coldest Night of the Year Freedom 55 Financial Walkers

MOVEMBER CANADA

Movember, London The Great-West Life Moustache Club

MULTIPLE SCLEROSIS SOCIETY OF CANADA – ONTARIO DIVISION, SOUTHWESTERN ONTARIO FUND RAISING OFFICE

MS Walk, London Buddies for Life – Team London Life

MULTIPLE SCLEROSIS SOCIETY OF CANADA – ONTARIO DIVISION, SOUTHWESTERN ONTARIO FUND RAISING OFFICE

MS Bike Tour, Grand Bend to London London Life Cylces

NIAGARA'S CANCER CARE RUN FOUNDATION

Rankin Cancer Run Freedom 55 Financial Warriors

RONALD MCDONALD HOUSE - SOUTHWESTERN ONTARIO

Bowl-a-Thon Freedom 55 Financial, Windsor

RUN FOR OVARIAN CANCER

Run for Ovarian Cancer London Life Team Tina

SARI THERAPEUTIC RIDING

Bowling for Ponies London Life Alley Appaloosas London Life Legends London Life Striking Stallions

SICKKIDS FOUNDATION

Icewave Peel Halton Corporate Challenge for SickKids Canada Life Bump to Thrill

SICKKIDS FOUNDATION

Heatwave for SickKids Canada Life Bump to Thrill

THAMES VALLEY CHILDREN'S CENTRE

Forest City Road Races London Life Head Office

THE PRINCESS MARGARET HOSPITAL FOUNDATION

Road Hockey to Conquer Cancer Freedom 55 Financial Parkgate – Dream

THE PRINCESS MARGARET HOSPITAL FOUNDATION

Enbridge Ride to Conquer Cancer Great-West Life

THE TERRY FOX FOUNDATION ONTARIO

Terry Fox Run, Grimsby Freedom 55 Financial

THE TERRY FOX FOUNDATION ONTARIO

Terry Fox Run, London London Life

VON MIDDLESEX-ELGIN

Great Community Run, Walk 'n' Roll London Life

Quebec

LA FONDATION DU GRAND DÉFI PIERRE LAVOIE

Le Grand défi Pierre Lavoie La Great-West

MCGILL CANCER CENTRE AND INSTITUT DU CANCER DE MONTRÉAL

Défi Corporatif Canderel Great-West Life Rebels/Rebelles de la Great-West

TREMBLANT 24H FOUNDATION

Tremblant 24h of Skiing, Montréal Freedom 55 Financial

Atlantic

HEART AND STROKE FOUNDATION OF NEW BRUNSWICK

Mud Run Freedom 55 Financial Filthy Mudders

KIDS HELP PHONE

Boolathon Nova Scotia Financial Centre Freedom 55 Financial Freakshow Great-West Life Pin Busters

QUEEN ELIZABETH II HEALTH SCIENCES CENTRE FOUNDATION

Ride for Cancer, Nova Scotia Freedom 55 Financial

YMCA OF GREATER HALIFAX/ DARTMOUTH

Scotiabank Blue Nose Marathon, Nova Scotia Great-West Life Gallopers

"Working together, we can make a positive impact in our communities and in support of the well-being of all Canadians."







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