



2024 to 2025 Departmental Sustainable Development Strategy Report

Public Prosecution Service of Canada

Cat. No.:
ISSN: 2817-7045

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Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, Public Prosecution Service of Canada (PPSC) supports the goals laid out in the FSDS through the activities described in PPSC's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to PPSC's DSDS in the fiscal year 2024 to 2025.

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in PPSC's DSDS and 2024 to 2025 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, PPSC's departmental strategy reports on Canada's progress towards implementing the 2030 Agenda and advancing the SDGs, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The Report also now captures progress on SDG initiatives that fall outside the scope of the FSDS.



Commitments for the Public Prosecution Service of Canada





GOAL 10: ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

FSDS Context:

The PPSC acknowledges the historical and ongoing failure to protect the lives, values, and culture of the Indigenous Peoples of Canada. We are striving to gain a better understanding of the truth of how colonialism affected Indigenous Peoples and the intergenerational trauma it has caused. The PPSC's role in reconciliation is to ensure that prosecutorial practices continue to evolve to intentionally consider the realities affecting Indigenous Peoples and communities and actively contribute to reducing the over-representation of Indigenous Peoples within the criminal justice system and the high rates of violence against Indigenous Peoples, particularly Indigenous women and girls.

In 2021, the PPSC renamed and revised the mandate of the then National Committee on the Interaction of Indigenous Persons with the Criminal Justice System that was created in 2018. The Indigenous Justice and Reconciliation Committee's (IJRC) mandate is to consider the impact of prosecutorial policies and practices on Indigenous communities and Indigenous persons as victims, witnesses, accused, jurors, and members of the public. The IJRC makes recommendations on legal issues that relate to the interaction of Indigenous persons with the criminal justice system including issues relating to cultural bias, systemic discrimination, and the PPSC's role in decreasing the rates of victimization and incarceration of Indigenous persons in Canada. The IJRC works in close collaboration with PPSC's National Prosecutorial Policy Committee (NPPC), the Advancement Centre for Equity, Diversity, Inclusion and Accessibility (ACEDIA), and the National Indigenous Council of Employees (NICE), to provide an Indigenous lens in the ongoing review of the *PPSC Deskbook*.

Target theme: Advancing reconciliation with First Nations, Inuit, and the Métis communities

Target: Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing *the United Nations Declaration on the Rights of Indigenous Peoples Act* (Minister of Justice and Attorney General of Canada)

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<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Raise awareness of the complex issues surrounding Indigenous realities and the criminal justice system through a specialized training series customized specifically for the PPSC.</p> <p>Program: Federal Prosecutions</p>	<p>Performance indicator: Percentage of employees who completed cultural competency training.</p> <p>Starting point: December 2022</p> <p>Target: By 2027, 90% of PPSC employees completed cultural competency training.</p>	<p>Reconciliation with Indigenous Peoples is one of the most pressing issues facing Canada today. The over-representation of Indigenous people in the criminal justice system has been historically high, and this rate keeps going up.</p> <p>In December 2022, the PPSC launched a new national training series “Historical and Present Indigenous Realities, Trauma and <i>Gladue</i> Reports.” This training will be mandatory for all non-Indigenous employees of the PPSC. This course was developed through collaborative efforts between PPSC’s Advancement Centre for EDIA, the Indigenous Justice and Reconciliation Committee, the National Indigenous Council for Employees and the NVision Insight Group Inc. in response to Truth and Reconciliation Calls to Action #30 and #57. Through this training PPSC employees will learn about the various factors that may be contributing to the systemic discrimination faced by Indigenous People. Prosecutors will also learn about consideration that is relevant at various stages of the prosecutorial process that will help ensure the equity of outcomes and contribute to curbing over-representation of Indigenous persons in the criminal justice system.</p>	<p>Indicator result: As of March 31, 2025, an additional 16% of PPSC employees have completed the training sessions, bringing the total to 79.5%.</p> <p>The “Historical and Present Indigenous Realities, Trauma and <i>Gladue</i> Reports” training curriculum was specifically adapted for every regional office to acknowledge and integrate the unique historical and present realities of the First Nations, Inuit, Métis and Indigenous communities living in that particular geographical region and served by the PPSC. Employees learned about the various factors that may be contributing to the systemic discrimination faced by Indigenous People. Prosecutors also learned about considerations that are relevant at various stages of the prosecutorial process that will help ensure the equity of outcomes and contribute to reducing the over-representation of Indigenous Peoples within the criminal justice system.</p> <p>Notes: Although members of the Indigenous community are not required to attend these sessions, some have attended.</p>

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			<p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> <i>CIF Indicator:</i> <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p>	



GOAL 12: REDUCE WASTE AND TRANSITION TO ZERO-EMISSION VEHICLES

FSDS Context:

The PPSC is a small federal agency with a specific mandate that is tied to prosecution of federal offences. The PPSC is committed to supporting the Government of Canada’s efforts to reduce waste and transition to zero emissions by following the relevant directive issues by leading federal agencies.

Target theme: Federal Leadership on Responsible Consumption

Target: The Government of Canada’s procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers)

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Transform the federal light-duty fleet	Ensure all new PPSC fleet vehicles will be hybrid where operationally feasible. Program: Internal Services	Performance indicator: Number and percentage of PPSC’s vehicle fleet new vehicle purchases that are hybrid. Starting point: 2023-24	The PPSC currently owns four (4) vehicles, in the following regional offices: one (1) in Nunavut, one (1) in Northwest Territories, and two (2) in Yukon. The use of hybrid vehicles enhances sustainable consumption by reducing greenhouse gas emissions from conventional fleet operations. The PPSC will consider converting its fleet to hybrid vehicles,	Indicator result: The PPSC’s fleet was further reduced to two (2) gas-powered vehicles. The construction of electric vehicle charging stations was put on hold to allow for Public Services and Procurement Canada to re-evaluate cost savings.

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		<p>Target: By 2030, 100% of PPSC's vehicle fleet will be hybrid in the regions where this is feasible.</p>	<p>should this be feasible with consideration of climate conditions and infrastructure availability.</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> 12.1 Canadians consume in a sustainable manner <i>CIF Indicator:</i> 12.1.1 Proportion of new light-duty vehicle registrations that are zero-emission vehicles <i>GIF Target:</i> 12.1 Implement the 10-year framework of programs on sustainable consumption and production, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries.</p>	<p>Notes:</p> <p>Opting for hybrid vehicles would ensure consistent operation without dependence on charging infrastructure, leading to greater reliability and operational efficiency, particularly in remote areas where access to services may be limited.</p>

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Strengthen green procurement criteria	<p>Ensure procurement officers and acquisition cardholders have the necessary training and awareness to support green procurement.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of procurement officers and acquisition cardholders that have successfully completed green procurement training within one year (1) of the appointment.</p> <p>Starting point: 2023-24, 100% of procurement officers and 75% of acquisition cardholders have completed green procurement training within one (1) year of appointment.</p> <p>Target: By 2027, 100% of procurement officers and acquisition cardholders have successfully completed green procurement training within one (1) year of appointment.</p>	<p>Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods and services they deliver, and their supply chains.</p> <p>The training on green procurement for all procurement officers has been a requirement at the PPSC since the 2015-2016 fiscal year. In the more recent years, this requirement was extended to include all acquisition cardholders, which may include business coordinators or other office support staff. Green procurement training will be a continues and ongoing requirement for all new employees involved in procurement and material management.</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> 12.2 Canadians consume in a sustainable manner <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Indicator result: 66% of procurement officers have completed the procurement training in 2024-25; 53% of the acquisition cardholders attended the information session on green procurement, within one year of their appointment.</p>



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

The PPSC is a small federal agency with a specific mandate that is tied to prosecution of federal offences. The PPSC is committed to supporting the Government of Canada’s efforts to action on climate change and its impacts by following the relevant directive issues by leading federal agencies.

Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers)

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Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government’s overall operations	Optimize PPSC office locations in accordance with the GC workplace modernization initiative, by implementing the new Government of Canada Fit-Up Standards. Program: Internal Services	Performance indicator: The number and percentage of PPSC offices that meet the GC modern and green workspace directive. Starting point: 2023-24	PPSC currently operates from 21 office locations across Canada. The PPSC actively engages with Public Services and Procurement Canada (PSPC), Shared Services Canada (SSC), and private sector partners to ensure any new office locations and/or fit-up projects are implemented in line with established government policies and standards.	Indicator result: 20% of PPSC offices were retrofitted to meet the standards established by the GC modern and green workspace directive. Notes: The PPSC closed one (1) of its offices on March 31, 2025, leaving a total of 20 offices.

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		<p>Target: By 2030, 35% of PPSC office locations will meet the standards established by GC modern and green workspace directive.</p>	<p>Furthermore, the organization is currently working on developing a hybrid workplace model to help further reduce the environmental footprint of its operations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> 13.1 Canadians reduce their greenhouse gas emissions <i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning</p>	
<p>2nd Mail / E-Delivery</p>	<p>Implement a mail service digital transformation initiative to reduce the amount of paper-based mail received by the organization.</p> <p>Program: Internal Services</p>	<p>Performance indicator: Percentage of eligible mail converted to e-delivery.</p> <p>Starting point: 2023-24</p> <p>Target: By 2025, 95% of eligible mail is converted to e-delivery</p>	<p>Approximately 20% of paper mail received by the PPSC qualifies for e-delivery. Eligible mail includes vendor invoices, credit card statements, newsletters and promotional materials. The PPSC currently logs and tracks mail received in many of its office locations, this practice will be continuing to expand other PPSC offices. The transition will to e-delivery of eligible mail will help support green operations by reducing waste and unnecessary use of paper.</p> <p>Relevant targets or ambitions:</p> <p><i>GIF Target:</i> 13.2 Integrate climate change measures into national policies, strategies and planning</p>	<p>Indicator result:</p> <p>The PPSC continues to see a slight increase in paper mail, as some partners remain unable or unwilling to switch to electronic delivery, leaving the situation essentially unchanged from last year.</p> <p>The PPSC remains dedicated to encouraging its communicating affiliates to adopt an electronic mail delivery system.</p>



GOAL 16: PROMOTE A FAIR AND ACCESSIBLE JUSTICE SYSTEM, ENFORCE ENVIRONMENTAL LAWS, AND MANAGE IMPACTS

FSDS Context:

As a key participant in the Criminal Justice System, the PPSC is committed to modernize its prosecutorial policies and practices to contribute to uphold public trust and support a criminal justice system that is more equitable and fairer to all Canadians. The review of the PPSC’s main policy document, the *PPSC Deskbook*, from an intersectional and reconciliation perspective, will bring a change that will help mitigate discrimination, systemic racism, and over-representation within the criminal justice system. This review has already fruited to positive change. The first two (2) chapters to undergo the review chapter 2.2 Duties and Responsibilities of Crown Counsel and chapter 2.3 Decision to Prosecute require prosecutors to consider systemic and background factors that may have contributed to bringing an accused person to court, to recognize and guard against all forms of bias, and ensure that their decisions do not disproportionately impact those who may be vulnerable or marginalized.

Target theme: A Fair and Accessible Justice System and the Rule of Law

Target: By 2030, at least 70% of Canadians think the criminal justice system is both fair and accessible to all people (Minister of Justice and Attorney General of Canada)

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Take action to improve fairness in law enforcement and the criminal justice system	Review the <i>PPSC Deskbook</i> with an intersectional lens to ensure it contains guidance directing that prosecution decisions are made in a fair and equitable	The number of <i>PPSC Deskbook</i> chapters the National Prosecution Policy Committee (NPPC) reviewed and amended (if necessary) and the	The <i>PPSC Deskbook</i> currently includes 60 chapters that provide directives and guidelines that instruct and guide prosecutors in their decisions on various	Indicator result: In 2024-25, the PPSC’s NPPC continued its review of chapters of the <i>PPSC Deskbook</i> using an intersectional lens. As a result,

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	<p>manner and recommend changes to any policy or practice that may contribute to discrimination, systemic racism, or over-representation within the criminal justice system.</p> <p>Program: Federal Prosecutions</p>	<p>percentage of the review process completed.</p> <p>Starting point: In 2023, two (2) <i>PPSC Deskbook</i> chapters have been reviewed and amended by the NPPC, representing 3% of the total review process.</p> <p>Target: By 2030, the 60 <i>PPSC Deskbook</i> chapters will be reviewed and amended (if necessary) by the NPPC, representing 100% of the total review process.</p>	<p>legal issues or stages of the prosecutorial process. In 2021, the Director of Public Prosecutions tasked the National Prosecution Policy Committee to review of the <i>PPSC Deskbook</i> from an intersectional perspective. The broad objective of the review is to identify any policy, practice, or procedures that may contribute to discrimination, systemic racism, or over-representation in the criminal justice system and make the changes necessary to provide prosecutors with the direction required to ensure that all cases are prosecuted fairly, impartially, and in a way that furthers the public interest, thus ensuring more equitable outcomes for Canadians.</p> <p>The NPPC is taking a phased approach to this review. The first two (2) phases include a review of 10 existing chapters and the drafting of one (1) new chapter.</p> <p>Chapter 2.3, Decision to Prosecute, was the first to undergo review. The revised chapter was published in March 2023. The revised guideline requires a more active approach from prosecutors in a number of respects to address over-representation and systemic racism.</p>	<p>the Director of Public Prosecutions (DPP) approved updates to the following guidelines:</p> <ul style="list-style-type: none"> - Guideline 3.18 "<i>Judicial Interim Release</i>": Prosecutors are required to make reasonable efforts to obtain relevant information from the accused, victims, and witnesses. They must consider the particular circumstances of the accused when deciding whether to seek detention or propose release on onerous conditions. In addition, bias, discrimination, and stereotypes cannot influence the decisions of prosecutors in any aspect of the bail process. (When this guideline was introduced, Guideline 3.19 "<i>Bail Conditions</i>" to address Opioid Overdoses was repealed. The guidance found within the 3.19 guideline was integrated into the revised version of 3.18.) - Guideline 3.8 "<i>Alternative Measures</i>": This guideline replaces the Attorney General directive on alternative measures that was issued in 2014. This new guideline allows the DPP greater flexibility to adapt alternative measures to the evolving legal and social landscape. Alternative measures may now be used for all offences, including those with a mandatory minimum penalty, if their use is consistent with the protection of society and

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			<p>Chapter 2.2 Duties and Responsibilities of Crown Counsel was also recently reviewed and the revised chapter published in September 2023. The revised guideline requires prosecutors to consider systemic and background factors that may have contributed to bringing an accused person to court to ensure that their decisions do not have a disproportional impact.</p> <p>In the course of the review, the PPSC may also publish new Chapters to provide prosecutors with additional relevant guidelines.</p> <p>Relevant targets or ambitions: <i>CIF Ambition:</i> 16.6 Canadians have equal access to justice <i>GIF Target:</i> 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.</p>	<p>maintaining confidence in the administration of justice.</p> <ul style="list-style-type: none"> - Guideline 3.16 “<i>Supreme Court of Canada Litigation</i>”: This guideline has been in effect since 2014 and was updated in light of changes to Supreme Court litigation practice over the last decade. The test to decide if leave to appeal should be sought, which used to be known as the “national importance” test, has been renamed the “public importance” test. This is the same test as the one applied by the Supreme Court of Canada. The guideline confirms explicitly that the assessment of the public interest in the decision to seek leave to appeal or to appeal as of right must be informed by the same policy considerations relevant to the decision to prosecute.

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Other	<p>Implement PPSC’s National Equity, Diversity, Inclusion and Accessibility (EDIA) Action Plan 2021-2024.</p> <p>Program:</p>	<p>Performance indicator: The percentage (number) of actions included in the 2021-2024 National EDIA Action Plan that have been implemented.</p> <p>Starting point: In 2023, 67% (36) the actions included in the 2021-2024 National EDIA Action Plan that have been implemented.</p> <p>Target: By 2025, 95% (50) the actions included in the 2021-2024 National EDIA Action Plan have been implemented.</p>	<p>The National EDIA Action Plan will help PPSC advance in a way that ensures everyone in the organization experiences a work culture that is more equitable, diverse, inclusive and accessible. This will enable PPSC employees to contribute towards supporting a criminal justice system that is more equitable and fairer to all Canadians. The plan includes 53 national and regional initiatives and actions to support three main goals:</p> <ul style="list-style-type: none"> • Deepen authentic, respectful, transparent, and accountable relationships; • Intentionally promote, recruit and retain employees to reflect diverse perspectives; and • Integrate an intersectional lens in our prosecutorial work. <p><i>CIF Ambition:</i> 16.7 Canadians are supported by effective, accountable, and transparent institutions</p> <p><i>GIF Target:</i> 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<p>Indicator result: As of March 31, 2025, 68% of the activities identified in the 2021-24 EDIA Action Plan have been implemented. Our progress on the EDIA Action Plan 2021-2024 is best measured through a lens of ongoing maturity and continuous improvement.</p>

Integrating Sustainable Development

The PPSC will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental and Economic Assessment (SEEA) process. A SEEA for a policy, program or regulatory proposal includes an analysis of the climate, nature, environmental and economic effects of the given proposal.

Public statements on the results of the PPSC's assessments are issued when an initiative that was the subject of a detailed Strategic Environmental and Economic Assessment is implemented or announced. The purpose of the public statement is to demonstrate that the environmental and economic effects, including contributions to the FSDS goals and targets, of an initiative have been considered during proposal development and decision making.

The PPSC did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024-25.

