

# 2024 Sharing Information on Progress **(SIP) Report**

Sprott School of Business

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## About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).”

**Antonio Guterres**

Secretary-General (2017 - Present)

United Nations

”

## Principles of PRME



### Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



### Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



### Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



### Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



### Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



### Practice

We adopt responsible and accountable management principles in our own governance and operations.



### Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





# Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

## Letter of Commitment

Sprott School of Business demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



June 2024

Sprott School of Business continues to commit to the Principles for Responsible Management Education (PRME) Principles in its role as a signatory member. As the Dean of the Sprott School of Business, it is my privilege to affirm our alignment with these principles to our institution's vision, curriculum, research, and outreach efforts.

Our commitment to the PRME principles is reflected in our current strategic plan: [Vision 2025: Business for a Better World](#) with five integrated principles guiding us as we strive to create meaningful impact on the world around us. Through our curriculum, where we emphasize environmental sustainability, ethical decision-making, collaborative and inclusive leadership and innovating for good. Through interdisciplinary coursework, experiential learning opportunities, and engagement with industry partners, we aim to equip our students with the knowledge, skills, and mindset necessary to address complex global challenges responsibly.

Furthermore, our faculty members are actively engaged in research that contributes to advancing the understanding of sustainable business practices and their impact on society. By fostering a culture of inquiry and collaboration, we strive to generate knowledge that informs both academic discourse and real-world decision-making.

Beyond the classroom, we are committed to fostering partnerships with businesses, non-profit organizations, government agencies, and other stakeholders to drive meaningful societal impact. Through initiatives such as executive education programs, consulting projects, and community outreach activities, we seek to collaborate with decision-makers and organizations to respond to the needs of our community.

We recognize that our journey towards responsible management education is ongoing, and we remain committed to learning, adapting, and innovating to create support business for a better world.

Sincerely,

A handwritten signature in black ink, appearing to read "H. Nemiroff", is placed above the printed name.

Howard Nemiroff  
Interim Dean

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## **Institutional Mission, Vision, and Strategy**

The following outlines Sprott School of Business's institutional mission, vision, and strategic approach to responsible management education.

### **Vision 2025: Business for a Better World**

Sprott School of Business strategic plan, including our Aspiration, our Calling, our Values and our 5 Strategic Principles.

#### **Relevant Stakeholders**

Sprott community

#### **Purpose**

We create learning experiences and scholarship that harness the potential and opportunity for business to improve lives worldwide.

[Supporting Links](#)





# Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

## RME Leadership Accountability

At Sprott School of Business, accountability for responsible management education is structured as follows:

Informal Faculty/Staff Stewardship

## Organizational Structure for RME

The following organizational entities at Sprott School of Business are responsible for RME:

- ❖ Various entities have been created to support RME at Sprott School of Business including:  
The Equity, Diversity & Inclusion Action Group, working towards an overall EDI engagement strategy and actionable initiatives for the School. The Sustainability Champions committee, focused on promoting and supporting sustainable actions in the School's operations and engaging with the wider community at Carleton and in Ottawa. Sprott Research Centres, including the Centre for Research on Inclusion at Work (CRIW), focused on conducting and sharing research that advances diversity, equity and inclusion at work. Curriculum Review Committees, focused on ensuring our learning objectives, such as those in sustainability and EDI are integrated into our programs and assessed for student proficiency.



# Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

## RME Elements in Degree Programs

Sprott School of Business integrates responsible management education into its degree programs through 6 different approaches:

Professor-Discretionary Course Topics

Course-Level RME Learning Goals

Program-Level RME Integration

### Program Learning Objectives - BCom

#### Department

Sprott School of Business

#### Learning Object Subject

Program Learning Objectives - Undergraduate Programs

#### Educational Level

Undergraduate

#### Learning Outcome

Learning Objective 1.2: Graduates will demonstrate knowledge of equity, diversity and inclusion practices within the context of the globalized business environment. Learning Objective 3.3 Graduates will apply principles of sustainability when developing new ideas or addressing business issues.

#### Interactivity Type

Active

#### Learning Object Description

The Bachelor of Commerce and Bachelor of International Business both have two learning objectives directly related to RME, addressing knowledge of EDI practices and application of principles of sustainability.

AOL-BCom & BIB

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### Program Learning Objectives - MBA

#### Department

Sprott School of Business

#### Learning Object Subject

## Program Learning Objectives - MBA

### Educational Level

Graduate - MBA

### Learning Outcome

Learning Objective 6.2 Graduates will apply principles of sustainability when developing new ideas or addressing business issues. Learning Objective 6.3 Graduates will apply principles of equity, diversity and inclusion when developing new ideas or addressing business issues.

### Interactivity Type

Active

### Learning Object Description

MBA Program Learning Goal 6: Ethics and Responsible Management has 2 objectives specifically addressing learning outcomes in the application of principles of EDI and application of principles of sustainability.

AOL-MBA

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## Description of degree programs with RME in the program-level learning goals and assessment rubrics

The Bachelor of Commerce, Bachelor of International Business and MBA programs have program learning objectives to ensure our graduates are exposed to principles of RME within the curriculum and program elements. Further, our assessment rubrics and the assessment results for these learning objectives support the continued improvement in our curriculum to ensure students meet the required proficiency levels in building knowledge of these principles upon graduation.

Our commitment to integrating RME principles is reflected in our program learning objectives, which guide our program and curriculum development. For Bachelor of Commerce and Bachelor of International Business students, these objectives encompass an understanding of equity, diversity, and inclusion practices within the globalized business context, as well as the application of sustainability principles in problem-solving and innovation. Similarly, for MBA students, our learning objectives emphasize the application of sustainability principles and the promotion of equity, diversity, and inclusion in addressing business challenges and fostering innovation.

The assessment results serve as feedback mechanisms, enabling us to continually refine and enhance our curriculum to better meet the evolving needs of the industry and society at large. By leveraging these insights, we strive to ensure that our graduates are not only well-versed in

RME principles but also capable of applying them in real-world scenarios, thus contributing positively to the global business community. We aim to empower our graduates to become ethical, responsible, and impactful leaders who drive positive change in the business world and beyond.

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

### **Description of the Signatory Member's pedagogical approach, which involves RME in all degree program design and pedagogical innovations**

In alignment with our university-wide Equity, Diversity and Inclusion Action Plan, Carleton University has defined their commitment and the strategic actions towards Curriculum & Pedagogy:

"Carleton is committed to enhancing the student experience and to creating a high-quality learning environment that fosters student success in the classroom and beyond. Integral to this is recognizing that the experiences, backgrounds and understandings of our students are diverse and matter in how they engage and experience their time at Carleton. We also acknowledge that opportunities for innovative learning are missed when perspectives that expand or disrupt conventional understandings are left out or marginalized. In this light, the section seeks to advance ways to be welcoming and inclusive through our curricular and pedagogical choices."

Sprott has actively engaged in developing inclusive and equity driven pedagogical practices. Sprott faculty have demonstrated their commitment to inclusive course development and classroom practices through participation in Sprott forums and university workshops. Led by Carleton's EDI Learning Specialist, Sprott faculty members have engaged in workshops and individual consultations since they began in 2021. Further, Carleton's Indigenous Curriculum Learning Specialist is available for consultations and supports the integration of Carleton's Indigenous Learning Bundles into any area of study to provide a basis for understanding Indigenous history and politics in Canada.

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees

## Description of the business model with RME in all educational efforts

As summarized in our current Strategic Plan, our calling is to create learning experiences and scholarship that harness the potential and opportunity for business to improve lives worldwide.

To thrive in the future, we believe businesses must lead with compassion, imagination, and purpose. At Sprott, we empower future leaders to ask tough questions, embrace diverse perspectives, and be authentic in their leadership. Through our Strategic Plan, Vision 2025 - Business for a Better World, we aim to make a meaningful impact on the world by following five interconnected strategic principles. Our Aspiration and Calling represent Sprott's vision and mission, respectively, and are uniquely labelled as such to reflect Sprott's collaborative outlook; we are not strictly setting an organization mission, but recognizing a greater call to action.

### Guest Speakers and Showcase Events

## Sprott MBA Speaker Series: Impactful Leadership with Jerry Maniate

### Date

November, 2023 - November, 2023

### Location

Sprott School of Business

### Speakers

Dr. Jerry Maniate

### [Supporting Links](#)

During this MBA Speaker Series online event, Maniate spoke to students about impactful leadership, and embedding equity, accessibility, and social justice into organizations.

## Inclusive Workplace Forum

### Date

October, 2022 - October, 2022

### Location

Sprott School of Business

### Speakers

Member of Parliament, Parliamentary Secretary to the Minister for Women and Gender Equality and Youth Jenna Sudds, Rick Colbourne, Linda Krebs, Tara Monaghan, Joyce Wamambo, Sharon Nyangweso, Max Brault, Michel Bougie, Phoebe Newhook, Jenna Lambert, Tara Connolly

#### [Supporting Links](#)

The main objective of this event is to bring together students from underrepresented groups to hear directly from employers on how they are creating a culture of inclusion in their workplaces. This will also be a forum to share best practices and allow students to share their lived experiences and ambitions.

## **The Power and Potential of Business to Create a Better World**

### **Date**

November, 2022 - November, 2022

### **Location**

Sprott School of Business

### **Speakers**

Cheralyn Chok, Kwende Defentse, Kelly Lendsay, Jamie Petton

#### [Supporting Links](#)

An insightful and inspiring panel discussion on "The Power and Potential of Education to Create a Better World" with diverse perspectives from the Ottawa community.

## **Mind of a Corporate, Heart of Service**

Sprott presented an inspiring talk from Bhawani Singh Shekhawat, a global changemaker and CEO of Akshaya Patra Foundation, which runs the largest, NGO-directed school meal program in the world.

### **Date**

June, 2023 - June, 2023

### **Location**

Sprott School of Business

### **Speakers**

Bhawani Singh Shekhawat

#### [Supporting Links](#)

an inspiring talk from Bhawani Singh Shekhawat, a global changemaker and CEO of Akshaya Patra Foundation, which runs the largest, NGO-directed school meal program in the world.





# Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

## RME Elements in Research

Sprott School of Business incorporates responsible management education into its research endeavors through 4 different methods:

Regular Research Seminars

### Responsibility-related research seminars: Sprott 2022-2023

**Date**

June, 2022 - December, 2023

**Location**

Sprott School of Business

**Speakers**

Various research faculty

List of research seminars at Sprott School of Business discussing topics related to Responsible Management

Research Seminars 22-23-Responsible  
Management

View document  Download document 

Research Conferences

### Sustainable Accounting and Finance Conference

**Date**

April, 2022 - April, 2022

**Location**

Sprott School of Business

**Speakers**

Leanne Keddie, Tessa Hebb, Kate Ruff, Isaac Otchere, other leading academics

[Supporting Links](#)

Sprott hosted a two-day conference on Sustainable Accounting and Finance to focus on the critical role of sustainability in our financial world. Working to advance this fast-changing discipline and to facilitate cross-sector learning, we combined a peer-reviewed academic

conference and a practitioner-focused conference with speakers, panelists, and respondents from industry. The event featured leading-edge research and discussion of the practice and measurement of sustainable finance.

## **Black Entrepreneurship Knowledge Hub Research Symposium 2023**

### **Date**

November, 2023 - December, 2023

### **Location**

Sprott School of Business

### **Speakers**

Keynote speaker: Bryan May - MP, Parliamentary Secretary to the Minister of Small Business and to the Minister responsible for the Federal Economic Development Agency for Southern Ontario. Other panelists & presenters highlighted on webpage attached.

### [Supporting Links](#)

The 2nd annual research symposium, under the theme 'Energizing and Advancing Black Entrepreneurship in Canada', brought together Black entrepreneurs and researchers to network, and share knowledge and experience on building and sustaining successful businesses.

## Required Research Reporting

### **Reporting responsibility-related research publications**

To track our progress in meeting our Strategic Principles, all research publications are reported yearly and tagged with our Advancing Responsible Leadership principle if appropriate.

In 2023, 30% of peer-reviewed journal articles published by Sprott faculty were associated with our strategic principle: Advancing Responsible Leadership.

## Dedicated Research Funding



# Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

## Partnership Approaches for RME

Sprott School of Business partners with external stakeholders to advance responsible management education through 4 different approaches:

Knowledge Translation and Dissemination

### **Examples of partnering activities that involve informing**

Our partnerships align not only with the Sprott Strategic Plan and our principle to advance of responsible leadership, but also contribute to the UN SDGs.

Examples of our partnering activities that involve informing:

- The School has partnered with Indigenous Works through a Memorandum of Understanding that aims to accelerate Indigenous education, research, and economic development. This partnership aimed to promote workplace inclusion and launch the Luminary Indigenous Innovation initiative with Sprott as a founding signatory. Through co-creation of knowledge that embraces Two-Eyed Seeing as a key framework, respecting both Indigenous and Western ways of knowing, the School is making significant strides in Indigenous research and innovation. This partnership will unlock new pathways for sustainable economic growth and employment within Indigenous communities. (SDG 8: Decent Work and Economic Growth)
- Faculty member Ruth McKay has conducted research on the changing dynamics between municipal and housing officials in four different cities (Saint John, Montreal, Abbotsford, and Nijmegen) in response to the increased risk of flooding due to climate change. Her research aims to provide a better understanding of the relationship between urban development and climate change adaptation. This will benefit policymakers, urban planners, developers, and insurers who are involved in protecting homes from urban flooding. (SDG 9: Industry, Innovation and Infrastructure)
- The report titled “Remote, Office or Hybrid: Employee Preferences for Post-Pandemic Work Arrangements” is a significant step towards meeting the evolving needs of the workforce. Developed in collaboration with the Conference Board of Canada, the report is the result of the guidance provided by Carleton University’s Chancellor Professor Linda Duxbury and Assistant Professor Michael Halinski. It highlights the work preferences of 40% of Canadian employees who worked from home during the pandemic, emphasizing the importance of flexible work arrangements that align with the desires of employees rather than just the executive preferences. The report recognizes and addresses the diverse needs of Canadian workers, contributing to a more accommodating and supportive work environment. (SDG 8: Decent Work and Economic Growth)

- Sprott has partnered with Atlantic Hall School in Nigeria to enhance entrepreneurship education through innovative and experiential techniques. As part of the partnership, students from Atlantic Hall School will participate in project-based learning at Sprott, fostering an exchange of ideas and experiences that will enrich all involved. (SDG 4: Quality Education)
- Our partnership with Warm Heart Worldwide, aims to advance education and knowledge in social entrepreneurship and sustainable development. Among their successful projects is the Biochar Trust, which is a carbon-negative solution that helps farmers in Thailand, Malawi, and Kenya. (SDG 8: Decent Work and Economic Growth)

## External Community Dialogue

### Examples of partnering activities that involve dialoguing

Our partnerships align not only with the Sprott Strategic Plan and our principle to advance of responsible leadership, but also contribute to the UN SDGs.

Examples of our partnering activities that involve dialoguing:

- Sprott is working in partnership with Canada's LGBT+ Chamber of Commerce (CGLCC) to establish an inclusive entrepreneurial ecosystem that amplifies the impact of 2SLGBTQ+ owned businesses. Business incubation programs, inclusive business training, and collaborative research are some of the joint initiatives that demonstrate our commitment to breaking conventional boundaries and supporting a more diversified entrepreneurial landscape. (SDG 5: Gender Equality)
- As part of the Nicol Building opening celebration in Fall 2022, Sprott School of Business hosted an insightful and inspiring panel discussion on "*The Power and Potential of Education to Create a Better World.*", including our community partner Indigenous Works. Moderated by Sprott Dean Dana Brown, the discussion was strengthened by the diverse perspectives of our panelists (SDG 4: Quality Education):
  - Cheralyn Chok, Executive Director, Social Innovation Academy (now Propel Impact)
  - Kwende Kefentse, Executive Director, CKCU-FM
  - Kelly Lendsay, President and CEO, Indigenous Works; CEO, Luminary
  - Jamie Petton, Executive Director, Kanata North Business Association

## Collaborative Problem Solving

## Examples of partnering activities that involve problem-solving

Our partnerships align not only with the Sprott Strategic Plan and our principle to advance of responsible leadership, but also contribute to the UN SDGs.

Examples of our partnering activities that involve problem-solving:

The Sprott Student Consulting Group, established in 2018, offers real-world assistance to businesses facing challenges such as crisis management and recovery during the pandemic. The students work in a business-like setting, tackling pressing issues for diverse clients, including:

- Assistance to Air North, a medium-sized airline, in devising a marketing and cleaning plan to address financial and operational impacts of the pandemic.
- Support to The Dementia Society of Ottawa and Renfrew County intaking their annual Walk for Dementia fundraiser online due to COVID-19 constraints.
- Collaboration with Bruyère for healthcare innovation.
- Partnership with the Alliance for Equality of Blind Canadians to advance accessibility and equality.
- Advising on the 50-year capital expenditure plan for the Toronto Pan Am Sports Centre, aligning with economic sustainability, community engagement, and long-term planning. (SDG 3: Good Health & Well-Being, SDG 17: Partnerships for the Goals)

The Rotterdam-Carleton International Case Competition, hosted by the Sprott in 2023, facilitated real world problem-solving through collaboration with industry partners and alumni. (SDG 4: Quality Education)

### Collaborative Change Action

## Description of partnering activities that involve acting

Our partnerships align not only with the Sprott Strategic Plan and our principle to advance of responsible leadership, but also contribute to the UN SDGs.

Examples of our partnering activities that involve acting:

- Sprott is dedicated to driving economic growth and creating job opportunities. This commitment is exemplified through their partnership with the Social Finance Fund and Common Approach. Sprott Associate Professor Kate Ruff leads the way in impact measurement, making it possible for the \$755M Social Finance Fund to provide flexible financing to social entrepreneurs and innovators. The focus is on issues such as climate change, social equity, and overall well-being. The Common Approach helps bridge the

gap between social purpose organizations and investors, offering a transformative solution to longstanding issues in impact measurement. (SDG 8: Decent Work and Economic Growth)

- The Black Entrepreneurship Knowledge Hub demonstrates Sprott's leadership in promoting inclusiveness and breaking down systemic barriers. This partnership with the Dream Legacy Foundation (DLF) and the Canadian Government aims to create a platform that supports the long-term success of Black entrepreneurs and business owners. Sprott was selected as the lead institution through a competitive and rigorous process due to our experience and expertise in community-engaged research and for links to Black communities through our partner, DLF. The Hub is not just an investment, but a vision brought to life through research, data collection, and regional hubs across the country. By identifying the barriers and opportunities in the Black entrepreneurship ecosystem, Sprott is paving the way for a better future for all. (SDG 9: Industry, Innovation and Infrastructure)
- Sprott's "From Buckets to Rain Barrels" program has students work towards sustainable solutions with the Maasai community in Tanzania, focusing on access to clean water and providing economic opportunities for Maasai women. (SDG 5: Gender Equality)
- Sprott demonstrates its commitment to inclusivity and community empowerment through innovative initiatives like the Northern Lights project. This project involved collaboration between Sprott students and Indigenous communities to develop community-led programs and tackle issues important to the community such as enhancing the local economy, encouraging entrepreneurial skill development, building food sustainability and developing youth health and wellness. (SDG 16: Peace, Justice and Strong Institutions)





# Practice

We adopt responsible and accountable management principles in our own governance and operations.

## RME Policy Implementation

Sprott School of Business has implemented 7 policies to support its commitment to responsible management education:

Greenhouse gas emissions

### **Policies on greenhouse gas emissions**

Carleton University Energy Master Plan 2021-26

**Scope**

Energy Master Plan

**Enforcement Date**

January, 2021

**Revision Date**

January, 2021

**Number Of Pages**

113

**Publisher**

Carleton University

**Media**

Report

[Supporting Links](#)

Water

### **Policies on water**

**Scope**

Carleton Comprehensive Sustainability Plan 2020-25

**Enforcement Date**

January, 2020

**Revision Date**

December, 2025

**Number Of Pages**

24



### Publisher

Carleton University

### Media

<https://carleton.ca/sustainability/about/plans-policies-reports/sustainability-plan/>

Sustainability-Plan-2020-25-final

View document  Download document 

## Buildings/real estate

### Policies on building/real estate

#### Scope

Campus Master Plan 2023 Update

#### Enforcement Date

January, 2010

#### Revision Date

April, 2023

#### Number Of Pages

40


### Publisher

Carleton University

### Media

<https://carleton.ca/finance-admin/campus-master-plan-2023/>

2023-05-31-Carleton-U-CMPU\_Part-2\_web

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## Local staff/student/faculty transportation

### Policies on local staff/student/faculty transportation

#### Scope

Carleton University Transportation Strategy

**Enforcement Date**

January, 2019

**Revision Date**

January, 2019

**Number Of Pages**

90

**Publisher**

Carleton University

**Media**

<https://carleton.ca/transportationplan/>

Carleton-University-Transportation-  
Strategy-2019

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Employee equity, diversity, inclusion

**Policies on employee (including faculty) equity, diversity, inclusion****Scope**

Carleton University Equity, Diversity and Inclusion Action Plan

**Enforcement Date**

March, 2021

**Revision Date**

July, 2023

**Number Of Pages**

32

**Publisher**

Carleton University

**Media**

<https://carleton.ca/edi-plan/>

Carleton-University-EDI-Action-Plan-Full

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Student equity, diversity, inclusion

Energy Consumption, Community Engagement, Sustainable Investments, Sustainable Procurement, Zero Waste

## Other policies demonstrating commitment to RME

### Scope

All Carleton Plan associated with Sustainability

### Enforcement Date

January, 2020

### Revision Date

January, 2020

### Number Of Pages

1

### Publisher

Carleton University

### Media

<https://carleton.ca/sustainability/about/plans-policies-reports/>

[Supporting Links](#)

## Institutional Aspiration Targets

Sprott School of Business has set aspiration targets in 7 different areas:

- ❖ GHG Emission Targets
- ❖ Water Conservation Targets
- ❖ Building and Real Estate Targets
- ❖ Internal Transportation Targets
- ❖ Employee EDI Targets
- ❖ Student EDI Targets
- ❖ Energy Consumption, Community Engagement, Sustainable Investments, Sustainable Procurement, Zero Waste



# Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



## **Performance Disclosure and Transparency**

Regarding transparency in RME performance disclosure, Sprott School of Business operates with the following approach:

Limited Transparency Disclosure

SIGNATORY

# Sprott School of Business

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