



# 2024 to 2025 Departmental Sustainable Development Strategy Report

Patented Medicine Prices Review Board

Cat. No.: H79-22E-PDF

ISSN: 2818-5293

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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, the Patented Medicine Prices Review Board (PMPRB) supports the goals laid out in the FSDS through the activities described in the PMPRB's [2023 to 2027 Departmental Sustainable Development Strategy \(DSDS\)](#). This Report provides a report on progress related to the PMPRB'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 the PMPRB's DSDS and 2024 to 2025 DSDS Report.

To promote coordinated action on sustainable development across the Government of Canada, the PMPRB'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 PMPRB





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

### FSDS Context:

The PMPRB's Patented Medicine Price Monitoring program is mandated to protect against excessive pricing of pharmaceuticals. Although this mandate does not allow for price reviews to target priority equity groups, non-excessive prices for patented medicines will most benefit those directly affected by wealth inequality. Likewise, savings from any resultant price reductions can enable reinvestments in the health system.

However, as these are indirect effects of the PMPRB's mandate and subject to a quasi-judicial regulatory regime, targets and performance indicators in support of Goal 10 are largely encompassed by Internal Services. This includes departmental actions related to the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Act* and fostering diversity, inclusion, and accessibility within the PMPRB.

**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)

IMPLEMENTATION STRATEGY	DEPARTMENTAL ACTION	PERFORMANCE INDICATOR STARTING POINT TARGET	HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS	RESULTS ACHIEVED
<p>Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i></p>	<p>Provide Indigenous cultural competency training and/or training on the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of PMPRB employees that have completed Indigenous cultural competency training</p> <p><b>Starting point:</b> 0% in 2022-23</p> <p><b>Target:</b> 85% by 2026-27</p>	<p>Ensuring that PMPRB employees have Indigenous cultural competency training will allow for a more integrated implementation of the <i>United Nations Declaration on the Rights of Indigenous Peoples</i> by developing awareness and engagement of staff with the rights and experiences of First Nations, Métis, and Inuit across Canada.</p> <p>Further goals may be developed as the implementation plan for the UN Declaration becomes available to departments.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	<p><b>Indicator result:</b> 13% in 2024-25</p> <p><b>Notes:</b> All Staff have been assigned the Canada School of Public Service (CSPS) course <i>Reflecting on Cultural Bias: Indigenous Perspectives</i> (IRA101). This mandatory training must be completed by March 2026.</p>

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<p>Support economic development and entrepreneurship in Indigenous communities</p>	<p>Meet the goals of the federal government's <i>Procurement Strategy for Indigenous Businesses</i>, which aims at 5.0% of all federal contracted spending to be awarded to Indigenous suppliers.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of annual contracted spending that is awarded to Indigenous suppliers</p> <p><b>Starting point:</b> 4.3% in 2024-25 (forecast)</p> <p><b>Target:</b> 5.0% in 2026-27</p>	<p>Supporting economic development and entrepreneurship in Indigenous communities is listed in the FSDS as an implementation strategy supporting Goal 10.</p> <p>Meeting the goals of the federal government's Procurement Strategy for Indigenous Businesses allows the PMPRB to diversify its contracted work, supports entrepreneurship in First Nations, Métis, and Inuit communities, and contributes to more equitable growth among Indigenous businesses.</p> <p>The PMPRB has identified opportunities for new and continued engagement with Indigenous suppliers among procurement contracts for information technology equipment and graphic design.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<p><b>Indicator result:</b> 8.15% in 2024-25</p> <p><b>Notes:</b> The PMPRB prioritized contracting areas with competitive availability for Indigenous suppliers in 2024-25, such as communications services and information technology equipment. These areas have relatively consistent internal and program requirements year over year, allowing for long-term planning towards meeting or exceeding this target.</p>

**Target theme:** Taking action on inequality

**Target:** Each year, the federal public service meets or surpasses the workforce availability for women, Indigenous persons, persons with a disability, and members of a visible minority (President of the Treasury Board)

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<p>Foster diversity, inclusion, and accessibility in the federal public service</p>	<p>Implement action items identified in the Chairperson's response to the Clerk of the Privy Council's Call to Action on Anti-Racism, Equity, and Inclusion.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Average percentage of positive results for PMPRB responses to questions related to discrimination in the Public Service Employee Survey (PSES)</p> <p><b>Starting point:</b> 80% in 2020 PSES</p> <p><b>Target:</b> 85% by 2026 PSES</p>	<p>The PMPRB's response to the Clerk of the Privy Council's Call to Action on Anti-Racism, Equity, and Inclusion has identified areas for improvement in hiring and retaining equity-deserving employees, as well as for fostering a culture that is inclusive, anti-racist, accessible, and conducive to the success of all its employees.</p> <p>Completing these identified action items will help the federal government reach its FSDS target of meeting or surpassing workforce availability in representation of historically underrepresented groups. A fulsome response should increase the positive results related to questions of discrimination in the PSES.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> N/A</p>	<p><b>Indicator result:</b> 79% in 2024 PSES</p> <p><b>Notes:</b> This result is calculated based on the two questions under the theme of discrimination that had results available for the PMPRB in the 2024 PSES.</p>

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			<p><i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	
<p>Support accessibility and employment opportunities for persons with disabilities</p>	<p>Implement action items from the PMPRB Accessibility Plan.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of action items from the PMPRB's 2022 Accessibility Plan implemented or integrated into operations</p> <p><b>Starting point:</b> 0% as of December 2022</p> <p><b>Target:</b> 100% by December 2027</p>	<p>The PMPRB's Accessibility Plan was developed in consultation with employees with disabilities to identify areas for improvement within the organization, including staffing and retention. Implementing these action items will create a more accessible work environment and will help to remove barriers in the employment process.</p> <p>Integrating accessibility into the workplace and operational policies and procedures are foundational pieces in the project of building an equitable federal public service that is inclusive to all Canadians and meets workforce availability goals.</p> <p>The PMPRB has also recently added new accessibility requirements to procurement and contracting processes.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced</p>	<p><b>Indicator result:</b> 51% as of December 2024</p> <p><b>Notes:</b> In addition to the percentage of items implemented, many more action items were identified as "in progress" in the 2024 Accessibility Plan progress report. As there are long-term action items on this list, the result is expected to grow incrementally towards the December 2027 goal.</p>

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			<p><i>CIF Indicator: N/A</i>  <i>GIF Target: 10.2</i> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	



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

### **FSDS Context:**

As a micro-organization with fewer than 100 employees, the PMPRB procures fewer goods and services than larger departments in the federal government and relies on the criteria and standards set out by Public Services and Procurement Canada and Shared Services Canada in making purchasing decisions. The PMPRB also owns no fleet and no real property holdings. As such, the implementation of this goal is targeted on a few key measures of waste disposal and procurement practices that fall within the PMPRB's limited purview to ensure that day-to-day consumption at the PMPRB is part of a responsible and sustainable cycle.

**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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Strengthen green procurement criteria	<p>Ensure that goods and services are procured in compliance with government-wide green procurement criteria.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of procurement contracts that are subject to PSPC green procurement instruments</p> <p><b>Starting point:</b> 76% in 2022-23</p> <p><b>Target:</b> 100% in 2026-27</p>	<p>As the PMPRB does not apply its own environment assessment to procurement actions, identifying the actions subject to existing PSPC green procurement instruments will allow the PMPRB to target more sustainable supply agreements.</p> <p>For contracts that are not subject to PSPC green procurement instruments, care is taken to ensure that the goods and services are procured as sustainably as possible.</p> <p><b>Relevant targets or ambitions:</b> <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p><b>Indicator result:</b> 30% in 2024-25</p> <p><b>Notes:</b> Measurement tools for this indicator changed in 2024-25, and as such the result is not comparable to previous years. Tracking has been solidified to provide a more accurate result for future reports.</p>
	<p>Provide green procurement guidance, tools, and training for public service employees who are responsible for procurement.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of procurement officers with the necessary training to support green procurement</p> <p><b>Starting point:</b> 100% in 2022-23</p> <p><b>Target:</b> 100% in 2026-27</p>	<p>Awareness, guidance, and training on sustainable operational practices are an essential part of ensuring that the best environmental procurement policies and criteria are implemented consciously and effectively.</p> <p>The PMPRB has made this training mandatory for all staff who are</p>	<p><b>Indicator result:</b> 100% in 2024-25</p> <p><b>Notes:</b> All procurement officers had the necessary green procurement training in 2024-25.</p>

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			<p>responsible for procurement actions to ensure these practices are implemented consistently across the organizations, and that the PMPRB meets procurement responsibilities for federal organizations.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner  <i>CIF Indicator:</i> N/A  <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities;                      12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	
Other	<p>Reduce the annual non-hazardous operational waste that goes to landfill by selling usable equipment and properly disposing of e-waste that can no longer be used.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of e-waste disposed of in an environmentally sound and secure manner</p> <p><b>Starting point:</b> 100% in 2023-24</p> <p><b>Target:</b> 100% in 2026-27</p>	<p>Responsible consumption and a circular economy rely on conscious decision-making when it comes to disposing of operational waste.</p> <p>The sustainable management of the small amount of e-waste produced in PMPRB operations can contribute to a government-wide reduction in the amount of high-impact waste that goes directly to landfill.</p>	<p><b>Indicator result:</b> 100% in 2024-25</p> <p><b>Notes:</b> Usable equipment was disposed of through the <a href="#">Computers for Schools Plus</a> program, while remaining e-waste was disposed of using sustainable methods.</p>

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			<p>Target date is set to 2026-27 to ensure that the 100% result is maintained for future years.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner  <i>CIF Indicator:</i> Total waste diversion per capita  <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	



## GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

### **FSDS Context:**

Health impacts and inequalities resulting from the effects of climate change will require flexibility in health system spending for payers in coming years. The PMPRB's Patented Medicine Price Monitoring program is an essential part of a sustainable healthcare system that will allow payers to be responsive to the needs of Canadians. The Pharmaceutical Trends program contributes to this project by furnishing analytic reports to the Minister of Health on current trends in the pharmaceutical market.

However, as these are indirect effects of the PMPRB's mandate and subject to a quasi-judicial regulatory regime, targets and performance indicators in support of Goal 13 are largely encompassed by Internal Services. These include supporting the Greening Government Strategy and collaborating on emergency management and disaster risk reduction.

**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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<p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p>	<p>Ensure all relevant employees are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions.</p> <p><b>Program:</b> Internal Services</p>	<p><b>Performance indicator:</b> Percentage of relevant employees trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions</p> <p><b>Starting point:</b> 0% in 2022-23</p> <p><b>Target:</b> 85% in 2025-26</p>	<p>Employees at the PMPRB who receive training will be able to identify risks to critical program delivery and develop responses to increase the resilience of operations to impacts of climate change.</p> <p>Relevant employees will be identified based on their role and responsibilities within the organization.</p> <p><b>Relevant targets or ambitions:</b>  <i>CIF Ambition/Target:</i> Canadians are well-equipped and resilient to face the effects of Climate change  <i>CIF Indicator:</i> N/A  <i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries                      13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p><b>Indicator result:</b> 3% in 2024-25</p> <p><b>Notes:</b> All Staff have been assigned the CSPS course <i>Applying Climate Literacy Foundations</i> (CHC101). This mandatory training must be completed by March 2026.</p>

# Integrating Sustainable Development

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

