



2024 to 2025 Departmental Sustainable Development Strategy Report

Financial Transactions and Reports Analysis Centre of Canada

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Introduction to the 2024 to 2025 Departmental Sustainable Development Strategy Report

The <u>2022 to 2026 Federal Sustainable Development Strategy (FSDS)</u> presents the Government of Canada's sustainable development goals and targets, as required by the <u>Federal Sustainable</u> <u>Development Act</u>. 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 Financial Transactions and Reports Analysis Centre of Canada (FINTRAC) supports the goals laid out in the FSDS through the activities described in FINTRAC's 2023 to 2027 Departmental Sustainable Development Strategy (DSDS). This Report provides a report on progress related to FINTRAC's DSDS in the fiscal year 2024 to 2025.

The <u>Federal Sustainable Development Act</u> also sets out <u>7 principles</u> that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in FINTRAC's DSDS and 2024 to 2025 DSDS Report.

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





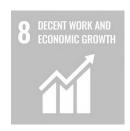
































GOAL 5: CHAMPION GENDER EQUALITY

FSDS context: Project Protect, first launched in 2016, is a unique public-private sector partnership that targets human trafficking for the purposes of sexual exploitation by focusing on the money laundering aspect of the crime. This innovative initiative has helped to protect some of Canada's most vulnerable individuals and to make the fight against human trafficking in the sex trade a collective priority. Based on its analysis of sample transactions related to this crime, FINTRAC found that females were the majority of victims in human trafficking for sexual exploitation. FINTRAC provides disclosures of actionable financial intelligence to Canada's municipal, provincial and federal police forces in support of their human trafficking investigations. By following the money, investigators have been able to identify perpetrators and protect their victims. As the first of its kind in the world, Project Protect has garnered significant international interest and is a leading example of how working with the private sector to address human trafficking can be successful. FINTRAC has also updated its "Methods to verify the identity of persons and entities" guidance to help prevent the revictimization of survivors of human trafficking and other vulnerable populations without identification by facilitating their access to basic banking services and products that are so fundamental to daily life.

Initiatives advancing Canada's implementation of SDG 5 - Gender equality

The following initiatives demonstrate how FINTRAC's programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES FINTRAC will continue to promote education and awareness of its published money laundering indicators in support of Project Protect to assist reporting entities in recognizing financial transactions suspected of being related to the laundering of proceeds associated to human trafficking for sexual exploitation. Through financial transaction reports, FINTRAC is able to facilitate the detection, prevention and deterrence of all stages of money laundering (placement, layering and integration) and the financing of terrorist activities by providing actionable financial intelligence disclosures to law enforcement and national security agencies. FINTRAC will continue to promote education and awareness of the published guidance for financial institutions in relation to identifying vulnerable clients, including survivors of human trafficking for sexual exploitation, who may not have proper identification documentation or information to open a retail deposit account. The financial identity and/or banking products of survivors of human trafficking for sexual exploitation

are often hijacked by their traffickers for money laundering or other criminal purposes. Developed in collaboration with the Financial

Consumer Agency of Canada and Canada's banks, under the umbrella of the

global Finance Against Slavery and Trafficking Survivor Inclusion Initiative,

the guidance—the first-of-its-kind in the world—will help to prevent the

facilitating their access to basic banking services and products that are so

re-victimization of the survivors of this appalling illicit activity by

fundamental to daily life.

ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS

RESULTS ACHIEVED

Relevant targets or ambitions: GIF Target: 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

As part of its commitment to countering human trafficking for sexual exploitation and labour trafficking, FINTRAC continues to advance Project Protect—its public-private partnership focused on disrupting the laundering of proceeds associated with this serious crime.

Throughout the 2024–25 fiscal year, the Project Protect team made 36 presentations to various stakeholders within Canada engaged in the fight against human trafficking. During the same period, the Project Protect team provided 13 presentations to international audiences.

In 2024–25, FINTRAC generated 316 financial intelligence disclosures related to human trafficking, 223 of which were provided proactively to Canada's law enforcement and national security agencies, meaning the individuals or networks identified in the financial intelligence may not have been known to these agencies before FINTRAC's intelligence was received.

The Centre's financial intelligence disclosures assisted 26 project-level investigations of municipal, provincial and federal police forces across Canada.

In July 2024, FINTRAC co-hosted an event at the University of Ottawa in recognition of the United Nations (UN) World Day Against Trafficking in Persons, bringing together students, law enforcement, prosecutors, non-government organizations (NGOs), and government representatives. The event featured a law enforcement case study, victim services presentation, and expert panel, and was noted by participants for its value in strengthening collaboration and advancing awareness.

Internationally, FINTRAC participated in the United Nations Office on Drugs and Crime (UNODC) Academy on Human Trafficking and Migrant Smuggling in Costa Rica, highlighting the role of financial intelligence in law enforcement efforts. The event, which included representatives from UNODC, Interpol, and Latin American legal officials, underlined the opportunity to extend the impact of Project Protect across Latin America through new initiatives.

In February 2024, the United States Financial Crimes Enforcement Network (FinCEN) joined Project Protect, expanding the initiative into an international public-private

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
		partnership. Continued collaboration between FINTRAC and FinCEN throughout the 2024–25 fiscal year has strengthened cross-border intelligence sharing related to human trafficking.



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

FSDS context: FINTRAC will continue to undertake actions to implement the Call to Action on Anti-racism, Equity and Inclusion in the Public Service and combat racism, bolster diversity and equity, while fostering inclusion. The Centre will continue to take deliberate actions and engage in meaningful dialogue in line with its core values to improve the status quo, to foster an inclusive culture, to deliver transformative change and to create lasting impacts for Indigenous people, and other equity-seeking groups.

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
Implement the United Nations Declaration on the Rights of Indigenous Peoples Act	Support the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses	Performance indicator: Percentage of FINTRAC's total contract value awarded to Indigenous businesses	FINTRAC's standard practice is to invite a minimum of one Indigenous supplier to bid on all professional services requests for proposal to provide ongoing opportunities to Indigenous businesses.	Indicator result: 7.66% Notes: Over the past fiscal year, FINTRAC's efforts in Indigenous procurement yielded results that exceeded initial targets. This outcome
	Program: Internal Services	Starting point: In 2021–22, 6.4% of FINTRAC's total value of contracts was awarded to Indigenous businesses Target: 5% by March 31, 2025	Relevant targets or ambitions: <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.	reflects FINTRAC's ongoing commitment to inclusive economic growth and opportunity for Indigenous communities. The success of these procurement initiatives not only advances our organizational objectives, but also emphasizes FINTRAC's role in promoting equitable economic opportunities across Canada. As we transition into the next fiscal year, FINTRAC's focus remains on refining its practices and surpassing its targets, with the intent of further supporting the prosperity of Indigenous communities.

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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Implement the 50 – 30 Challenge	FINTRAC will continue to prioritize initiatives and programs that improve access for employment equity and equity seeking groups to positions of influence and leadership on committees and in senior management, as well as to achieve diversity, inclusion and equality in the workplace. Program: Internal Services	Performance indicator: Percentage of FINTRAC's internal committees that have achieved the objectives outlined, a minimum of 30% of under-represented groups, including racialized persons and members of the LGBTQ2+. Starting point: In 2021–22, 17% of FINTRAC's internal committees had achieved at least 30% of under-represented groups, including racialized persons and members of the LGBTQ2+. Target: 75% by March 31, 2026	FINTRAC is committed to increasing the representation and inclusion of diverse groups within its workplace. The 50 – 30 Challenge is an initiative co-created by the Government of Canada that aims to attain gender parity and significant representation (at least 30%) of underrepresented groups, including racialized persons and members of the LGBTQ2+ community, on committees and senior management positions to build a more diverse, inclusive, and vibrant economic future for Canadians. Relevant targets or ambitions: GIF Target: 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	Notes: 50% of FINTRAC's internal committees had achieved at least 30% of under-represented groups, including racialized persons and members of the LGBTQ2+ community. As FINTRAC continues to review its internal committee structure and membership, the Centre is committed to ensuring discussions include an appropriate balance of position-based and talent-based considerations, as well as Employment Equity, Diversity and Inclusion (EEDI) principles. FINTRAC continues to leverage its annual executive talent management exercise to identify individuals that will drive the Centre towards gender parity and increase representation of under-represented groups on its internal committees.
Mandatory training curriculum on employment	Implement mandatory employment equity, diversity,	Performance indicators:	FINTRAC is committed to increasing the representation and inclusion of diverse	Indicator result: 72%

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equity and equity-seeking groups	and inclusion-related learning path for employees, with additional modules for managers, to increase awareness/knowledge as well as to break down the barriers and reduce biases.	Percentage of compliance with training on mandatory Employment Equity, Diversity and Inclusion (EEDI) learning path. Starting point: The mandatory curriculum will be introduced in 2023–24. Target: 100% by March 31, 2026	groups within its workplace. This training curriculum will prominently feature a number of courses related to EEDI, such as courses on bridging the diversity gap, systemic racism and racial discrimination, unconscious bias, and reflecting on cultural bias – Indigenous perspectives. The Centre is investing in developing an inclusive mindset and in establishing a sense of belonging and trust for all employees, as well as those joining the organisation now and in the future, regardless of race, ethnicity, sex, age, disability, sexual orientation or gender expression. Relevant targets or ambitions: GIF Target: 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	Notes: As of March 31, 2025, FINTRAC employees were 72% compliant with their mandatory EEDI training. The Centre continues to reinforce training compliance requirements, and the program has been more extensive this fiscal year with a more rigorous learning path. As a result, this level of compliance reflects ongoing progress. These measures have contributed to increased representation across all four EEDI groups.



FSDS context: FINTRAC will support the goal of reducing waste through procurement and operational practices that take into account environmental considerations and support new and innovative environmentally friendly technologies. FINTRAC will reduce the environmental impacts of government operations, promote environmental stewardship, and adapt to climate change by integrating environmental considerations in its procurement process. When hosting events, FINTRAC will collaborate with venue representatives to ensure the carbon-footprint of the venue, food and food-waste, paper and plastic consumption, and waste-related emissions align with the objectives to reduce as much waste per participant as possible.

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	Ensure all procurement and materiel management specialists are trained in green procurement (such as, the Canada School of Public Service course on green procurement, or equivalent) within one year of being identified	Performance indicator: Percentage of procurement and materiel management specialists trained in green procurement within one year of being identified Starting point: In 2022–23, 100% of procurement and materiel	Green procurement incorporates environmental considerations into purchasing decisions and is expected to motivate suppliers to reduce the environmental impact of the goods	Indicator result: 100% Notes: In the past fiscal year, a key focus of FINTRAC's procurement strategy was the integration of green procurement practices. To this end, FINTRAC prioritized the training of all

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	Program: Internal Services	management specialists trained in green procurement Target: 100% of procurement officers and material management specialists receive training within one year of being identified.	and services they deliver, and their supply chains. Relevant targets or ambitions: CIF Ambition: Canadians consume in a sustainable manner CIF Indicator: 12.2.1 Proportion of businesses that adopted selected environmental protection activities and management practices GIF Target: 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	procurement specialists, successfully achieving 100% completion. This initiative has not only enhanced the procurement team's skill set but has also aligned FINTRAC's procurement processes with the government's commitment to environmental sustainability. As FINTRAC moves forward, the Centre is committed to prioritizing green procurement, and ensuring that practices contribute to a sustainable and environmentally responsible Canada.



FSDS context: Recognizing that climate change will have unavoidable impacts, FINTRAC will work with its partners at Public Services and Procurement Canada and Shared Services Canada to understand and assess the possible effects of a changing climate on its operations. As part of business planning, FINTRAC will consider climate change impacts in its planning and investments, and identify opportunities to ensure that its operations are resilient to the anticipated impacts of climate change. FINTRAC will also seek to reduce greenhouse gas emissions from its operations and from business travel, including its Compliance examinations which are now a mixture of virtual, hybrid and on-site. When a hybrid option is made available, FINTRAC will consider if presenting to conferences and/or conducting outreach activities virtually is most appropriate.

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	Implementation of on- premises and cloud-based energy use monitoring to inform decision-making processes regarding the establishment of FINTRAC's cloud infrastructure	Performance indicator: Energy consumption information is available and used to inform decisions regarding cloud-based infrastructure. Starting point: No information is currently available	FINTRAC will work with Shared Services Canada to determine the most effective mix of services and solutions that ensure that the Centre's need for reliability and security are met and Canada's commitment to reduce energy consumption and greenhouse gas emissions is supported	Indicator result: Energy consumption information was available and used to inform decisions that led to a decrease in FINTRAC's processing footprint in 2024–25. Notes: In 2024–25 FINTRAC achieved significant cost savings and improved our sustainability efforts.

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green the government's overall operations	Program: Internal Services	Target: Energy consumption information is available to inform decision-making processes by March 2024	CIF Ambition / Target: 13.3 Canadians are well-equipped and resilient to face the effects of Climate change CIF Indicator: 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process GIF Targets: 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	Through careful monitoring and reassessment of capacity requirements, we reduced idle computer capacity and appropriately adjusted various resources. This led to decreased standby processing and over-scaling of resources, resulting in substantial cost savings. Importantly, this reduction in computer resources also paralleled a marked decrease in our energy consumption, demonstrating FINTRAC's commitment to sustainable practices.
Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations	FINTRAC is transitioning its processes to modern, efficient, electronic systems that are expected to operate almost entirely with electronic records, thereby reducing the need for paper documents. FINTRAC will establish processes to monitor paper consumption by sector to inform decision-making.	Performance indicator: Reduced paper consumption as digital processes continuously evolve Starting point: No information is currently available Target: Paper consumption per employee to be reduced. Exact target to be determined once measurement begins.	FINTRAC will work with Shared Services Canada and contractors to transition operational systems to current standards for security reliability and interoperability CIF Ambition / Target: 13.3 Canadians are well-equipped and resilient to face the effects of Climate change CIF Indicator: 13.3.1 Proportion of municipal organization who factored climate change adaptation into their decision-making process	Indicator result: 728 sheets of paper purchased per full-time equivalent in 2024–25 compared to 889 in 2023–24, a reduction of 18%. Notes: In 2024–25 FINTRAC committed to automating processes by leveraging its Human Capital Management (HCM) system. For example, exit interview processes are now automated in the HCM system, eliminating the need for paper documents. FINTRAC also advanced its recruitment capabilities in the HCM system, which allow for

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	Program: Internal Services, Compliance, and Intelligence		GIF Targets: 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	letters of offer to be managed completely electronically. In addition, FINTRAC has created a range of self-service reports for management and other users in real-time to facilitate informed decision-making, eliminating the need to print emails and documents on a range of topics that are now directly available from the HCM system, reducing the need to print physical paper copies.



FSDS context: Illegal wildlife trade poses a serious environmental, economic, security and public health threat in Canada and around the world. It's a major and growing threat to the global environment and biodiversity, imperilling endangered species already on the edge of survival, and threatening fragile habitats, communities and livelihoods. Illegal wildlife trade can also have significant public health impacts, as the circulation of animal parts increases the chances of disease transmission and can be a path for future pandemics. FINTRAC will continue to promote awareness of the money laundering indicators related to illegal wildlife trade and produce actionable financial intelligence in support of law enforcement investigations that will assist in targeting, disrupting and dismantling the organized criminal networks that profit from this heinous crime.

Initiatives advancing Canada's implementation of SDG 15 - Life on land

The following initiatives demonstrate how FINTRAC's programming supports the 2030 Agenda and the SDGs, supplementing the information outlined above.

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
FINTRAC will continue to promote education and awareness of its published money laundering indicators that will assist businesses in identifying and reporting suspicious transactions suspected of being related to illegal wildlife trade. This, in turn, will facilitate the production of actionable financial intelligence in support of law enforcement investigations in Canada and abroad in identifying, pursuing and prosecuting perpetrators – and broader networks – linked to illegal wildlife trade.	Relevant targets or ambitions: GIF Target: 15.7 Take urgent action to end poaching and trafficking of protected species of flora and fauna and address both demand and supply of illegal wildlife products	Since April 2024, FINTRAC has co-led the Illegal Wildlife Trade Work Stream within the Europol Financial Intelligence Public Private Partnership (EFIPPP), alongside jurisdictions from the European Union, Canada, the United States, Australia, and the United Kingdom. In this role, FINTRAC has convened meetings and webinars with financial institutions, financial intelligence units (FIUs), and law enforcement to share best practices, disseminate

PLANNED INITIATIVES	ASSOCIATED DOMESTICS TARGETS OR AMBITIONS AND/OR GLOBAL TARGETS	RESULTS ACHIEVED
PLANNED INITIATIVES	TARGETS	red flag indicators, and improve intelligence sharing related to the financial activity enabling the illegal wildlife trade. In collaboration with Europol and the London Stock Exchange Group, FINTRAC is co-authoring a bulletin to provide reporting entities with actionable indicators related to illegal, unregulated, and unreported fishing. The bulletin is designed to enhance suspicious transaction reporting to support enforcement efforts. On March 4, 2025, FINTRAC hosted a Project Anton webinar to mark United Nations World Wildlife Day. The event was attended by approximately 450 participants from over 24 countries, including representatives from FIUs, reporting entities, law enforcement, and civil society. The webinar featured speakers from FINTRAC, international government agencies, financial institutions, academia, and the private sector. FINTRAC is also co-leading an Egmont Group Information Exchange Working Group project with the FIUs of Brazil and South Africa. This initiative focuses on the role of FIUs in combatting
		environmental crime, including illegal wildlife trade, pollution crime, illegal logging, and illegal mining. The project will deliver resources and best practices to strengthen global efforts to disrupt the financial networks behind these activities.

Integrating sustainable development

Working with our portfolio partner in the Department of Finance Canada, FINTRAC 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. As the overall policy lead for Canada's anti-money laundering and anti-terrorist financing (AML/ATF) regime, the Department of Finance Canada advances these assessments, with input from FINTRAC, where relevant.

Public statements on the results of the Department of Finance Canada'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.

FINTRAC did not have any proposals subject to a detailed SEEA that were announced or implemented in 2024–25.

