





## FORWARD-LOOKING INFORMATION

This report contains certain forward-looking information within the meaning of applicable securities laws relating, but not limited, to Canadian Pacific (CP) operations, priorities and plans, anticipated financial performance, business prospects, planned capital expenditures, programs and strategies. This forward-looking information also includes, but is not limited to, statements concerning expectations, beliefs, plans, goals, objectives, assumptions and statements about possible future events, conditions and results of operations or performance. Undue reliance should not be placed on forward-looking information as actual results may differ materially. Forward-looking information is not a guarantee of future performance. By its nature, CP's forward-looking information involves numerous assumptions, inherent risks and uncertainties that could cause actual results to differ materially from the forward-looking information, including but not limited to the following factors: changes in business strategies; general North American and global economic, credit and business conditions; changes in laws and regulations; uncertainties of investigations, proceedings or other types of claims and litigation; labour disputes; risks and liabilities arising from derailments; transportation of dangerous goods; and various events that could disrupt operations, including severe weather, droughts, floods, avalanches and earthquakes as well as security threats and governmental response to them, and technological changes. The foregoing list of factors is not exhaustive. These and other factors are detailed from time to time in reports filed by CP with securities regulators in Canada and the United States. Except as required by law, CP undertakes no obligation to update publicly or otherwise revise any forward-looking information, whether as a result of new information, future events or otherwise.





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## ABOUT THIS REPORT

This corporate sustainability data supplement offers insight into sustainability performance at Canadian Pacific (CP) and is intended to be a resource for all stakeholders interested in CP's commitment to responsible, long-term value creation.

CP last published a full corporate sustainability report (CSR) in August 2017. This data supplement shares progress made since that time and provides a brief overview of the work CP has done jointly with stakeholders to further define our sustainability priorities and practices. The scope of the information covered in this supplement relates to our operations across Canada and the U.S., since August 2017, unless noted otherwise.

The document includes updated information on a number of sustainability metrics previously reported. It is prepared in alignment with best practices for sustainability reporting to reflect the requirements outlined by the Global Reporting Initiative (GRI) standards. Information that has been validated by a third party is indicated as such in the report.

This supplement and more information on CP's sustainability practices and past performance, can be found online at: [www.cpr.ca/en/about-cp/corporate-sustainability](http://www.cpr.ca/en/about-cp/corporate-sustainability)



# SUSTAINABILITY AT CP

Sustainability at CP is rooted in a long-standing legacy of building for the future. Since 1881, we have helped connect people, build communities, and provide a vital transportation service to North Americans.

Today, more than ever, sustainable development is integral to our pursuit of long-term value creation and our commitment to being a responsible operator. We strive to be a leader in safe, secure and efficient railway operations by delivering reliable, high-quality service to our customers.

In achieving this vision, we play a positive role in strengthening North America's economic, social and environmental well-being, while creating value for our shareholders.

This work requires us to proactively address sustainability issues that are relevant and meaningful to our business, while taking responsibility for how our decisions as a leading transportation provider affect our customers, employees, shareholders and broader society.

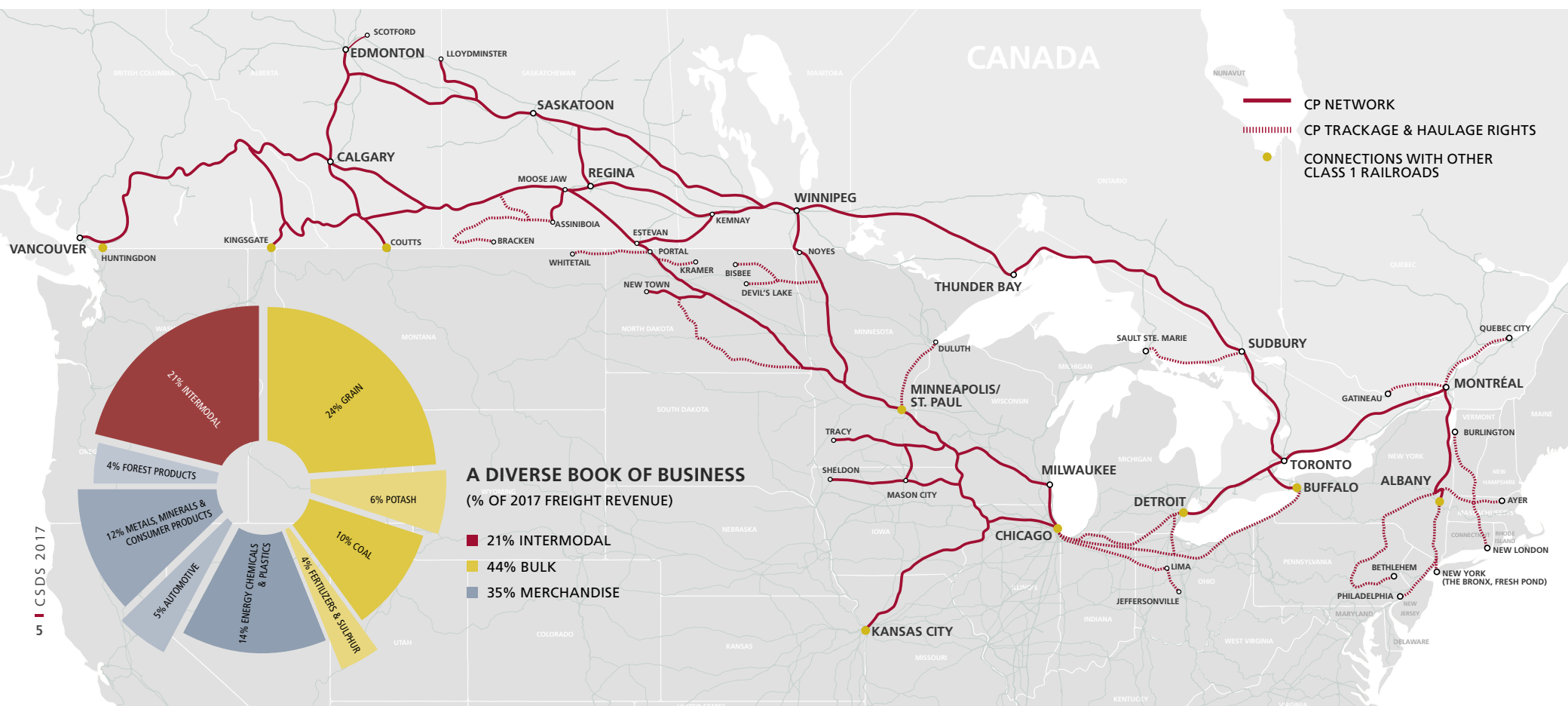
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This document demonstrates our commitment to transparent and responsible management of the social, environmental and economic impacts associated with operating our railway.

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# CP PROFILE

Headquartered in Calgary, Alberta, CP owns and operates a transcontinental freight railway in Canada and the United States, providing transportation services and supply chain solutions to a wide range of customers across all markets. Our rail network of approximately 12,500 miles provides a vital service to the economy by ensuring the efficient and reliable movement of bulk commodities, merchandise freight and intermodal freight. Working closely with other Class 1 railways, short lines, trucking and transload facilities, our services and reach extends beyond rail, connecting businesses, communities and fostering opportunities across North America and beyond.



# FORMALIZING SUSTAINABILITY PRACTICES

As part of our ongoing commitment to continuously improve sustainability reporting and related practices, CP initiated a comprehensive review of our existing processes, strategies, reporting and performance.

This work began in 2017 with the establishment of a Sustainability Steering Committee representing various departments and management levels within CP. Members meet quarterly to discuss sustainability planning, establish monitoring practices, evaluate performance and work towards building a focused sustainability strategy for CP.

The committee's progress is overseen by CP's internal Disclosure Policy Committee (DPC), comprised of the company's Executive Vice-President and Chief Financial Officer, Senior Vice-President and Chief Risk Officer and the Chief Legal Officer and Corporate Secretary.

This oversight structure ensures leadership visibility at all levels of the organization, improving knowledge sharing, accountability and overall support for the development and implementation of sustainability initiatives.

## ENGAGING OUR STAKEHOLDERS

CP values and respects the opinions and perspectives of all our stakeholders.

As a responsible operator, we are committed to collaboration, two-way dialogue and building mutually beneficial relationships.

A priority for CP this past year has been gathering internal and external stakeholder input regarding our operational activities, to help define future sustainability planning and further improve sustainability disclosure practices in 2019 and beyond.

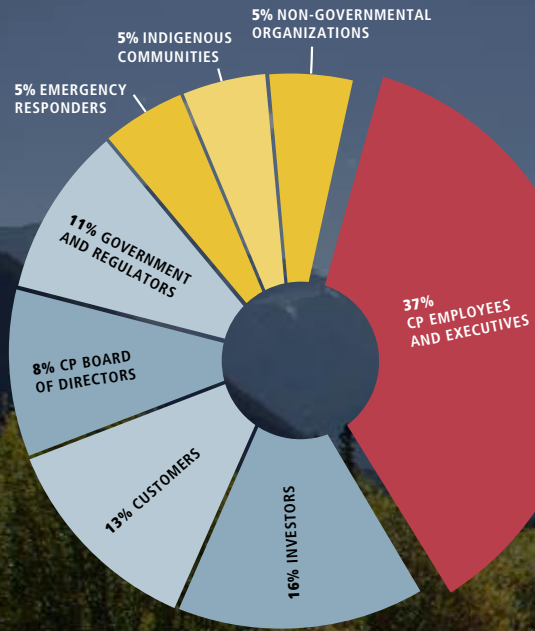
We achieved this through a series of interviews with a number of key stakeholder groups from across Canada and the United States.

The interviews were conducted by members of the Sustainability Steering Committee, together with a leading sustainability consultant and aimed to help us better understand what matters most to our stakeholders regarding CP's social, environmental and economic performance.





## KEY STAKEHOLDER GROUPS INTERVIEWED



CP will use the data gathered during the interviews to identify a shortlist of topics important to both the organization and our stakeholders to help further define future sustainability planning.





# ECONOMIC

## 2017 HIGHLIGHTS

833

AVERAGE DISTANCE  
SHIPPED IN MILES



12,242

People employed <sup>(1)</sup>

2.6M CARLOADS  
SHIPPED



\$ 4.4B

TOTAL SPENDING <sup>(2)</sup>  
IN BILLIONS

173M

Tons of  
goods shipped



(1) Total workforce as of December 31, 2017

(2) Capital investments and operating expenses excluding depreciation





# ENVIRONMENT

## 2017 HIGHLIGHTS



**\$60M**

Invested \$60 million to modernize 30 locomotives as part of a multi-year fleet renewal partnership with General Electric. Upgrades include advanced diesel engines, enhanced cooling systems, improved traction, and technological enhancements to fuel trip optimizer and distributed power systems. Beyond operational efficiency, each renewed locomotive is expected to reduce fuel consumption by greater than 2.7 percent. Work is underway to complete similar upgrades to an additional 140 locomotives in 2018 - 2019.

**748,000**

Approximately 748,000 scrap rail ties sent as alternative fuel source to power generation facilities for energy recovery.



We continue to improve the greenhouse gas emissions intensity of our locomotive fleet. **IN 2017 CP EXCEEDED THE TRANSPORT CANADA AND RAILWAY ASSOCIATION OF CANADA LOCOMOTIVE GHG EMISSIONS TARGET** for Class 1 railroads of 14.93 kg CO<sub>2e</sub> / 1,000 revenue tonne kilometres (RTK) **BY 10.8 PERCENT** (13.3 kg CO<sub>2e</sub>/1,000 RTK).



**0.98 US GALLONS PER 1,000 GTM**

CP maintained its 2016 fuel efficiency performance improvements throughout 2017. A CP freight train can move one ton of freight 1,020 miles on a single gallon of fuel.

# GREEN TRANSPORTATION RAIL AND THE LOW-CARBON ECONOMY

Transportation by rail is the most economical and environmentally responsible mode of moving freight long distances over land.

In recent years, CP has made significant enhancements to our network, practices and locomotive fleet, to dramatically improve the fuel efficiency (as reported in gross ton-miles per gallon) of our operations.

Implementation of precision scheduled railroading, investments in refurbished locomotives, integration of fuel use best practices, and upgraded infrastructure and technology, have helped CP improve fuel efficiency by approximately 15 percent since 2012.

These changes have resulted in one of the best fuel efficiency rates of any freight railway in North America, subsequently reducing our greenhouse gas (GHG) emissions by 16 percent in the same time frame.

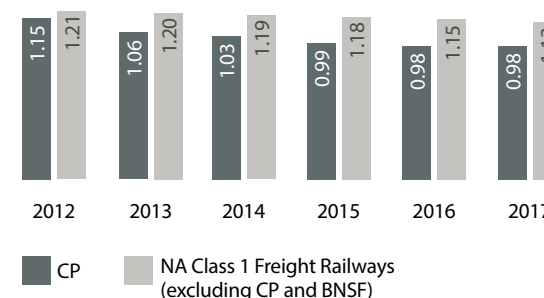
CP is a voluntary and active participant in the Memorandum of Understanding on Locomotive Emissions Monitoring in Canada and annually reports GHG emissions and progress on climate change initiatives to the Carbon Disclosure Project (CDP).



**15%**  
**IMPROVEMENT IN  
FUEL EFFICIENCY**  
SINCE 2012

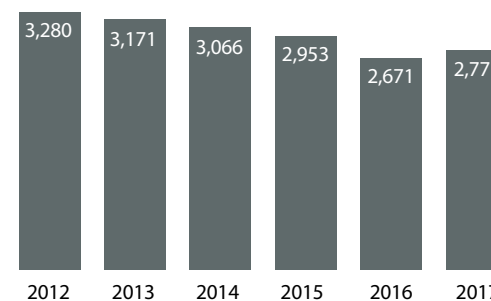
## Annual Average Locomotive Fuel Efficiency CP vs. North American Class 1 Freight Railways

(U.S. Gallon/1,000 GTMs)



## CP Locomotive GHG Emissions\*

(1,000 Tonnes CO<sub>2e</sub>)



\*As reported to the CDP





# SAFETY

## 2017 HIGHLIGHTS

 **12<sup>th</sup>**  
**CONSECUTIVE**  
**YEAR**

With the lowest Federal Railroad Administration (FRA) reportable train accident frequency. The 2017 rate of 0.99 accidents per million train miles is a 12 percent improvement over 2016.

  
**48**

Forty-eight CP operations staff received Incident Command System (ICS 300) training at the industry leading **SECURITY AND EMERGENCY RESPONSE TRAINING CENTER** (SERTC) in Pueblo, Colorado.



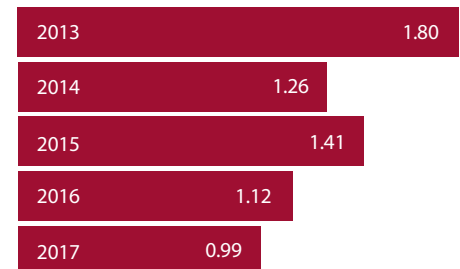
**8,000 EMPLOYEES**

Across our network were introduced to our CP Home Safe program.

**45%**  
**IMPROVEMENT**

In FRA train accident frequency per million train-miles between 2013-2017.

**FRA Train Accident Frequency**  
(Per million train-miles)





# SOCIAL

## 2017 HIGHLIGHTS



### \$1.5 MILLION

CP Holiday Train raised \$1.5 Million and collected **300,000 POUNDS OF FOOD** for foodbanks across the CP network.

### CP ABORIGINAL PILOT PROGRAM

Launched with the support of Unifor's Joint National Employment Equity and Human Rights Committee, the program is geared towards Indigenous candidates interested in CP's railcar mechanic positions. The initiative facilitates the acquisition of a General Equivalency Diploma (GED), for applicants who pass all other hiring requirements, by providing both academic incentives and financial assistance.



### \$50,000

Sponsorship in support of the 2017 World Indigenous Nations Games held on Treaty Six Territory in Alberta, Canada.



### 11

Work experiences hosted for new immigrants.

### 16



### NEW LABOUR AGREEMENTS 3 IN CANADA AND 13 IN THE U.S.

Successfully negotiated new labour agreements with bargaining units in both Canada and the U.S.

Continued positive outreach and relationship building with over **100 ORGANIZATIONS** across Canada and the U.S. that support diversity and inclusion within their pool of candidates.



# AWARDS AND ACCOMPLISHMENTS



FTSE4Good

LISTED MEMBER 2017



CLIMATE CHANGE  
PROGRESS AND ACTION  
LEADER SINCE 2009



MILITARY FRIENDLY  
EMPLOYER SILVER  
DESIGNATION  
(2017-2018)



TRANSCAER NATIONAL  
ACHIEVEMENT AWARD 2017



# DATA SUMMARY

CP Sustainability Metrics: 2017 Data Supplement

## Economic

Economic Value Generated	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Total Revenue	\$ Millions	6,133	6,620	6,712	6,232	<b>6,554</b>	201-1
Freight Revenue	\$ Millions	5,982	6,464	6,552	6,060	<b>6,375</b>	201-1

Economic Value Distributed	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Total Operating Expenses <sup>1</sup>	\$ Millions	4,795	4,418	4,094	3,821	<b>4,035</b>	201-1
Employee Wages & Benefits <sup>1</sup>	\$ Millions	1,467	1,489	1,441	1,356	<b>1,309</b>	201-1
Capital Expenditures	\$ Millions	1,236	1,449	1,522	1,182	<b>1,340</b>	201-1
Payments to Providers of Capital <sup>2</sup>	\$ Millions	456	2,541	3,306	1,932	<b>1,121</b>	201-1
Payments to Government <sup>3</sup>	\$ Millions	122	320	279	438	<b>546</b>	201-1
Total Community Investment by CP <sup>4</sup>	\$ Donated Canada	*	19,441,195	4,007,200	4,807,029	<b>4,604,679</b>	201-1
	\$ Donated US	*	475,878	453,606	442,768	<b>475,240</b>	201-1
Community and Employee Donations - CP Led	\$ Donated Canada	*	589,770	820,774	1,055,163	<b>1,493,153</b>	201-1
	\$ Donated US	*	295,141	304,099	224,297	<b>295,354</b>	201-1

Key Economic Indicators	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Gross Ton-Miles (GTM)	Millions GTM	267,629	272,862	263,344	242,694	<b>252,195</b>	N/A
Revenue Ton-Miles (RTM)	Millions RTM	144,249	149,849	145,257	135,952	<b>142,540</b>	N/A

## Environment

Energy and Fuel <sup>5</sup>	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Total Energy Consumption	1,000 MWH	12,398	11,916	11,541	10,402	<b>10,759</b>	302-1
Locomotive and Other Liquid Fuels	1,000 MWH	11,953	11,470	11,141	10,102	<b>10,446</b>	302-1
Natural Gas and Propane	1,000 MWH	175	173	168	117	<b>128</b>	302-1
Electricity	1,000 MWH	270	273	232	183	<b>185</b>	302-1
Total Volume Locomotive Fuel	Million US Gallons	285	275	264	238	<b>248</b>	302-1
	Million Litres	1,078	1,042	998	903	<b>939</b>	302-1
Locomotive Fuel Efficiency	USG/1,000 GTM	1.06	1.03	0.99	0.98	<b>0.98</b>	302-3

## Environment

Greenhouse Gas Emissions <sup>5</sup>	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Total GHG Emissions (Scope 1, 2, & 3)	1,000 Metric Tonnes CO <sub>2e</sub>	3,417	3,301	3,165	2,867	<b>2,947</b>	N/A
Direct (Scope 1) GHG emissions	1,000 Metric Tonnes CO <sub>2e</sub>	3,302	3,194	3,094	2,797	<b>2,883</b>	305-1
Locomotive	1,000 Metric Tonnes CO <sub>2e</sub>	3,171	3,066	2,953	2,671	<b>2,771</b>	305-1
Other Scope 1	1,000 Metric Tonnes CO <sub>2e</sub>	131	128	141	126	<b>112</b>	305-1
Energy Indirect (Scope 2) GHG Emissions	1,000 Metric Tonnes CO <sub>2e</sub>	93	87	52	53	<b>48</b>	305-2
Other Indirect (Scope 3) GHG Emissions	1,000 Metric Tonnes CO <sub>2e</sub>	21	20	20	17	<b>16</b>	305-3
GHG Emissions Intensity - Company	kg CO <sub>2e</sub> /1,000 RTM	23.7	22.0	21.8	21.1	<b>20.7</b>	305-4
GHG Emissions Intensity - Locomotive	kg CO <sub>2e</sub> /1,000 GTM	11.8	11.2	11.2	11.0	<b>11.0</b>	305-4
GHG Emissions Intensity - Revenue (Scope 1 and 2)	Tonnes CO <sub>2e</sub> /\$ Million Revenue	554	496	469	457	<b>447</b>	305-4
GHG Emissions Intensity - Employee (Scope 1 and 2)	kg CO <sub>2e</sub> /Employee	227	228	244	244	<b>239</b>	305-4

Waste Management and Diversion	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Contaminated Liquids	1,000 Liters	5,766	3,816	4,714	3,054	<b>2,723</b>	306-2
Contaminated Solids	Metric Tonnes	369	508	1,577	3,716	<b>9,054</b>	306-2
Rail Ties Sent to Co-generation Facility	Total Number of Ties	990,825	1,012,784	1,206,751	1,006,280	<b>747,774</b>	306-2
	Metric Tonnes	81,796	83,609	99,622	83,072	<b>61,732</b>	306-2

Resource Consumption	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Water Consumption - Municipal Sources	1,000 m <sup>3</sup>	1,830	1,366	1,468	535	<b>557</b>	303-1
Total Steel Products Purchased	Metric Tonnes	112,891	143,070	115,583	88,434	<b>71,251</b>	301-1
New Rail Purchases	Metric Tonnes	82,479	102,058	91,058	68,972	<b>47,289</b>	301-1
Other Track Materials	Metric Tonnes	30,412	41,012	24,525	19,462	<b>23,962</b>	301-1
Total Rail Ties Installed	1,000's Ties	926	1,040	1,009	1,008	<b>1,138</b>	301-1

Environmental Incidents and Protection	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Provision for Environmental Remediation Programs	\$	88	92	93	85	<b>78</b>	N/A
Annual Spend on Remediation	\$	9	8	18	12	<b>8</b>	N/A
Environmental Audits Completed	Total Number of Audits	7	4	7	4	<b>14</b>	N/A
Significant Spills	Total Number of Incidents	*	49	27	37	<b>21</b>	306-3

## People

Train, Employee and Community Safety	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
FRA Personal Injury Rate	Cases/200,000 Employee Hrs	1.71	1.67	1.84	1.67	<b>1.65</b>	403-2
Fatalities	Total Number	2	0	0	1	<b>2</b>	403-2
FRA Train Accident Rate	Accidents/Million Train Miles	1.80	1.26	1.41	1.12	<b>0.99</b>	403-2
Grade Crossing Accident Rate	Accidents/Million Train Miles	3.20	3.00	2.47	2.81	<b>2.60</b>	403-2
CP Police Calls Investigated	Total Number of Calls	3,555	3,095	3,604	4,034	<b>1,738</b>	N/A
CP Police Accident Calls Investigated	Total Number of Calls	*	*	*	*	<b>505</b>	N/A
CP Police Citations Issued	Total Number of Citations	6,938	4,753	4,412	5,142	<b>3,762</b>	N/A
CP Police Arrests	Total Number of Arrests	263	223	256	507	<b>343</b>	N/A
Community Connect	Number Public Interactions	9,904	11,989	11,698	12,204	<b>13,037</b>	102-43
Noise Complaints Received	Number of Public Calls	1,203	1,630	1,169	994	<b>1,012</b>	102-43

## Total Workforce

Workforce	Description/Units	2013	2014	2015	2016	2017	Applicable GRI Standard
Workforce (includes Employees and Contractors)	Total Number	14,977	14,385	12,899	11,698	<b>12,242</b>	102-7
Employees	Total Number	14,506	14,255	12,817	11,653	<b>12,163</b>	102-7
Canada	Total Number	*	10,701	9,769	8,970	<b>9,424</b>	102-7
US	Total Number	*	3,554	3,048	2,683	<b>2,739</b>	102-7
Male	Total Number	*	12,952	11,601	10,561	<b>11,007</b>	102-7
Female	Total Number	*	1,303	1,216	1,092	<b>1,156</b>	102-7
Contractors	Total Number	471	130	82	45	<b>79</b>	102-7
Canada	Total Number	*	119	77	41	<b>73</b>	102-7
US	Total Number	*	11	5	4	<b>6</b>	102-7
Training - Union Staff	Average Annual Hours/ Employee	*	31	33	28	<b>40</b>	404-1
Training - Non-union Staff	Average Annual Hours/ Employee	*	43	32	30	<b>49</b>	404-1
Representation by Health & Safety Committee	% Employees	100	100	100	100	<b>100</b>	403-1



## Total Workforce

Diversity	Description/Units	2013	2014	2015	2016	2017	
Females <sup>6</sup>	% Of Total Employees	10.5	9.1	9.5	9.4	<b>9.5</b>	405-1
Age Group							
% Under 30 Years Old	% Of Total Employees	*	16	14	14	<b>16</b>	405-1
% 30-50 Years Old	% Of Total Employees	*	49	51	52	<b>53</b>	405-1
% Over 50 Years Old	% Of Total Employees	*	36	35	34	<b>31</b>	405-1
Persons with Disabilities	% Of Total Employees	*	3	3	3	<b>3</b>	405-1
Visible Minorities	% Of Total Employees	*	8	8	9	<b>10</b>	405-1
Aboriginal	% Of Total Employees	*	4	3	3	<b>3</b>	405-1
Governance Bodies	Total Number of Directors on Board	14	12	9	10	<b>9</b>	405-1
% Female	% Of Total Board	29	33	22	40	<b>44</b>	405-1
% Over 50 Years Old	% Of Total Board	86	83	78	80	<b>78</b>	405-1

New Employee Hires <sup>7</sup>	Description/Units	2013	2014	2015	2016	2017	
Total Number Of Applications	Total Number	*	46,957	40,416	43,800	<b>62,484</b>	401-1
Total New Employee Hires	Total Number	*	1,674	1,233	674	<b>1,657</b>	401-1
New Employee Hire Rate	% Of Total Employees	*	11.6	9.6	5.8	<b>13.5</b>	401-1
Age Group							
New Employee Hires Under 30 Years Old	Total Number	*	796	561	284	<b>786</b>	401-1
% New Employee Hires Under 30 Years Old	% Of Total Employee Hires	*	47.6	45.5	42.1	<b>47.4</b>	401-1
New Employee Hires 30-50 Years Old	Total Number	*	765	589	339	<b>745</b>	401-1
% New Employee Hires 30-50 Years Old	% Of Total Employee Hires	*	45.7	47.8	50.3	<b>45.0</b>	401-1
New Employee Hires Over 50 Years Old	Total Number	*	113	83	51	<b>126</b>	401-1
% New Employee Hires Over 50 Years Old	% Of Total Employee Hires	*	6.7	6.7	7.6	<b>7.6</b>	401-1
Gender							
Female	Total Number	*	152	125	93	<b>187</b>	401-1
Females as a % of New Hires	% Of Total Employee Hires	*	9.1	10.1	13.8	<b>11.3</b>	401-1
Male	Total Number	*	1,522	1,108	581	<b>1,470</b>	401-1
Males as a % of New Hires	% Of Total Employee Hires	*	90.9	89.9	86.2	<b>88.7</b>	401-1
Region							
Canada	Total Number	*	1,096	871	554	<b>1,340</b>	401-1
% Of New Hires in Canada	% Of Total Employee Hires	*	65.5	70.6	82.2	<b>80.9</b>	401-1
US	Total Number	*	578	362	120	<b>317</b>	401-1
% Of New Hires in US	% Of Total Employee Hires	*	34.5	29.4	17.8	<b>19.1</b>	401-1

## Total Workforce

Employee Turnover <sup>7</sup>	Description/Units	2013	2014	2015	2016	2017	
Total Employer Turnover	Total Number	*	2,638	2,537	2,146	<b>1,729</b>	401-1
Total Employee Turnover Rate	% Total Employees	*	18.5	19.8	18.4	<b>14.2</b>	401-1
Age Group							
Employee Turnover Under 30 Years Old	Total Number	*	529	417	272	<b>251</b>	401-1
% Employee Turnover Under 30 Years Old	% Of Total Employee Turnover	*	20.1	16.4	12.7	<b>14.5</b>	401-1
Employee Turnover 30-50 Years Old	Total Number	*	941	883	796	<b>663</b>	401-1
% Employee Turnover 30-50 Years Old	% Of Total Employee Turnover	*	35.7	34.8	37.1	<b>38.4</b>	401-1
Employee Turnover Over 50 Years Old	Total Number	*	1,168	1,237	1,078	<b>815</b>	401-1
% Employee Turnover Over 50 Years Old	% Of Total Employee Turnover	*	44.3	48.8	50.2	<b>47.1</b>	401-1
Gender							
Female	Total Number	*	267	228	193	<b>157</b>	401-1
Females as a % of Total Employee Turnover	% Of Total Employee Turnover	*	10.1	9.0	9.0	<b>9.1</b>	401-1
Male	Total Number	*	2,371	2,309	1,953	<b>1,572</b>	401-1
Males as a % of Total Employee Turnover	% Of Total Employee Turnover	*	89.9	91.0	91.0	<b>90.9</b>	401-1
Region							
Canada	Total Number	*	1,829	1,869	1,629	<b>1,339</b>	401-1
% Of Employee Turnover In Canada	% Of Total Employee Turnover	*	69.3	73.7	75.9	<b>77.4</b>	401-1
US	Total Number	*	809	668	517	<b>390</b>	401-1
% Of Employee Turnover In US	% Of Total Employee Turnover	*	30.7	26.3	24.1	<b>22.6</b>	401-1

### General Comments:

Certain figures in this data supplement have been restated from previous sustainability reports to reflect new information or changes to tracking systems and/or reporting practices. All currency related values are reported in Canadian dollars, except for community investment numbers and initiatives, which are reported in Canadian and U.S. dollars.

### Specific Notes:

\* Data collection practices not yet in place to facilitate sustainability reporting.

<sup>1</sup> Comparative figures were restated to reflect the adoption of the new accounting standard for presentation of net periodic benefit recovery. For a full description and reconciliation of the restatement see Exhibit 99.1 of the Form 8-K dated February 16, 2018 on [www.investor.cpr.ca](http://www.investor.cpr.ca).

<sup>2</sup> Payment to providers of capital include dividends paid to shareholders, interest paid to shareholders, interest paid to debtholders, and payments for share repurchases less issuance of shares.

<sup>3</sup> Payments to government includes income tax paid and property tax.

<sup>4</sup> Total community investment by CP, Canada and U.S. totals, include both monetary and in-kind donations.

<sup>5</sup> Data presented in this section has been verified to a reasonable level of assurance by a certified 3rd party auditor as part of CP's CDP submission process. For additional data related to greenhouse gas emissions, energy consumption and fuel use please refer to CP's Carbon Disclosure Project reports on <http://www.cpr.ca/en/about-cp/corporate-sustainability>.

<sup>6</sup> 2013 data only includes percent of female employees as portion of total Canadian employees. Gender based employment statistics are not readily available for CP's US operations until 2014.

<sup>7</sup> Percent values presented in this section are calculated as a ratio of total employees only. Values do not include contract workers.

# GLOBAL REPORTING INITIATIVE (GRI)

## GRI Disclosures

GRI Disclosures		Location, Page, URL
<b>GRI 101: Foundation 2016</b>		
This section of the GRI does not include any disclosures		
<b>GRI 102: General Disclosures 2016</b>		
<b>Organizational Profile</b>		
102-1	Name of the organization	Canadian Pacific Railway Limited
102-2	Activities, bands, products and services	<a href="#">CSR 2016</a> p. 8
102-3	Location of headquarters	Calgary, Alberta, Canada
102-4	Location of operations	<a href="#">CSR 2016</a> p. 8 ; <a href="#">2017 Investor Fact Book</a> , CP at a glance p. 4-5, Network Overview p. 74-79
102-5	Ownership and legal form	CP is a publicly traded company on the Toronto and New York stock exchange under the symbol "CP"
102-6	Markets served	<a href="#">CSR 2016</a> p. 8, 9 ; <a href="#">2017 Investor Fact Book</a> , Business Mix p. 8-9
102-7	Scale of organization	<a href="#">CSR 2016</a> p. 8, 15, 62
102-8	Information on employees and other workers	<a href="#">CS Data Supplement 2017</a> , Data Summary, Total Workforce section
102-9	Supply chain	<a href="#">CSR 2016</a> p. 18
102-10	Significant changes to the organization and supply chain	There were no significant changes regarding size, structure, ownership or supply chain in 2015 or 2016.
102-11	Precautionary Principle or approach	<a href="#">2018 Management Information Circular</a> , Regular Risk Review, p. 34
102-12	External initiatives	<a href="#">CSR 2016</a> p. 20, 28, 29, 32, 37, 42, 49, 54, 56, 57, 58-61
102-13	Memberships and associations	<a href="#">CS Data Supplement 2017</a> , Awards and Recognition, p.13 In addition, CP's memberships include the Responsible Care Program, Chemical Industry Association of Canada, the Railway Association of Canada, Canadian Chamber of Commerce, Association of American Railroads, Operation Lifesaver in Canada and the U.S., and Transportation Community Awareness and Emergency Response (TransCAER).
<b>Strategy</b>		
102-14	Statement from senior decision-maker	<a href="#">CSR 2016</a> p. 5
102-15	Key impacts, risks and opportunities	<a href="#">CSR 2016</a> p. 5
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	<a href="#">2017 Investor Fact Book</a> , Our success is built on our Five Foundations p. 5; <a href="#">About CP</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">CSR 2016</a> p. 63 ; <a href="#">CP Code of Conduct</a>
<b>Governance</b>		
102-18	Governance Structure	<a href="#">CSR 2016</a> p.62; <a href="#">About CP</a>
102-19	Delegating Authority	CP's Board of Directors is responsible for oversight of EES impacts. Authority for EES topics is delegated to management through the CEO and CP executive leadership.
102-20	Executive-level responsibility for economic, environmental and social topics	Responsibility for EES rests with the Chief Risk Officer, in addition to the CEO and CP executive leaders in operations, finance, legal and human resources.
102-21	Consulting stakeholders on economic, environmental and social topics	<a href="#">CSR 2016</a> p. 10, 20, 37, 42, 54, 63
102-22	Composition of the highest governance body and its committees	<a href="#">2018 Management Information Circular</a> , Governance at CP p. 73
102-23	Chair of the highest governance body	<a href="#">CSR 2016</a> p. 62; <a href="#">2018 Management Information Circular</a> , Governance at CP p. 73

GRI Disclosures		Location, Page, URL
<b>Governance (continued)</b>		
102-24	Nominating and selecting the highest governance body	<a href="#">CSR 2016</a> p. 62; <a href="#">2018 Management Information Circular</a> , Governance at CP p. 74
102-25	Conflicts of interest	<a href="#">CP Code of Conduct</a> , Code of Business Ethics.
102-26	Role of the highest governance body in setting purpose, values and strategy	<a href="#">2018 Management Information Circular</a> , Governance at CP p. 73
102-27	Collective knowledge of highest governance body	<a href="#">2018 Management Information Circular</a> , Governance at CP p. 73
102-28	Evaluating the highest governance body's performance	<a href="#">2018 Management Information Circular</a> , Compensation Discussion and analysis p. 28
102-30	Effectiveness and risk of management process	<a href="#">2018 Management Information Circular</a> , Regular Risk Review, p. 34
102-32	Highest governance body's role in sustainability reporting	CP's board receives an annual update on reporting trends and sustainability trends. All members of the Board of Directors are provided with a copy of the report and the opportunity to provide guidance as seen fit.
102-33	Communicating critical concerns	<a href="#">CSR 2016</a> p. 63
102-35	Remuneration policies	<a href="#">2018 Management Information Circular</a> , Compensation Discussion and analysis p. 28
102-36	Process for determining remuneration	<a href="#">2018 Management Information Circular</a> , Compensation Discussion and analysis p. 28
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	The materiality assessment published in this report was conducted by the Railway Association of Canada (RAC) in 2015. CP used the assessment in this report due to our extensive research, outreach and involvement in the process. The detailed assessment and all stakeholder data is available through RAC.
102-41	Collective bargaining agreements	<a href="#">2017 Investor Fact Book</a> , Labour Relations p. 118
102-42	Identifying and selecting stakeholders	The materiality assessment published in this report was conducted by the Railway Association of Canada (RAC) in 2015. CP used the assessment in this report due to our extensive research, outreach and involvement in the process. The detailed assessment and all stakeholder data is available through RAC.
102-43	Approach to stakeholder engagement	The materiality assessment published in this report was conducted by the Railway Association of Canada (RAC) in 2015. CP used the assessment in this report due to our extensive research, outreach and involvement in the process. The detailed assessment and all stakeholder data is available through RAC.
102-44	Key topics and concerns raised	The materiality assessment published in this report was conducted by the Railway Association of Canada (RAC) in 2015. CP used the assessment in this report due to our extensive research, outreach and involvement in the process. The detailed assessment and all stakeholder data is available through RAC.
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">2017 Annual Report</a> , Form 10-K, Item 15. Exhibits, Financial Statements Schedule, Exhibit 21.1 Description p. 149. See additional footnotes on p. 150.
102-46	Defining report content and topic Boundaries	The content in this report covers CP and its subsidiaries.
102-47	List of material topics	<a href="#">CSR 2016</a> p. 10
102-48	Restatements of information	No significant changes since the last report in 2016. <a href="#">CS Data Supplement 2017</a> , General Comments and Specific Notes, p. 18.
102-49	Changes in reporting	None
102-50	Reporting period	Information in this report covers 2017 through October 2018, with a focus on activities during fiscal year 2017 (01/01/17 to 31/12/17).
102-51	Date of most recent report	2016
102-52	Reporting cycle	Yearly
102-53	Contact point for questions regarding report	<a href="#">CSR 2016</a> p. 76
102-54	Claims of reporting in accordance with the GRI standards	<a href="#">CSR 2016</a> p. 3
102-55	GRI content index	<a href="#">CSR 2016</a> p. 68; <a href="#">CS Data Supplement 2017</a> , Global Reporting Initiative, p.19
102-56	External assurance	Greenhouse gas emissions data reported in this data supplement and to the Carbon Disclosure Project (CDP) in 2018 has been verified to a reasonable level of assurance by a third-party certified audit firm.



GRI Disclosures		Location, Page, URL
<b>GRI 200: Economic Standard Series 2016</b>		
<b>Economic Performance</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 14, 15, 55-61
201-1	Direct economic value generated and distributed	<a href="#">CS Data Supplement 2017</a> , Data Summary, Economic Value Generated, Economic Value Distributed sections
201-2	Financial implications and other risks and opportunities due to climate change	2018 CDP Climate Change Questionnaire (section C2. Risks and Opportunities)
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">CSR 2016</a> p. 47; <a href="#">2017 Annual Report</a> , Form 10-K, Pensions and other benefits p. 117
201-4	Financial assistance received from government	CP does not receive financial assistance from the government
<b>GRI 300: Environmental Series 2016</b>		
<b>Materials</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 32
301-1	Materials used by weight or volume	<a href="#">CSR 2016</a> p. 34; <a href="#">CS Data Supplement 2017</a> , Data Summary, Resource Consumption section
<b>Energy</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 40, 42, 44, 45
302-1	Energy consumption within the organization	<a href="#">CS Data Supplement 2017</a> , Data Summary, Energy and Fuel section 2018 CDP Climate Change Questionnaire (section C8. Energy)
302-3	Energy intensity	<a href="#">CS Data Supplement 2017</a> , Data Summary, Energy and Fuel section 2018 CDP Climate Change Questionnaire (section C4. Targets and Performance)
<b>Water and Effluents</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 32, 34, 35
303-1	Interactions with water as a shared resource	<a href="#">CSR 2016</a> p. 32, 34, 35; <a href="#">CS Data Supplement 2017</a> , Data Summary, Resource Consumption section
<b>Biodiversity</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 32, 33
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">CSR 2016</a> p. 33, 34
304-3	Habitats protected or restored	<a href="#">CSR 2016</a> p. 34
<b>Emissions</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 42, 44; 2018 CDP Climate Change Questionnaire (section C1. Governance)
305-1	Direct (Scope 1) GHG emissions	<a href="#">CS Data Supplement 2017</a> , Data Summary, Greenhouse Gas Emissions section, 2018 CDP Climate Change Questionnaire (section C6. Emissions Data)
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">CS Data Supplement 2017</a> , Data Summary, Greenhouse Gas Emissions section, 2018 CDP Climate Change Questionnaire (section C6. Emissions Data)
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">CS Data Supplement 2017</a> , Data Summary, Greenhouse Gas Emissions section, 2018 CDP Climate Change Questionnaire (section C6. Emissions Data)
305-4	GHG emissions intensity	<a href="#">CS Data Supplement 2017</a> , Data Summary, Greenhouse Gas Emissions section, 2018 CDP Climate Change Questionnaire (section C6. Emissions Data)
<b>Effluents and Waste</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 32, 34
306-2	Waste by type and disposal method	<a href="#">CS Data Supplement 2017</a> , Data Summary, Waste management and Diversion section
306-3	Significant spills	<a href="#">CSR 2016</a> p. 38 ; <a href="#">CS Data Supplement 2017</a> , Data Summary, Environmental Incidents and Protection section

GRI Disclosures		Location, Page, URL
<b>GRI 400: Social Standard Series 2016</b>		
<b>Employment</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 47
401-1	New employee hires and employee turnover	<a href="#">CS Data Supplement 2017</a> , Data Summary, Total Workforce section
Occupational Health and Safety		
103	Management Approach	<a href="#">CSR 2016</a> p. 22, 26, 30
403-1	Occupational health and safety management system	<a href="#">CSR 2016</a> p. 22; <a href="#">CS Data Supplement 2017</a> , Data Summary, Total Workforce section
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">CSR 2016</a> p. 24, 25, 29; <a href="#">CS Data Supplement 2017</a> , Data Summary, Train, Employee and Community Safety section
403-3	Occupational health services	<a href="#">CSR 2016</a> p. 24, 25
403-5	Worker training on occupational health and safety	<a href="#">CSR 2016</a> p. 24, 25
<b>Training and Education</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 49 , 51
401-1	Average hours of training per year per employee	<a href="#">CS Data Supplement 2017</a> , Data Summary, Total Workforce section
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">CSR 2016</a> p. 49 , 51
<b>Diversity and Equal Opportunity</b>		
103	Management Approach	<a href="#">CSR 2016</a> p. 48
405-1	Diversity of governance bodies and employees	<a href="#">CS Data Supplement 2017</a> , Data Summary, Total Workforce section

# CONTACT US

We welcome your feedback.  
For any questions or comments in  
regards to this report, please contact:

## **CP PUBLIC AFFAIRS & COMMUNICATIONS**

Email: [cpr\\_communications@cpr.ca](mailto:cpr_communications@cpr.ca)

## **INVESTOR RELATIONS**

Email: [investor@cpr.ca](mailto:investor@cpr.ca)

## **CANADIAN HEAD OFFICE**

Canadian Pacific  
7550 Ogden Dale Road S.E.  
Calgary, AB, Canada T2C 4X9  
1-888-333-6370

## **COMMUNITY CONNECT**

Have a question or concern?  
Want to know what it's like living near the railway?  
Call our 24/7 toll-free bilingual line: 1-800-766-7912

## **CP EMERGENCY LINE**

Trouble near the tracks?  
Call our 24/7 Police Communications  
Centre line: 1-800-716-9132

## **CONNECT WITH US**

-  [Facebook.com/Canadian.Pacific](https://www.facebook.com/Canadian.Pacific)
-  [Twitter.com/CanadianPacific](https://twitter.com/CanadianPacific)
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-  [Linkedin.com/company/Canadian-Pacific-Railway](https://www.linkedin.com/company/Canadian-Pacific-Railway)

