MNP

Communities Forward

Annual Report

For the MNP Fiscal Year 2021

View Report

Annual Report

MNP

Communities Forward

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CEO MESSAGE

Keeping Forward Momentum

Community is embedded in our core values and a critical element of who we are at MNP. Our firm has a proud six-decade history of sharing our success and investing in our team members, clients, and communities across Canada. It is a responsibility we take seriously, and one we're proud to honour.

MNP Communities Forward

Jason Tuffs, CPA, CA
CHIEF EXECUTIVE OFFICER

Our cross-Canada presence has grown significantly in recent years and now includes more than 7,100 people in over 100 communities from coast to coast. Each community offers countless opportunities to reach out and make a difference and introduces new causes and local needs that we can work together to meet.

Since our start in 1958, MNP has been quietly active in investing our time and resources to build stronger communities wherever our journey has taken us. Today, we are taking some of this activity into the spotlight for the first time by proudly sharing with you our Communities Forward Annual Report. This new report begins to tell the story of our firm's approach to social responsibility, diversity, and environmental stewardship by highlighting some of our initiatives from the previous fiscal year.

This storytelling approach is in line with our firm's heritage and values. We believe that every one of our MNP communities contributes to our overall success as a firm and we share that importance in this report. It features an MNP office map with an interactive pin dot representing one unique and community-building story from every one of our MNP locations from the past fiscal year. These pins and stories tell the collective impact of all our efforts — from volunteering to help seniors complete their taxes to helping to keep an air ambulance in the sky — and speaks to the importance we place on advancing all of our MNP communities.

A number of these initiatives demonstrate our firm's deep commitment to supporting youth entrepreneurship in our communities. Our scholarships, support of training and education programs, and mentorship initiatives help to shape, influence, and support the growth of the next generation of Canadian entrepreneurs. By promoting and encouraging future business leaders, we intend to strengthen both the business and social fabric of our communities.

MNP has recently formalized our support for team members volunteering to participate in local causes and events that are important to the region. As I review the stories shared here, I am so proud of the role that our MNP team members have played in building our communities through generously giving their time and talents.

We also know that community building is about more than just our giving efforts. It's also about protecting and sustaining our communities by minimizing our environmental footprint. Communities Forward reporting includes the steps we take to invest in green buildings, source locally, and simply consume less.

We understand that the definition of a community is not limited to geography. Advancing community means acknowledging and embracing our differences, developing our strengths together, and allow our team members and clients to feel understood, accepted and represented. And it's why Communities Forward includes discussions of our diversity, equity and inclusion efforts.

The fact that all of these initiatives and efforts took place during a global pandemic says a lot about the resourcefulness and resilience of our MNP team. We have been fortunate to be able to largely work remotely over the past year, and we're grateful that our business has been able to continue serving our clients and support our team. However, we're also conscious that many other organizations and individuals have not been as fortunate. This year, perhaps more than any other has reinforced the importance of giving to those in need, valuing the diversity of our team, and reducing our environmental impact.

As we celebrate our achievements, we're excited to look ahead to how we can keep the momentum of Communities Forward.

Sincerely,

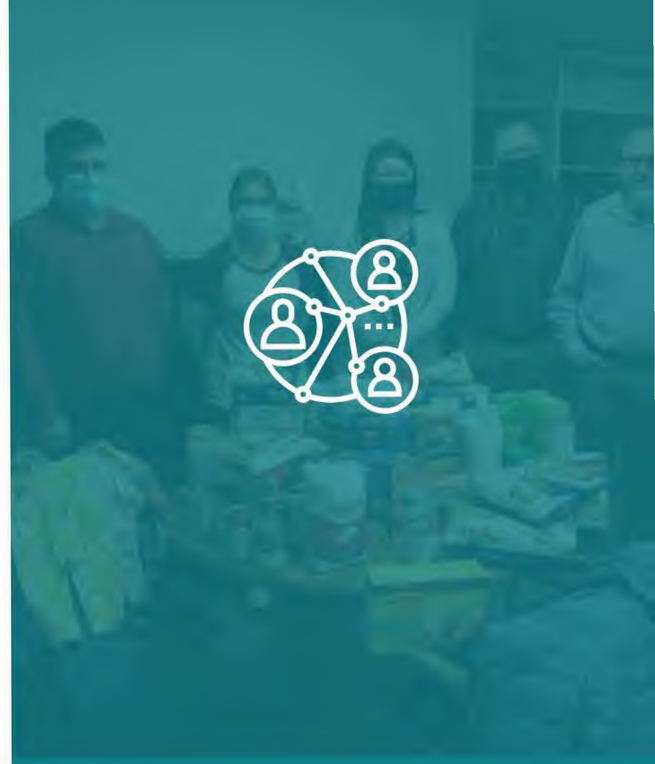
Jason Tuffs CPA, CA
Chief Executive Officer

By the Numbers

Measuring our commitment to Communities Forward in fiscal 2021

4000+

Number of community activities in which MNP made donations of in-kind services or money in fiscal 2021



Donations

Value of financial donations and in-kind services by MNP and MNP Partners in fiscal 2021

$18495000

Giving back

76500 Hrs

MNP Partner volunteer hours invested in their communities in fiscal 2021

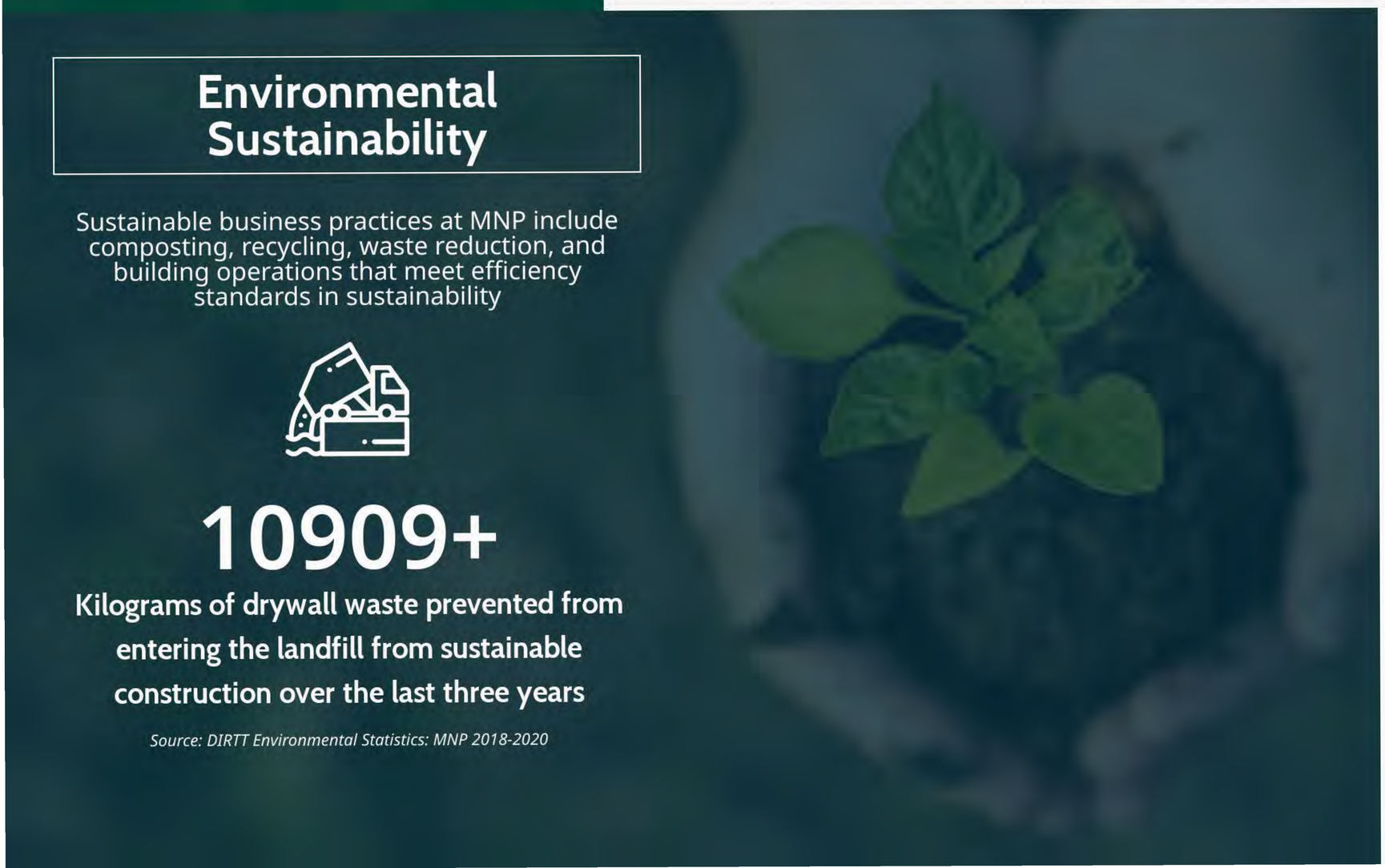
Environmental Sustainability

Sustainable business practices at MNP include composting, recycling, waste reduction, and building operations that meet efficiency standards in sustainability

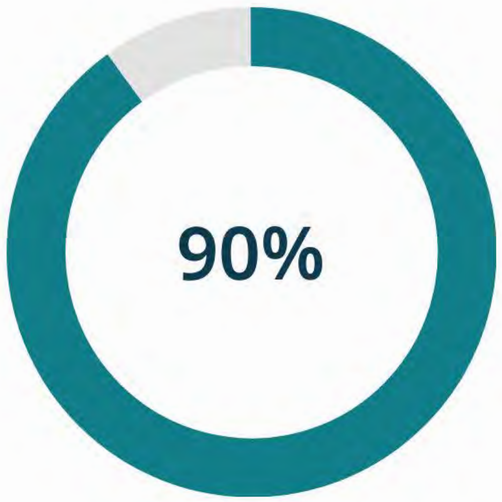
10909+

Kilograms of drywall waste prevented from entering the landfill from sustainable construction over the last three years

Source: DIRTT Environmental Statistics: MNP 2018-2020



Diversity, Equity & Inclusion



MNP team members who indicate they feel they are treated equally regardless of sexual orientation, visible and/or non-visible disabilities, and race/ethnicity

Source: 2020 Kincentric Best Employers Survey

FRAMEWORK

Communities Forward Vision

MNP has a proud six-decade history of investing in all our communities, whether they are defined by people, places or causes. We contribute to vibrant, thriving, and sustainable communities everywhere we operate.

Communities Forward is our approach to social responsibility, sustainability, diversity, equity and inclusion. Through Communities Forward we have established a set of principles and pillars for building strong communities for the future. These tenets, outlined below, guide us in building on our existing local traditions, developing and executing on firmwide initiatives, and ensuring all our efforts are as cohesive and outcome-oriented as possible.

MNP Communities Forward

Social Responsibility Pillars

Community involvement

Focused charitable giving

Team engagement

Learn more

Environmental Sustainability Pillars

Buildings

Responsible sourcing

Operations

Learn more

Diversity, Equity & Inclusion

Our journey

Our values

Our culture

Learn more

VISION FRAMEWORK

Social Responsibility

As a firm, we take great pride in our continued efforts to invest in our national and local communities. We have long prioritized contributing to causes that improve lives and enrich the places we call home. This pay-it-forward mentality is in our DNA and intrinsic to our continued success.

Communities Forward initiatives demonstrate MNP's commitment to causes that matter collectively to our firm and individually to each and every team member. By focusing firm-giving on the three foundational pillars described below, the program provides more clarity and ensure every investment is as comprehensive, cohesive, and outcome-oriented as possible.

Community investment

Local community investment initiatives are a success story as old as MNP. Communities Forward will improve regional leaders' ability to plan, identify, and act on local giving opportunities.

We will offer better resources, support, and structure to better enable our local offices to make a difference for the organizations that matter most to the communities where our team members live, work, and play.

Focused charitable giving

Entrepreneurship is a core value that has been instrumental to MNP's continued success.

Our national giving efforts will help to shape, influence, and support the growth of the next generation of Canadian entrepreneurs by supporting education and mentorship initiatives for tomorrow's business disruptors and innovators.

By targeting young business leaders aged 16-30, we aim to provide a platform through which to change the lives of young entrepreneurs and their communities.

Team engagement

MNP Communities Forward continues our long tradition of team members giving back to the charities and organizations within their communities.

We understand that our team members all have causes that are dear to them, often for deeply personal reasons.

We also know that honouring those causes is instrumental to living a balanced lifestyle.

We encourage and support these efforts with time-off, flexible work schedules, and team events that are important to the region.

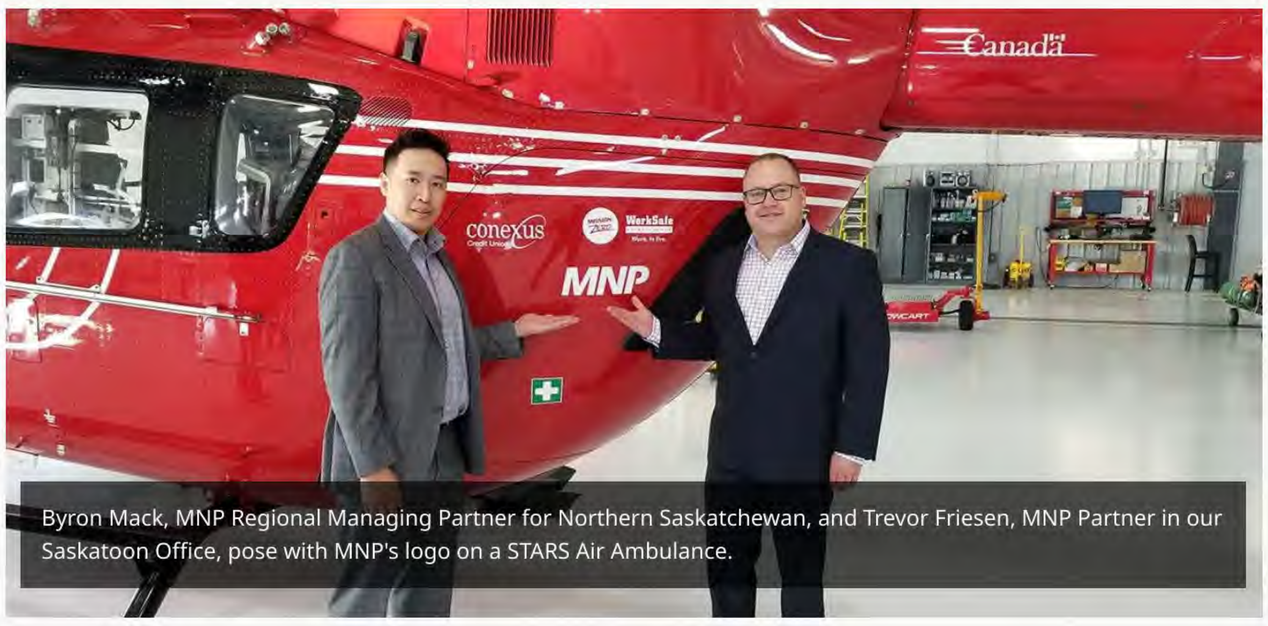
Building a platform for long-term success

Over the last fiscal year, MNP and our Partners have assisted more than 4,000 community organizations with in-kind or direct financial donations — collectively donating an estimated $18,500,000 and 76,500 hours. Given the unique and restrictive nature of the COVID-19 pandemic throughout 2020 and 2021, we are immensely proud that our team has still found ways to reach out and invest in their communities.

We look forward to future opportunities to collaborate on charitable projects and reach out to the local community. We are confident our ability to host fundraising events, attend group volunteering opportunities, and identify worthwhile causes will only increase in the years ahead — and support the long-term growth and impact of Communities Forward.

SPOTLIGHT

Improving health and resilience through generosity



Byron Mack, MNP Regional Managing Partner for Northern Saskatchewan, and Trevor Friesen, MNP Partner in our Saskatoon Office, pose with MNP's logo on a STARS Air Ambulance.

MNP's Saskatchewan partner group has developed a reputation in recent years for combining their charitable resources for maximum impact.

Over the previous five years, MNP Saskatchewan Partner's giving activities had collectively contributed to 28 charitable and community initiatives around Saskatchewan totalling over $900,000.

It shouldn't be too surprising that this group came to the fore again in fiscal 2021 with a herculean charitable effort that rallied the entire firm behind them. As part of the more than one million dollars in donations made by the Saskatchewan partners across the province in the last year was a $500,000 commitment to a very special and unique project to raise funds for STARS Air Ambulance.

Pegasus takes flight

STARS Air Ambulance is a non-profit medical evacuation service that airlifts critically ill patients in predominantly rural and remote locations to hospital. Most STARS patients could or would not survive the time it would take a conventional ambulance to respond and transport to an appropriate medical centre.

However, despite its obvious importance, STARS ability to conduct these vital and lifesaving missions is never guaranteed. The costs of specially outfitted helicopters, fuel, maintenance, medical supplies, and trained personnel add up quickly and total many millions of dollars every year.

With less than 40 percent of operating expenses covered by various levels of government, STARS counts on private donors and initiatives like the Pegasus Project to stay in the air.

The Pegasus Project is the brainchild of several Saskatchewan-based car builders and enthusiasts who saw a unique opportunity to raise much-needed funds and awareness for STARS air ambulance. Their mission? To build a custom, one of a kind 1968 Ford Mustang and auction it at the world-famous Barrett-Jackson auction in Scottsdale, Arizona.

Not surprisingly, the fundraising drive quickly caught the attention of several local MNP partners.

"There are a few things we typically look for in deciding where to donate every year," says Regan Exner, MNP's Regional Managing Partner for South Saskatchewan. "First is the scope of our potential impact. Next is the degree of need. And third is our ability to inspire other people to give as well. The Pegasus Project was an obvious winner on all counts."

Collectively, our Saskatchewan partners donated a grand total of $500,000 to the initiative.

"This group continually steps up for their community year after year," says MNP CEO Jason Tuffs. "But they're as humble as they are generous. If it weren't for Communities Forward and other people celebrating their efforts, nobody in the firm would ever hear about it."

In most years that would likely be true. But half a million dollars is difficult to slip under the radar, especially when the recipient organization has a Hollywood star — and local son — as it's brand ambassador.

Kim Coates, who was born in Saskatchewan and starred in FX's Sons of Anarchy and Netflix's Bad Blood, graciously reached out to deliver a very heartfelt thank you and reinforce the impact of MNP's donation.

Actor Kim Coates shares a video thanking MNP on behalf of STARS.

"MNP, you hit it out of the park with your donation," said actor Kim Coates. **"It's contributions like you and your team will make to Stars Air Ambulance that will make this thing soar."**

SPOTLIGHT

National in scope, local in focus

Support Local gift boxes share local business's products with other local businesses to encourage opportunities to work together.

How a number of regional support local campaigns benefitted small business owners across Canada

The COVID-19 pandemic has been difficult for everyone, but few more than local business owners. Three waves of provincial restrictions, shifting consumer habits, and a booming online retail sector have made running a small business almost untenable in many areas of the country.

At MNP, we've seen firsthand the fear and uncertainty small business owners have been going through. We were proud to connect many of our clients with government subsidies, loans, and rent relief programs throughout the first wave beginning in March 2020 — but many of our team members quietly wondered if we could do more to help.

"We can offer a lot in terms of helping our clients optimize their balance sheet and run a more efficient business," says Trevor Winkler, MNP's Regional Managing Partner for Calgary. "But we also have a large platform to advocate for local entrepreneurs and get people through their doors. It was an easy decision to use it."

In September 2020, MNP's Calgary office began purchasing billboard, print, and radio ads, and published an article discussing five community-wide benefits of supporting local businesses. Local partners hoped reminding consumers of the role small businesses play in creating healthy and vibrant communities would motivate people to keep their money local and invest in their neighbours.

The campaign quickly caught the attention of many of our local offices, with regional leaders across Canada sharing the blog post and placing ads of their own.

As the initiative built momentum, our teams shifted their focus from advertising and advocacy to directly investing in local businesses themselves. Adopting something of a matchmaker role, many local offices began sending quarterly giftboxes to several of our local clients. These boxes were curated with useful items from local suppliers who we thought could potentially benefit from working together.

"Our networks allow us to see potential synergies within our community," says Winkler. "We thought this would be a great way to show our gratitude and hopefully create some lasting, mutually beneficial connections.

The advertising push and gift boxes were intended to be the extent of MNP's Support Local campaign. They were well received by clients and team members alike and seemed to be making an impact. But a second wave of COVID-19 was destined to add a bittersweet third pillar to the campaign as new restrictions made holiday parties ill advised or impossible in virus hotspots.

Regional leaders across the country quickly realized they could re-direct holiday party funds to gift cards for team members to enjoy a safe, socially distant meal from the comfort of their homes. They could show their appreciation to the MNP family and potentially benefit dozens of local businesses at the same time.

"Our restaurant clients have seen an unimaginable decline in revenues which persisted even after the first wave of restrictions were lifted in June," says Winkler. "There was never a question of using our holiday party funds to help support their recovery. Given the way the year has gone, I don't think anything else would have felt quite so appropriate."

Support Local television ads promoted the importance of community building.

"We're investing in our communities and you can too. We are in this together, and need to take care of each other."

SPOTLIGHT

Supporting Canada's young entrepreneurs

Trophies recognizing the 2021 MNP Future Leaders winners.

Canada is home to millions of the enterprising, creative, and innovative minds we need right now. But few young people ever follow their entrepreneurial dreams or reach their full potential — not because they lack good ideas, but because they lack the guidance and financing to get their ideas off the ground.

That's why MNP has chosen youth entrepreneurship as the national focus of our Communities Forward program. We think there's a real opportunity to help level the playing field and ensure every young, promising business owner has the chance to succeed and apply their ideas for the collective benefit — regardless where they live or their economic background.

One such initiative that is already making a massive impact is the MNP Future Leaders program.

Future Leaders: MNP Peel Region

Future Leaders is an annual MNP-hosted entrepreneurship competition which encourages young business leaders between the ages of 18 and 40 to pursue their dreams of building a successful enterprise. The top three finalists each receive one year of professional monthly mentoring from an MNP Business Advisor, along with a one-year membership with their local board of trade and media consultation with public relations experts.

However, the process is arguably just as important as the prize. To enter, each nominee submits their concept to our selection committee for review. Our committee then meticulously scrutinizes each business plan for innovation potential, a commitment to exceptional business ethics, and a clear plan for future growth. When we find our finalists, we invite each one to pitch their idea to local business leaders and MNP advisors.

This introduces participants to the real-world process of creating compelling business plans, selling those plans to potential investors, and (hopefully) bringing their business to market. Thanks to the extensive support of our numerous community partners, it also helps broaden their network and strengthen their connections with local educators and business leaders.

Regardless whether an individual ultimately earns recognition as an MNP Future Leader, they have the unique advantage of rolling out their business idea in a realistic, but comparatively low-consequence environment. They can identify and address many of its shortcomings without bearing the outsized financial costs.

Our winners have shown incredible promise, too. In 2020, the Government of Canada contracted 2018 Future Leader James Yurichuk, founder of Wuxly Movement, to deliver $43.8 million worth of medical gowns to address the COVID-19 pandemic. He says he doubts it would have been possible without having MNP as a mentor and partner.

"James has really underscored the power of this initiative," says MNP Partner Sean Crewe. "One of our inaugural winners isn't only showing business success — his business is on the front lines of addressing a once in a hundred-year crisis.

"We're not crowning Future Leaders. We're just making certain that they can shine."

MNP

MNP Future Leaders

TESTIMONIALS

"The variety of support offered (by MNP) was invaluable," said Akeem Gardner, MNP Future Leader 2020. "The MNP mentors have been excellent and have helped us to remain focused and thinking about how to grow our business, and how to structure it for growth in the ideal manner."

Environmental Sustainability

Everything we do as a firm has an impact on the environment. That impact will continue to grow as MNP builds its team and further expands its presence in Canada. We understand the environmental consequences of operating a national business and we are committed to taking meaningful steps to reduce our footprint wherever possible.

Sustainable business practices have been a priority at MNP for many years. We have longstanding firmwide commitments to composting, recycling, waste reduction, and to the leasing of buildings that meet efficiency standards in commercial and residential sustainability.

Like many organizations, the COVID-19 pandemic provided a fresh opportunity to reflect on the carbon intensity of our business and ways to make reducing our greenhouse gas (GHG)-activity part of our regular operational expectations as we return to the new normal.

Cross-country travel, in-office waste and consumption, technology waste, and other factors significantly declined in a remote working environment, resulting in a reduction in GHG-producing activities and paper-based communications. We recognize the benefit that these immense reductions in our carbon footprint have had for the environment.

As we emerge from the pandemic, we will use the three pillars of our sustainability framework described below to adjust our operations as needed and to inform and influence a sustainable future for all our communities.

Buildings

MNP is committed to reducing our footprint per person and improving our environmental approach to construction methods.

We build and lease our premises to meet efficiency standards in commercial and residential sustainability. As we re-engineer spaces, we reuse the same components to reduce or eliminate material waste.

For hardware procurement, we work with global organizations that have a strong reputation for sustainability.

Responsible sourcing

MNP recognizes the importance of having strong suppliers with high ethical standards and distinguished reputations.

We are implementing a procurement process to consolidate purchasing for firm-wide needs and mandate environmentally responsible purchasing decisions.

Where possible, we will purchase in a manner that supports Canadian and local suppliers. Local purchases support relationships in our communities and typically result in reduced impacts through shipping and packaging.

Operations

MNP is committed to sustainable business practices in the ways we operate and the premises we occupy. We will continuously look for ways to reuse, recycle, and reduce our environmental impact through initiatives such as:

- Paperless transactions
- Office waste reduction and redirection
- Technology recycling
- Telecommuting
- Flexible workspaces
- Building energy management

Taking ownership over our impact

Given the nature of MNP's business, we recognize there are many aspects of our overall environmental footprint that are largely out of our control. For example, we have little control over what source (i.e. coal, natural gas, hydro, etc.) generates our buildings' electricity or heat. However, when possible, we use our significant purchasing power to create meaningful change throughout our various supply chains and find suppliers that value and reflect our framework pillars.

Measuring sustainability

Our firm is committed to finding operational efficiencies and methodologies that minimize our environmental footprint. To measure the success of these efforts, we are actively engaged across the firm and with our suppliers in developing initiatives that are tracked and measured to analyze our environmental impact. Through these actions, we will be able to tell the story of our made-at-MNP approach to sustainability. Our commitment is to provide regular reporting of our progress toward improving the sustainability of our communities.

SPOTLIGHT

Building a better environmental future

MNP Winnipeg office built with pre-engineered reuseable components.

Having a large team and a mid-market approach means we need numerous locations spread across every part of the country to work in and meet with clients. Over the last decade, we've taken a critical look at the environmental impact of the real estate we use, using the reduce, reuse, recycle tagline as guidance. It may be a simple phrase, but our team found it useful to direct our focus and achieve meaningful, measurable outcomes.

One of the foundations of our real estate approach is leasing spaces in buildings that meet efficiency standards in commercial and residential sustainability. As we have grown as a firm, we continuously look at our needs and find new spaces that help to reduce our environmental footprint.

Start with reduction

The first strategy in any environmental approach is to reduce consumption. With ambitious Firm growth targets, our leadership team knew we needed to step back and take an intentional approach to reducing our environmental impact before we started expanding. Making changes on the margins would not be enough.

We have actively reduced the amount of space we occupy per person and are currently reviewing next steps on the digital workplace and its potential for both increasing cultural workplace satisfaction while reducing our overall footprint.

Sustainability is at the core of our construction projects. Commercial construction waste is one of the leading contributors to landfills. MNP deploys a pre-engineered kit of reusable components (walls, power, data, ceilings, lighting, glass, doors, power, data flooring, millwork) with no cutting and trimming and no large waste containers as part of our construction process.

Making a difference

Over the last three years, our sustainable approach to MNP construction projects has diverted over 53,000 kilograms of drywall waste from entering landfills and prevented the release of thousands of kilograms of greenhouse gases and toxins from drywall decomposition.

Our approach uses recyclables like aluminium for wall frames and cotton-demin for insulation, and no-formaldehyde wooden tiles finished with VOC-free paint. Nearly all the packaging materials from construction are reused or recycled to help further reduce our impacts. All our projects are precisely designed and managed to optimize materials use to lower wastage and sourced locally to minimize transportation.

Uncovering opportunities to reuse and recycle

Finding the right office space is just one component to managing our environmental impact. Our rapid growth presents unique challenges as we're constantly re-engineering our spaces to fit our evolving needs. The firm has made a conscious effort to reuse the same components to reduce as we make changes to our spaces.

MNP's reusable kit of parts enables our premises to be re-configured as our needs change without demolition and very minimal waste. Raw materials that go into the components from our supply chain is increasingly recyclable and we continue to work with our suppliers to improve their ability over time. Our top priority is to re-use our kit of construction parts when we renovate or change configuration, but when that is not possible, we know a large portion of our components can be recycled.

MNP Vancouver office featuring recycled cotton denim insulation and aluminium wall frames

VISION FRAMEWORK

Diversity, Equity & Inclusion

MNP is a proudly made in Canada firm. Our commitment to diversity, equity and inclusion spans our entire organization and is woven into our values, culture, and business strategy. We have watched and helped this nation grow and mature — inviting people from all backgrounds to pursue their dreams and create a prosperous life.

Our approach to diversity, equity and inclusion is guided by our journey, our values, and our culture. This framework empowers our team members by providing a meaningful and respectful environment for all clients, co-workers, and the community.

As a home-grown firm, our journey has extended to the smallest rural communities and the largest metropolitan centres. And every region we serve and every person we connect with offers valuable perspectives, insights, wisdom, and values that make our business stronger.

Each team member contributes unique gifts and points of view which ensure our clients feel understood, embraced and represented in the work we facilitate. Diversity, equity and inclusion are written into our values and helps to make MNP as strong and vibrant as the nation we call home.

With offices from coast to coast, our team members are as diverse as the communities where we live and work. We have made it our business to welcome all who reflect the fabric of our strong cultural mosaic.

Our Journey

We believe bringing together people with unique perspectives from diverse backgrounds creates a collaborative, innovative, and diverse workplace that inspires team members to perform at their highest level.

We understand there is no single path toward an inclusive workplace, nor is there a clear destination. The social and cultural makeup of our national and local communities is constantly changing. With new people come new points of view and new opportunities to see and do things differently — to embrace our differences and develop our business and human capital.

Our Values

Regardless of who we are, where we're from or what we believe, everyone at MNP shares one thing in common: We are an organization of deeply held convictions and uncompromising values — from executive leadership to all team members. These foundational tenets are transcendent and instrumental to our firm's success.

Everyone at MNP is committed to conducting themselves with humility and respect, delivering quality client service and acting with integrity. Equally, everyone at MNP values diversity. That's non-negotiable. It's embedded in the fabric of who we are.

Our Culture

At MNP diversity, equity and inclusion reach far beyond tolerance and accommodation. It is a process of seeking and finding the right person for every role — actively pursuing team members and clients who represent different ages, cultures, religions, ethnicities, genders, sexual orientations and lifestyles. And then amplifying the strengths these differences naturally afford to reinforce the core structure of our business.

That doesn't mean merely acknowledging the qualities that make people unique. It means celebrating them, too. By surrounding everyone with an atmosphere of empathy and respect, we empower our team members to contribute the best of their whole selves every day — not just in work but in life.

From Diversity to Inclusion

Supporting a diverse workforce has paved our success in solving complex and challenging business issues. Though most of us share a few things in common and a few of us may share a lot in common, we'd be wrong to deny the uniqueness of any single team member. Some differences may be more visible or more pronounced, but every single person offers something nobody else can. From diversity to inclusion, our differences make us a stronger firm. We celebrate our people: rural, urban, multi-generational, introverted, extroverted, visual, kinesthetic, practical, conceptual, athletic, artistic, differently abled, various sexualities and genders — and everything in between. Through an open-door policy, our aim is to engage our people to excel in everything they do. Whether that means creating unique career opportunities, offering specific training and professional development, enabling alternative work arrangements, or simply taking the time to listen, learn, and understand — our diversity, equity and inclusion framework is as flexible as it needs to be to ensure every angle is considered, every viewpoint is heard and every individual feels empowered to deliver value in a way only they can.

SPOTLIGHT

Working Together

While we are proud of the progress we've made in nurturing a diverse and inclusive workplace over the past six decades, we also acknowledge it is a journey.

Understanding where we are today is integral to our success as a top employer across Canada and in creating an environment where everyone feels respected, embraced and supported. The efficacy of our diversity, equity and inclusion framework requires continually reviewing our workplace demographics.

As evidence of our commitment to never stop evolving and improving, we have aligned ourselves with many of Canada's most prominent diversity, equity and inclusion organizations (listed below). Our association with these groups helps to expand our thinking and provides the opportunity to refine our approaches. We thank them for their contributions to MNP and all of our communities.

Canadian Armed Forces Reservists

We are proud to be recognized as a certified supporter of the Canadian Forces Liaison Council's initiative, With Glowing Hearts.

Canadian Centre for Diversity and Inclusion (CCDI)

We are an Employer Partner of the CCDI, which works with organizations to enhance their programming for diversity and inclusion.

Canadian Museum of Human Rights (CMHR)

We are one of the original financial donors of the world's first museum dedicated to human rights. The CMHR is centered around the idea that respect and understanding of human rights can serve as a positive force for change in the world. Our donation supports the museum's exciting public programming, educational opportunities, and new exhibitions.

Respect Group

We are pleased to collaborate with Respect Group to make the Respect in the Workplace program available to all MNP team members through onboarding and MNP University.

The Scotiabank Women Initiative

We are a proud partner of The Scotiabank Women Initiative™, which is a comprehensive program to help advance women-owned and women-led businesses through three Pillars: Access to Capital, Mentorship, and Education.

Women Get on Board

We are a member of Women Get on Board, which is a community of engaged leaders committed to advancing women in the boardroom.

About MNP

MNP is a leading national accounting, tax and business consulting firm in Canada. We proudly serve and respond to the needs of our clients in the private, public and not-for-profit sectors. Through partner-led engagements, we provide a collaborative, cost-effective approach to doing business and personalized strategies to help people and organizations succeed across the country and around the world.