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# Thank you for taking the time to read our fifth Sustainability Report!

Stance Healthcare's sustainability initiative began during the fall of 2013 which helped us obtain certification to the business and institutional furniture industry's sustainable product standard, known in our circle as ANSI/BIFMAe3-2012.

Throughout our journey we have worked to improve our sustainability in areas such as Materials, Energy, and Social Responsibility. These efforts have been monitored internally and audited by NSF International, a third-party certification body to ensure compliance with the BIFMA program as our company continues to grow.

Since 2014 we have undergone annual audits, both remotely and on-site to ensure our ongoing conformance with various e3 standards. Year after year our processes have evolved to ensure ongoing compliance, and we are now preparing to embark on a journey to meet the newest standard (2019) which will require many new process additions and changes to our sustainability management program in 2022.

As always, we continue to be committed to improving ourselves as an organization in order to be a better steward to our environment.

This report is an opportunity for us to tell our stakeholders how we have been working to improve our sustainability performance in addition to achieving a more sustainable business model as we grow.

Our effort towards earning BIFMA level® certification involved developing a Sustainability Management System (SMS) that contains similar elements and requirements of ISO 14001. As we developed our SMS process, we identified our most significant environmental impacts and aspects, actual or

potential, which could arise as a result of manufacturing our products. In addition to potential environmental materiality issues and risks, we took the approach of Sustainability vs. Environmental Management System, so that we have the future opportunity to include the social and economic impacts of our business, and how they affect our workers and our community. Other stakeholder groups will also be considered in our evaluation of significant aspects.

We have identified our stakeholders to be our owners, employees, dealers, end-customers, suppliers, our community trade organizations, governmental and regulatory agencies, certifying bodies and our consultants. This list was generated after considering all groups who influence our company decisions and those impacted by our operations.

This, our most recent biennial report since the release of our 2018/2019 information in 2020, contains year-over-year comparable data and performance indicators that are material to our operation.

Our 2020/2021 Sustainability Report contains Standard Disclosures and Performance Indicators from the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. More information about the GRI can be found at [www.globalreporting.org](http://www.globalreporting.org). To learn more about the Business and Institutional Furniture Manufacturers Association and BIFMA level® certification, visit [www.levelcertified.org](http://www.levelcertified.org).

We hope that you find our disclosures valuable. We welcome your comments, feedback, or any suggestions for improvement you may have, you can do so by emailing [rebecca.m@stancehealthcare.com](mailto:rebecca.m@stancehealthcare.com).





## About Our Report

Stance Healthcare Level® Certification Target Areas (listed alphabetically):

- Buyback/Take Back/Leasing Strategy Chemical Management Plan
- Chemical, Risk and Emergency Medical Services (EMS) Policies
- Community Outreach
- Design for Durability/Upgradeability
- Design for Environment Program Implementation
- Design for Recycling
- Design for Remanufacturing
- Developing a Greenhouse Gas Baseline and Performance Period Against the Baseline
- Embodied Energy: Cradle to Gate Analysis Employee Health & Safety
- Energy Performance Baseline and Performance Period Reduction against the Baseline
- Energy Policy
- Greenhouse Gas Voluntary Reporting
- Inclusiveness
- Labor & Human Rights
- Maintenance Level Chemical Assessment
- Packaging Reduction/Recycled Content
- Policy & Social Responsibility
- Purchase of Off-Site Renewable Energy Credits
- Recyclable & Biodegradable Materials
- Regulatory Compliance Assessment
- Research on Recovery Options
- Social Responsibility Report
- Solid Waste Management: 100% Diversion Goal
- Supply Chain Assessment
- Sustainability Management System
- Transportation: Inbound & Outbound Improvement Initiatives
- Water Inventory



A lot has happened at Stance Healthcare since our last report!

In October 2020 Stance added another furniture bracket to our annual VOC emissions test schedule through the MAS Certified Green Program. The certification which previously covered our guest and lounge seating brackets now includes our rotomolded furniture lines. All three brackets have exceeded this standard.

Our greatest successes during this two year period, was the achievement of our zero waste to landfill goal. We set this objective for ourselves at the inception of the program and have worked diligently toward it ever since!

This accomplishment was made possible through Panda Environmental's waste to energy program which we joined in January 2021. A 30 yard compactor was installed at our Kitchener facility and all waste that could not be recycled or re-purposed was re-routed to the incineration program. It only took one month for the results to show and by February 100% of our waste was diverted from landfill.

In Spring 2021 we purchased our casegoods supplier based out of Stratford ON. This facility is now included in our corporate boundary and we have been working to implement all of our environmental processes there as well.

While we are proud of how far we've come, we also realize there is always room for improvement when it comes to bettering the environment. Our team will continue to look for ways to make a difference in giving back to our community.

Bruce Kennedy

CEO, Stance Healthcare

We've always felt that because we are a family founded, owned, and operated business, "sustainability" is an opportunity to evolve and adapt, and to continuously look for ways to keep our business thriving for generations to come. This is why we have chosen to commit ourselves to making environmentally socially and economically sustainable decisions that factor in both the short, and long-term concerns of our stakeholders.

Stance Healthcare, headquartered in Kitchener, Ontario, is a privately held Canadian manufacturer of healthcare furniture products of the highest standard of quality. Even during the global COVID-19 pandemic the last couple of years, our company has grown and evolved. In the spring of 2021 we acquired our caseloads supplier in Stratford ON, increasing our combined number of full time employees to 85. Despite these major events, we maintained our mission and focus on manufacturing furniture products to improve lives through their design and which provide solutions to the ever-evolving market needs in the areas of comfort, safety, durability, renewability, infection control and environmental sustainability.

As our name suggests, our market niche is the medical and healthcare industry both acute care hospital and clinical environments. Our goal is creating warm, supportive, inspiring, and dignifying healthcare and behavioral health spaces.

Our products are unique for their durability and attention to detail. Key characteristics we present in our marketing are product durability and suitability for a demanding healthcare environment and our excellent dedication to customer service! Our continued approach is unique in that we are highly responsive, friendly and hold ourselves accountable to our customers.

Besides our understanding of healthcare environments and the furnishings that create them, there are three features that set our products apart from the crowd:

#### **Scope of Product Offering –**

We offer a broad range of products suited to virtually all areas of the healthcare marketplace, including hospitals, behavioral health facilities, nursing and retirement homes, continuing care facilities, medical clinics, and general practitioners' offices. This is what we call our "Single Source Solution".

#### **Superior Construction Quality –**

Our commitment to quality is evidenced, par excellence, in the construction of our products. While designing them, extensive end-user feedback suggested that construction quality is the number one priority in healthcare furnishings. The very weight of our products is a testimony to their ability to withstand extensive abuse or misuse.

#### **Healthcare-Specific Features –**

Replaceable components and upholstery clean-out spacing, elimination of "pinch points" and tripping hazards. The importance of these ever-evolving requirements in healthcare furniture compels us to listen closely to hospital personnel, who are responsible for the care and maintenance of rooms and furnishings, before we go to the drawing board. Today these features are standard to many of our products. We believe these three points embody the value of what we're bringing to the North American healthcare market.

## Our Products

### Metal Seating –



Accent



Accent Jr.



Quantum



Marathon



Legend



Integrity



Vista II



Jensen



Oasis



Kite



Bold

### Wood Seating –



Onward



Vista



Marna



Kite



Noble

### Lounge Seating –



Valet



Valet Highback



Jensen



Clover



Huxley



Cassia



Kalarne



Verona



Verity



Riviera



Carson



Avalon



Charleston



Onward



Oasis Glider



Attesa



Attesa Jr.

### Patient Seating –



Integrity



Vista II



Jensen



Kite



Kite



Legend

## Our Products

### Sleepover Seating –



Strada



Carson



Oasis



Verity



Kindred Day Bed

### Recliners Seating –



Carson



Oasis



Verity

### Bench Seating –



Porto



Huxley



Vista II



Integrity



Marna



Onward



Vista

### Tables –



Disc Base



Trumpet Base



Gem



Jensen



Huxley



Zurich



Iris



Cassia



Drum, laminate



Drum, laminate, solid surface tops



Drum, upholstered



Drum, upholstered, solid surface tops



Resilia



## Our Products

### Overbed Tables -



Olsen



Victory



Transcend



Eclipse



Split-top

### Treatment Tables -



Exam



Power Exam



Treatment

### Casegoods -



Kindred



Gibraltar



Royale

### Stools -

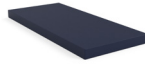


Physician Stools



Lab Stools

### Accessories -



Mattress



Privex



Summit

### Outdoor -



Terrace

### Multi-Use Seating for Behavioral Health -



Attesa



Jax



Legend



Vista II



Oasis



Accent



Onward



Flo



Frontier



Caliber

### Lounge Seating for Behavioral Health -



Valet



Jensen



Cassia



Carson



Verity



Riviera



Onward



Oasis



Attesa

## Our Products

### Benches for Behavioral Health –



Porto



Onward

### Tables for Behavioral Health –



Disc Base



Trumpet Base



Flo



Pier



Resilia



Drum, laminate



Drum, laminate, solid surface tops



Drum, upholstered



Drum, upholstered, solid surface tops



Iris



Cassia

### Patient Room Furniture for Behavioral Health –



Fortress



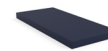
Gibraltar



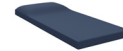
Liberty



Frontier



Mattress



Mattress with pillow

### Outdoor for Behavioral Health –



Terrace

## We strive to be a good steward of the environment.

Stance Healthcare's efforts to reduce our environmental impact are ongoing and include pollution prevention, natural resource conservation, and waste minimization measures. We comply with all local, provincial, and national environmental regulations. In keeping with these goals, we strive to continuously improve our products and processes, as well as our ability to effectively manage and monitor our performance, via our Sustainability Management System.

Our ongoing objectives are to increase the percentage of recycled and recyclable content in our products; maximize our energy efficiency; encourage our internal sustainability department to explore and take on new sustainability initiatives as they develop in the market; and to reduce our overall impact on the environment – making it healthier, one small company at a time.

### **Solid Waste Management –**

As part of our Sustainability Management System, Stance Healthcare implemented a zero waste-to-landfill goal early on in our level(R) journey.

Throughout 2020 we continued our efforts to reduce waste to landfill through various initiatives. In February 2021, our Kitchener facility finally reached its zero waste-to-landfill goal, just one month after joining Panda's waste to energy program. This initiative enabled us to divert all non-recyclable waste from landfill. We continue to focus on finding outlets to donate our obsolete or sample furniture to, and to hold draws so that samples or slightly damaged product can find homes with members of our staff. The greatest success stemming from our waste to energy program has been achieving a permanent solution to the fabric scraps that are generated in the production of our furniture.

Over the 2020–2021 period, Stance Healthcare safely disposed of over 96,000 lbs. of waste through incineration by a waste to energy facility. We take pride in our employees' ongoing participation in our initiatives, and we continue to encourage them to aid us in developing and implementing new and innovative ideas to support us in our efforts!

### **Chemical Management –**

Stance Healthcare is committed to reducing the human and ecosystem health impacts of our products and processes through regular monitoring of the chemicals used in our facility. Our Chemical Management Plan has not changed since its inception, however, we continue to monitor and maintain the state of the policy as well as our hazard communication plans. All employees are required to complete WHMIS and

GHS training as part of the on-boarding process and updated training is provided as legislation changes. We continue to maintain SDS records for all chemicals used on-site.

### **Water –**

Water utilized within our facilities is obtained through single municipal supply lines from Kitchener Utilities (Kitchener location) and Festival Hydro (Stratford location).

Process water consumption at the Stance Healthcare facility is inclusive of water used for steaming fabric after it has been applied to the product, during the inspection process, and the water used to clean our glue booths. In order to quantify process water, we conduct an exercise annually to track the amount of water used in both of these processes. We were able to decrease our overall consumption over the past two years by switching the type of glue used in our booths which dramatically improved the ease of cleaning. Even after adding a second booth to our operations, our process water usage has been reduced by more than 50%.

### **Energy & Greenhouse Gases (GHGs) –**

Stance Healthcare continues to be committed to energy conservation which includes reducing our overall energy consumption and greenhouse gas emissions. It is our policy to continuously improve upon and regularly monitor our energy performance; and to act in accordance with all current and future local, provincial, and national legislation required of our operations in this area. Our Sustainability Management System team continues to set objectives and targets directly related to energy conservation and these are reviewed at least annually. To hold ourselves accountable to these internal goals, we are transparent with our performance metrics – reporting our performance to our stakeholders through publicly available, voluntary reporting outlets.

Since 2014 we have been publicly reporting our energy and GHG performance via the Carbon Disclosure Project (CDP) in order to be transparent and to hold ourselves accountable to our energy performance goals. In 2021 we achieved a 11.44% normalized reduction over our re-established 2017 baseline.

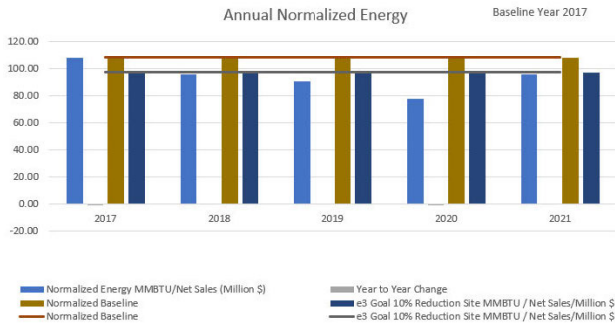
### **Energy Performance Methodology –**

Energy consumption data over the performance period has been reported in units of Site MMBTU. Site MMBTU is a calculation of the amount of energy consumed on-site. Conversion factors used when calculating the energy content of various fuels were based upon their Higher Heating Value (HHV).

## Environmental Responsibility

### 2020 – 2021 Energy Performance –

The 12 months selected for the energy performance periods consists of the period from January through December for each performance year. The 2020 period resulted in an annual absolute performance period value of 1640.15 Site MMBTU, and 2021's performance period absolute value was 1,805.02.



### GHG Inventory Methodology –

The greenhouse gas (GHG) accounting methodology used for this assessment is based upon the World Resource Institute's GHG Protocol Corporate Standard available at:

<http://www.ghgprotocol.org>.

The internationally recognized WRI GHG Protocol Corporate Standard was developed by the World Business Council for Sustainable Development (WBCSD). The GHG Protocol Corporate Standard is a widely accepted and standardized methodology for the measuring, accounting and reporting of corporate GHG emissions.

The GHG inventory is inclusive of ALL sources of Scope 1 (Direct Emissions) and Scope 2 (Indirect Emissions) for ALL six major GHGs (as applicable). Scope 1 emissions typically include direct fuel combustion from stationary and company owned vehicles, whereas Scope 2 emissions typically include the purchase of indirect energy sources such as electricity generated off-site. Scope 3 (Optional Emissions) have been excluded from this assessment.

The six major GHGs assessed for this inventory include:

- Carbon Dioxide (CO<sub>2</sub>)
- Methane (CH<sub>4</sub>)
- Nitrous Oxide (N<sub>2</sub>O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs) – No emissions identified
- Sulfur Hexafluoride (SF<sub>6</sub>) – No emissions identified

### GHG Conversion Factors and Emission Coefficients –

All GHG gas emission sources have been converted to units

of tons of carbon dioxide equivalents (tCO<sub>2</sub>e), for calculation purposes, using generic conversion factors and emission coefficients established by The Climate Registry.

### 2020–2021 GHG Performance –

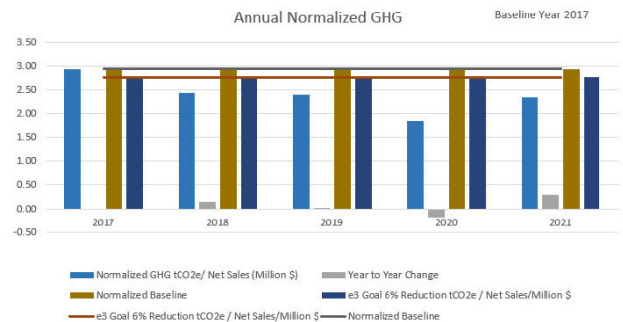
The 12 month performance periods consist of the period from January through December for each performance year. The selected periods resulted in annual absolute performance period values of 50.72 and 67.65 tCO<sub>2</sub>e for 2020 and 2021 respectively.

2020 TOTAL Scope I GHG EMISSIONS 42.93 tCO<sub>2</sub>e

2020 TOTAL Scope II GHG EMISSIONS 7.79 tCO<sub>2</sub>e

2021 TOTAL Scope I GHG EMISSIONS 58.56 tCO<sub>2</sub>e

2021 TOTAL Scope II GHG EMISSIONS 9.09 tCO<sub>2</sub>e



### Renewable Energy Certificates (RECs) –

REC purchases are a means for organizations to voluntarily purchase green power as a way to reduce the environmental impacts of conventional electricity use. Buying renewable energy certificates (RECs) is said to be one of the most effective ways to reduce an organization's carbon footprint.

Regardless of their price, REC purchases provide an additional revenue stream for renewable energy project developers to help recover costs, pay off debt, and reduce project risk.

As a result, RECs have allowed thousands of businesses and individuals to help grow renewable energy capacity in a way that is most cost-effective and efficient for the economy.

The 2020 annual absolute performance period value of 2,138.87 Site MMBTU of energy consumed by Stance Healthcare was equal to 626.87 MWh equivalents. In 2021, the annual performance period value was 2,762.78 MMBTU, or 809.73 MWh equivalents. Stance Healthcare purchased 100 MWh of Green-e certified Renewable Energy Certificates (RECs) to be retired over 2020, and 170 MWh for 2021.

These values result in an equivalent of just over 20% of total energy requirements for the Stance Healthcare manufacturing facility.



## Environmental Responsibility

### Shipping Efficiency for Outbound and Inbound Shipments –

Stance has surveyed its outbound transportation carriers to analyze best practices among these partners. The survey is used to find out if current carriers are Environmental Protection Agency (EPA) SmartWay Partners, and if not, what initiatives those carriers have implemented to reduce environmental impacts and costs associated with fleet performance. A "Carrier Screening Tool" was developed to track this information, and is updated as new outbound carriers are added.

### Transportation –

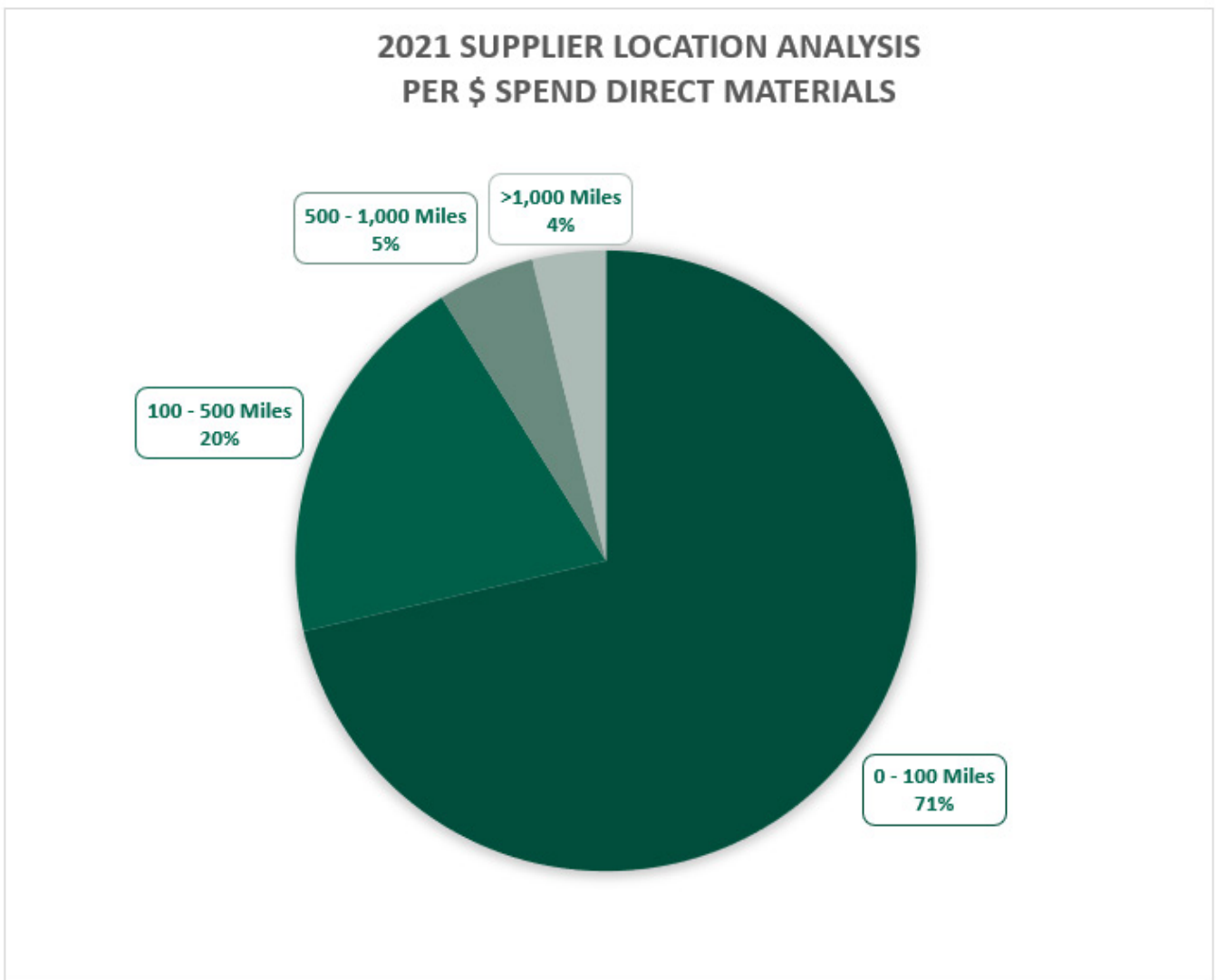
Transportation efforts are managed as part of an ongoing effort to improve Stance Healthcare's transportation efficiency thereby saving fuel, reducing emissions, and reducing air pollution associated with our inbound and outbound transportation activities. In 2016 we incorporated specific verbiage regarding blanket wrapping into our standard Freight Program.

The wording explains that our blanket wrap shipping option not only cushions the product, it is a reusable alternative that eliminates packaging, leaving customers with virtually no waste to dispose of on delivery and without traditional cardboard packaging, the amount of freight per load can be dramatically increased, which in turn reduces harmful transportation-related greenhouse gas emissions.

### Local Material Sourcing –

Since 2013, greater than ninety percent of Stance's Direct Material Spend has been, and continues to be, distributed among suppliers within a 500 mile radius of our operations.

Although our list of approved vendors grew significantly when we added our Stratford facility in 2021, we managed to continue sourcing approximately seventy percent of our total Direct Material Spend from within 100 miles of our facilities.



## Product Responsibility

### Design for Environment –

Our efforts to reduce the environmental impact of our products begin in the design and development phase. Whenever an existing product is changed, or a new one is developed, we take into account the environmental impact of materials chosen, including their origin, use of our products, and end-of-life recovery options. Employing this concept, we give preference to renewable, recycled, recyclable and biodegradable materials and make design considerations to conserve raw materials, water and energy.

Since 2014, our products have undergone DfE considerations and/or implementation, whether a new product design or re-design of any existing product we manufacture.

### Design for Durability/Upgradeability –

Stance Healthcare is pleased to warrant the products it manufactures against defects in materials and workmanship for the life of the product. In addition, our products are designed to have a long and useful life and are manufactured to withstand repeated service, repair and handling.

To facilitate maintenance, servicing and reassembly; replaceable components and upholstery are standard features of the products we manufacture, making them easy to refurbish and upgrade for multiple uses by the original or future users.

### Product Take Back –

In order to be good stewards of our products, Stance Healthcare offers a Product Take Back Program as a more viable solution to the end of our products' originally intended life.

Stance Healthcare supports the sustainable programs of ANEW and offers their added value to our clients through a comprehensive take-back solution for surplus office furniture and materials of any kind, in any condition. ANEW is a 501 (c) (3) non-profit organization that exists to provide companies with smart, cost effective alternatives for their surplus furniture and other items with the priority of matching it to non-profits, public agencies and the underserved, within the local community of the project site. Corporate Social Responsibility is raised while the impact on the environment is lowered by diverting products and materials otherwise destined for landfill.

Stance Healthcare is proud to offer ANEW to customers dedicated to strengthening their community network by repurposing their furniture, fixtures and architectural materials to those in need. In 2014, Stance Healthcare committed to making this relationship a part of our strategic sales strategy. Visit [www.anewfound.org](http://www.anewfound.org) to find out more.

To initiate a Product Take Back strategy, contact Bruce Kennedy at [bruce@stancehealthcare.com](mailto:bruce@stancehealthcare.com).

For other end of life recovery options, please see our Product Disassembly Instructions and End of Life Recovery Options posted on our website, under the Sustainability tab.



## Stance Healthcare is a family-owned business with a strong commitment to maintaining the highest possible standards in all that we do.

We act vigilantly to be as fair as possible with our customers, employees and our manufacturing partners and to benefit the community in which we operate.

We promote a work environment that can be described as friendly, positive, and caring. We feel that employees should have a sense of being appreciated and valued for what they contribute to the outcome of our business. Integrity, honesty, diligence, fairness and respect are our core values. Team members are always encouraged to share their feelings, suggestions, and ideas in order to improve the working environment and overall job satisfaction.

Many of our team members have been with us since we started as a company and have watched the company grow, helping us to build a legacy based on quality. We strive to ensure that through our growth, we continue to foster an environment that inspires employees to continue assisting us in maintaining this legacy.

### Corporate Ethics –

We understand and value the importance of credibility and trustworthiness in business and we believe ours contributes directly to our success. All officers and employees of Stance Healthcare are expected to conduct their business affairs in accordance with all applicable laws of Canada and to observe the highest standards of business ethics, acting with integrity while considering the impact of our decisions on our stakeholders, with whom we communicate openly.

### Labor and Human Rights –

It is our policy to protect and respect the basic human rights of our employees and associates. Stance Healthcare commits to upholding all local, national, and global regulations that protect workers and prohibit forced, compulsory and child labor.

We work to elevate employee morale, and we are respectful of our employees. We regularly share with them the impact of their positive contributions on our company through semi-annual meetings, communication screens, and monthly newsletters.

We take pride in knowing that we've always paid our employees above the average rate for the industry. Since 2017 Stance Healthcare has been recognized as a Living Wage employer at the "Champion" level. The living wage is the hourly wage

required to not just cover expenses, but also to support inclusion in community life and recreational activities. Its calculation includes factors such as rent, food, transportation, hydro, and child care, which is why the amount varies from one region to the next. The living wage is a critical investment not only in our employees, but also in the local economy as research shows that employees earning living wage are not only more productive at work and healthier overall, but also more likely to put money back into the community. For more information, visit [www.ontariolivingwage.ca](http://www.ontariolivingwage.ca).

In order to address human rights issues within our supply chain, Stance Healthcare developed the Supplier Code of Conduct in 2017. We are committed to working in partnership with our suppliers to follow a code of conduct in the areas of employee labor conditions, health & safety, environmental management, business ethics, and corporate social responsibility (CSR). We have updated our policies to simplify communications about Stance Healthcare's values and how they extend to our supply chain partners.

Our supplier code of conduct explicitly communicates our corporate social responsibility expectations to our suppliers and their chain of suppliers, and the corresponding agreement and acknowledgement must be signed by the CEO, CFO, or their designate. In 2021, we successfully collected completed acknowledgements from suppliers comprising 81% of our overall spend on materials.

### Inclusiveness –

Creating an inclusive environment comes from an inherent belief in the value of each team member as a person, not strictly as an employee. Creativity and innovation are encouraged in view of increasing efficiency making a better product, or improving the workplace environment.

Following the Ontario Human Rights Code (OHRC), during the hiring, training, retention, promotion, and termination of employment, Stance Healthcare will not discriminate against any person on the basis of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. Stance Healthcare is committed to treating all of its employees and associates with dignity and respect, encouraging collaboration, teamwork and the active involvement of all employees.

## Social Responsibility

It is our policy to protect employees from discrimination and harassment in the workplace and to take any necessary steps to prevent unacceptable conduct. This includes no tolerance for workplace harassment, defined as repeated and persistent negative acts toward one or more individuals which results in a hostile work environment.

We try to promote a family environment and spirit rather than a hierarchy. An open door policy is encouraged so that team members do not feel they need to withhold any concerns or suggestions. We emphasize the need for our team members to provide input constantly in view of continuous improvement in our working environment.

At Stance Healthcare we value the happiness of our employees and believe so strongly in the importance of Inclusiveness that we have included a training presentation on the subject as part of our onboarding program for all new hires.

### Health & Safety –

Stance Healthcare is committed to accident prevention and does everything possible to protect the health and safety of our employees. We comply with legislated health and safety requirements as outlined by the Occupational Health and Safety Act (OHSA) and by the Workplace Safety & Insurance Board (WSIB) to maintain a safe workplace. In fulfilling this commitment, we strive to eliminate all foreseeable hazards which may result in actual or potential threats to our employees' safety and well-being.

In comparison to other manufacturers, including those in our specific industry we continue to keep injuries well below the industry average. In 2020 we had just one reportable injury and 46 minor/non-reportable injuries. None of these resulted in lost time. We had eight reportable injuries in 2021 with two

relatively minor injuries resulting in lost time totalling 4 days, and 45 minor/non-reportable injuries.

In 2021, Stance made great strides to improve health and safety communication in our workplace by adding a section to our newsletter devoted to safety topics, and by introducing regular toolbox talks to allow training of staff to occur right on the production floor, covering a variety of topics such as hazard and near miss reporting, proper use of personal protective equipment, and many others.

In 2019 Stance Healthcare implemented a 6S program (5S & Safety combined) and have successfully implemented visual standards and lean manufacturing practices into six departments on our production floor. The production operators involved in our 6S workshops have helped to identify and address 26 systemic challenges that have resulted in improved manufacturing processes, reduced Work In Progress (WIP) materials in their area, and organized layouts for better visibility and workflow. Our cross-functional Steering Committee has conducted monthly 6S Sustaining Audits to provide operators a forum for discussion and communicate potential new issues with the area that need to be addressed. The production teams have proudly maintained their areas to 6S Standards with an average area audit score of 94% for 2021 and a total of 24 Sustaining Actions to prevent potential production issues. Since our 6S program is important to the Stance Healthcare culture, we have integrated 6S & Continuous Improvement training as part of our new employee on-boarding checklist. In an effort to further enhance our production capabilities and employee morale, we have five more departments planned for full 6S implementation, training, and workshops before the end of 2023.





## Community Involvement

Stance Healthcare Inc.'s Community Outreach engagement and involvement initiatives in 2020 consisted of the following:

### 2020 Earth Day –

With COVID-19 social distancing measures in place and many staff members working remotely, it added a new twist to our 2020 annual Earth Day event. On April 28th, in partnership with the City of Kitchener and neighboring communities which employees call home, approximately 70 Stance volunteers spent 20 minutes picking up garbage to make the area around their workplace a little greener. Stance staff collected many bags of garbage from our property and surrounding neighborhoods all while enjoying the sunny 15° spring weather! A win, win for staff and the environment!

Publicly available on our LinkedIn page: <https://www.linkedin.com/feed/update/urn:li:activity:6661642839425892353>



### 2020 Fitness for Charity Challenge –

On Tuesday September 8th we launched our first ever Fitness for Charity Challenge! The goal of this friendly competition was twofold; firstly, to motivate employees to achieve an increased daily dose of physical activity, and secondly is to give employees a chance to decide how Stance allocated some charitable donations in 2020. Twenty staff members eagerly signed up for the 3 week competition and achieved a combined total of 18,560 hours of physical activity! In the end, this event was a big success with the 6 fitness challenge winners (those who logged the most hours of physical activity) distributing their “won funds” to the following charitable organizations.

First Place – \$2500 – Heart & Stroke Foundation

Second Place – \$1500 – Lisaard & Innisfree Hospice

Third Place – \$1000 – Hockey Helps the Homeless

Fourth Place – \$750 – Jack.org

Fifth Place – \$750 – The Cancer Vanquish

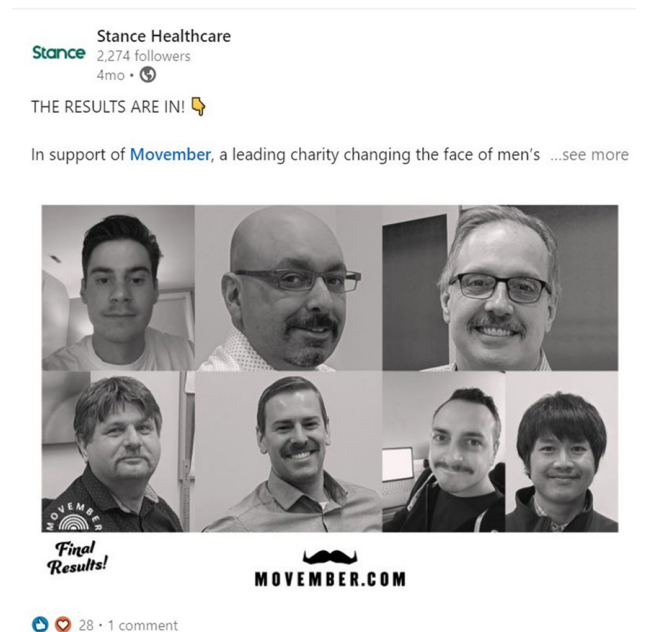
Sixth Place – \$750 – Sick Kids Foundation

Publicly Available on our Blog: <https://www.stancehealthcare.com/blog/Fitness-Challenge-for-Charity.htm>

### 2020 November Fundraiser –

Each November, brave souls across Canada forgo their regular shaving routines to grow a mustache in show of their support for the work the Movember organization does to combat some of the greatest challenges in men’s health today. This year, 7 of our male staff members took part in the Movember fundraiser which ran for the month of November, beginning on 5th and raised \$2400 through donations from family, friends, and Stance suppliers. All proceeds of this online fundraiser go towards supporting innovative world-class men’s health projects in the following key focus areas – mental health and suicide prevention, prostate cancer, and testicular cancer.

Publicly Available on our LinkedIn page: <https://www.linkedin.com/feed/update/urn:li:activity:6739577094180765696>



## Community Involvement

### 2020 Salvation Army Toy Drive –

Publicly available here: <https://www.facebook.com/stancehealthcare/photos/a.533809060046360/3583758805051355/?type=3&theater>



There was no way we were going to let COVID-19 get in the way of our Annual Toy Drive! 🚗 🧸 🧶 🧦

In previous years staff would bring in their donations to the office for delivery to Toy Mountain. However, this year we had to do things a bit differently. Instead, we held a number of raffles for staff whose ticket purchases allowed us to raise \$1075 and purchase 70+ toys online. The toys were delivered directly to our local Salvation Army.

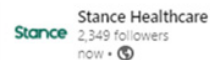
We also want to give a special thanks 🙌 to Heritage Group for their Amazon gift card donation that allowed us to top off our toy donations with a few extras!



### 2021 Earth Day –

Our annual Earth Day cleanup had to be pushed off until May this year, due to inclement weather in April. On May 7th, joined by our new team of colleagues in Stratford, a combined 85 Stance volunteers from both locations spent 20 minutes in the cool spring air collecting several bags of litter and debris from our work neighborhoods to make the areas a little cleaner and greener!

Publicly available on our LinkedIn page: <https://www.linkedin.com/feed/update/urn:li:activity:6798606781875544064>



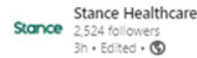
Last week our staff joined together to collect and dispose of garbage around the Stance facilities in Kitchener and Stratford to celebrate Earth Day. The team effort was greatly appreciated. #TBT #EarthDay



### 2021 Covid Relief Kits for the United Way –

On Monday June 20th a group of Stance volunteers assembled in three locations at our Kitchener facility to put together COVID relief kits which were donated to support the United Way.

Publicly available on our LinkedIn Page: [https://www.linkedin.com/posts/stance-healthcare\\_healthcaredesign-behavioralhealth-healthcarefurniture-activity-6813427620970164225-EN\\_V](https://www.linkedin.com/posts/stance-healthcare_healthcaredesign-behavioralhealth-healthcarefurniture-activity-6813427620970164225-EN_V)



We are grateful to the group of Stance volunteers who recently worked with the United Way at our headquarters to assemble and distribute COVID relief kits to those in need. The efforts included:

- 20 Stance volunteers in 3 locations (kitchen, board room, creative space).
- Each kit contained: Hand sanitizer, mask, sanitizing wipes, and gloves.
- We were able to donate a total of 504 kits to United Way.
- The kits will be distributed within Waterloo Region to the homeless population that are most at risk during these times.

Thanks to all who participated and The United Way for organizing the initiative.

#healthcaredesign #behavioralhealth #healthcarefurniture #improvinglivesbydesign #unitedway #covidrelief



## Community Involvement

### 2021 Food & Fund Drive –

Stance Healthcare's seventh annual food drive took place between July 7th and 21st in support of the Food Bank of Waterloo Region. In addition to donating non-perishable food items, this year employees were given the opportunity to donate funds via a onetime payroll deduction. With limited capacity in retail stores and social distancing measures still in place due to COVID-19, the donation option really contributed to the success of this event. Employees cumulatively donated 157lbs of food and \$780 to the cause. The cash amount was matched by Stance for total of \$1560 which enabled us to provide 4800 meals to local families in need.

Publicly available on our blog page: <https://www.stancehealthcare.com/blog/food-fund-drive-provides-4800-meals-to-local-families.htm>

#### Food & Fund Drive Provides 4800 Meals to Local Families

Thursday, July 22, 2021

Our food & fund drive for the + **Food Bank of Waterloo Region** was a big success! Employees collected 157lbs of food and donated \$780, which was matched by Stance Healthcare for a total of \$1560. Through this initiative, we were able to provide 4800 meals to local families who need it most.



The Food Bank of Waterloo Region is a community-based organization striving to build effective partnerships within Waterloo Region. They work collaboratively with community programs and agency partners, as part of the Community Food Assistance Network, to provide food and other vital supports to people in need.

### 2021 Movember Fundraiser –

Our second Movember fundraiser which began on November 1st was a great success this year with more than double the participants! Fifteen staff members from both Kitchener and Stratford locations went razor-free for the month to raise funds for men's health issues such as mental health and suicide prevention as well as men's cancers. Weekly moustache themed events were held each Monday to give all employees the opportunity to contribute. Thanks to the generous donations from our network of suppliers, sales reps, friends, and family, we raised over \$5500 for the cause!

Publicly Available on our LinkedIn page: <https://www.stancehealthcare.com/blog/the-stashes-of-stance-take-2.htm>

#### The 'Stashes of Stance – Take 2

Tuesday, November 30, 2021

For the second year in a row, a few brave men (+ one lady) at Stance Healthcare agreed to grow a 'mo, bringing awareness and raising funds for men's health projects.

Our fundraising efforts included mustache-themed games in the office and reaching out to our network of friends, families, and suppliers. At the end of November, the men were able to enjoy a clean shave and feel good that they helped double our fundraising efforts from last year, raising over \$5,500 for health projects focused on mental health, suicide prevention, prostate cancer, and testicular cancer.



### 2021 Salvation Army Toy Drive –

Publicly available on our Blog page: <https://www.stancehealthcare.com/blog/another-successful-toy-drive.htm>

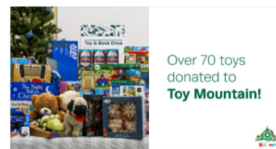
#### Another Successful Toy Drive

Tuesday, December 14, 2021

In the spirit of giving, it's a tradition at Stance Healthcare to collect donations for the annual Toy Mountain Campaign.

This year staff had the option to donate toys or participate in several different raffles to raise funds for toy purchases. Arlene, a talented member of the Stance team donated carrot cakes, a glorified gingerbread house, and two festive centerpiece to the raffle. These ticket purchases raised over \$1000 and allowed us the opportunity to purchase 50+ toys for kids of all ages. Between staff donations and toy purchases, we were able to donate 70+ toys.

A special thank you to TBS Transportation Ltd for delivering the toys to the Salvation Army, who will distribute them to families in the community who are struggling this season.



## GRI (Global Reporting Initiative) Index

CATEGORIES –	SUBCATEGORIES –	ASPECTS –	CODE –	INDICATORS –	RESPONSE –	PAGE –
-	Strategy and Analysis	-	G4-1	Statement from the most senior decision-maker of the organization	Letter from the President	5
-	-	-	G4-3	Name of the organization	Stance Healthcare	-
-	-	-	G4-4	Primary brands, products, and services	Our Products	7
-	-	-	G4-5	Location of the organization's headquarters	About Us	6
-	-	-	G4-6	Number of countries where the organization operates	About Us	6
-	-	-	G4-7	Nature of ownership and legal form	About Us	6
-	-	-	G4-8	Markets served	About Us	6
-	-	-	G4-9	Scale of the organization	About Us	6
-	-	-	G4-18	Process for defining the report content and the Aspect Boundaries	About Our Report	3
-	-	-	G4-19	Material Aspects identified in the process for defining report content	About Our Report	4
-	-	-	G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Environmental Responsibility	11
-	-	-	G4-24	List of stakeholder groups engaged by the organization	About Our Report	3
-	-	-	G4-25	Basis for identification and selection of stakeholders with whom to engage	About Our Report	3
-	-	-	G4-28	Reporting period for information provided	About Our Report	3
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-	-	-	G4-30	Reporting cycle	About Our Report	3
-	-	-	G4-31	Contact information for questions regarding the report or its contents	Rebecca Merner rebecca.m@stancehealthcare.com	3
-	Ethics and Integrity	-	G4-56	Organization's values, principles, standards and norms of behavior	Corporate Ethics	15
Environment	-	Energy	G4-EN3	Energy consumption within the organization	Energy and Greenhouse Gases (GHGs)	11
Environment	-	Energy	G4-EN4	Energy consumption outside of the organization	Energy and Greenhouse Gases (GHGs)	11
Environment	-	Energy	G4-EN5	Energy Intensity	Energy and Greenhouse Gases (GHGs)	11
Environment	-	Energy	G4-EN6	Reduction of energy consumption	Energy and Greenhouse Gases (GHGs)	11
Environment	-	Water	G4-EN8	Total water withdrawal by source	Water	11
Environment	-	Water	G4-EN9	Water sources significantly affected by withdrawal of water	None	-
Environment	-	Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	Energy and Greenhouse Gases (GHGs)	12
Environment	-	Emissions	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy and Greenhouse Gases (GHGs)	12
Environment	-	Emissions	G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy and Greenhouse Gases (GHGs)	12
Environment	-	Emissions	G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy and Greenhouse Gases (GHGs)	12
Environment	-	Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	-
Environment	-	Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	-
Economic	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None	-



## GRI (Global Reporting Initiative) Index

CATEGORIES –	SUBCATEGORIES –	ASPECTS –	CODE –	INDICATORS –	RESPONSE –	PAGE –
Economic	Human Rights	Supplier Human Rights Assessments	G4–HR10	Percentage of new suppliers that were screened using human rights criteria	Labor & Human Rights	15
Economic	Labor Practices and Decent Work	Occupational Health and Safety	G4–LA6	Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, number of work-related fatalities, by region and by gender	Employee Health & Safety	16
Economic	Labor Practices and Decent Work	Occupational Health and Safety	G4–LA7	Workers with high incidence or high risk of diseases related to their occupation	None	–
Economic	Labor Practices and Decent Work	Diversity and Equal Opportunity	G4–LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership and other indicators of diversity	Inclusiveness	15
Economic	Labor Practices and Decent Work	Supplier Assessment for Labor Practices	G4–LA14	Percentage of new suppliers that were screened using labor practices criteria	Human Rights	15
Economic	Labor Practices and Decent Work	Labor Practices Grievance Mechanisms	G4–LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	–
Economic	Society	Local Communities	G4–SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	–
Economic	Society	Compliance	G4–SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None	–
Economic	Society	Supplier Assessment for Impacts on Society	G4–SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Labor and Human Rights	15
Economic	Product Responsibility	Customer Health and Safety	G4–PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Design for Environment	14
Economic	Product Responsibility	Customer Health and Safety	G4–PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None	–
Economic	Product Responsibility	Marketing Communications	G4–PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising promotion, and sponsorship by type of outcomes	None	–
Economic	Product Responsibility	Compliance	G4–PR9M	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None	–
Economic	Product Responsibility	Procurement Practices	G4–EC9	Proportion of spending on local suppliers at significant locations of operations.	Transportation and Local Purchasing	13