

Sustainability Report

2018/2019



STANCE | HEALTHCARE

Symbol of Strength

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About Our Report

Thank you for taking the time to read our fourth 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/BIFMA e3-2012.

Our work was audited in August of 2014, by NSF International, a third party certifying body and our efforts were rewarded with level® certification for our products' conformance to the e3-2012 Standard.

Since that time we have continued to maintain and work to improve our sustainability efforts in areas including Materials, Energy and Social Responsibility. In 2016 NSF returned to audit our new facility and we are pleased to announce that at that time we became certified to the new e3-2014 Standard. As we continue to look for ways in which we can improve ourselves, we are excited to share with you what we've accomplished over the past two years since our last 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

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 2016/2017 information in 2018, contains year-over-year comparable data and performance indicators that are material to our operation.

Our 2018/2019 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. To learn more about the Business and Institutional Furniture Manufacturers Association and BIFMA level® certification, visit 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.





Letter from the CEO

At Stance Healthcare, our commitment to the environment has continued through 2018 and 19. Since our last report two years ago we've managed to divert more waste from the landfill by adding excess bubble and foam packaging to our waste to energy program. Although we weren't able to achieve our original waste reduction goal - zero waste to landfill by 2020 - we continue to make this a focus of our efforts daily and in our bi-monthly SMS meetings. Our continuous improvement department is working closely with suppliers to have more responsibility of NCMRs shifted back to them so flawed components aren't weighing us down. We are hopeful that we'll see an ongoing decline in our overall waste to landfill for years to come.

In October 2019 Stance voluntarily participated in having our guest and lounge seating categories VOC emissions tested

through the MAS Certified Green program. We are proud to say that our furniture exceeded this standard.

I am pleased with how far we've come and am confident that our team will continue to explore and discover new ways to better the environment and give back to our community that we work and live in.

A handwritten signature in black ink that reads "Bruce Kennedy". The signature is written in a cursive, flowing style.

Bruce Kennedy

CEO, Stance Healthcare



About Us

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.

Operating out of Kitchener, ON, we are a privately held, Canadian manufacturer of healthcare furniture products of the highest standard of quality. Despite our growth over the past few years, having now reached 70 full time employees, our mission continues to be to design and manufacture furniture products appropriate for healthcare environments, which provide solutions to ever-evolving market needs in the areas of comfort, 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. We have continued to be positively affected by the changing mode of care in the healthcare market as more and more patients are shifted toward specialized clinics and away from hospitals. As the construction of specialized medical facilities continues to increase, so has the demand for our products.

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, 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.

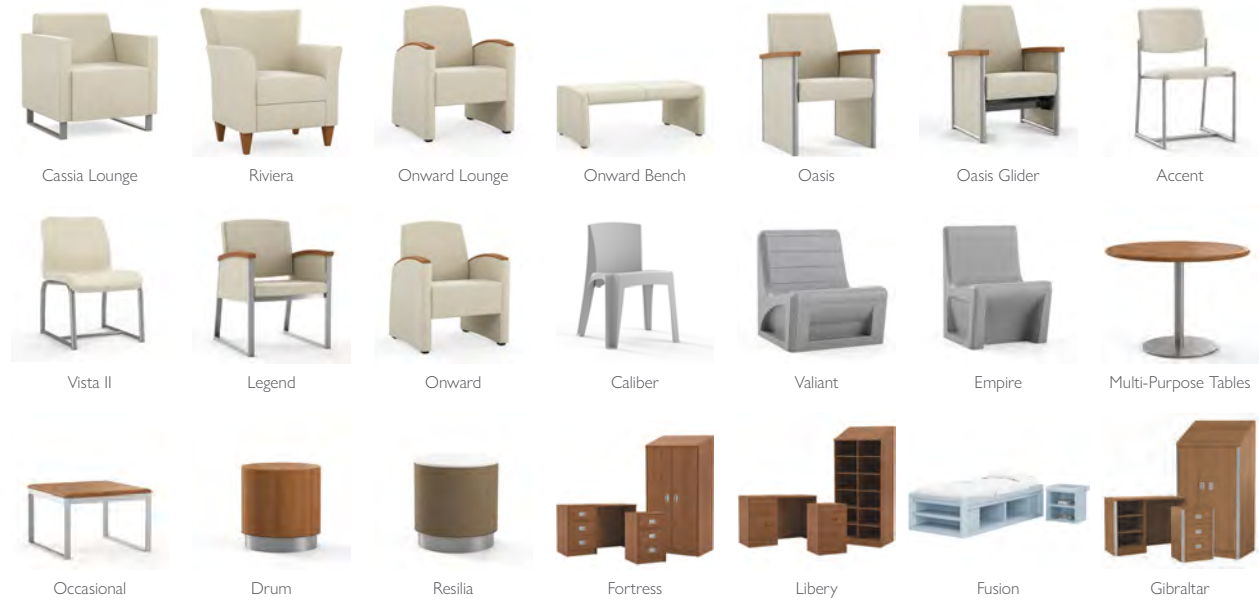
Healthcare-Specific Features

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

Behavioral Health



Metal Seating



Wood Seating



Lounge Seating



Our Products (con't.)

Patient Seating



Integrity Highback

Vista II Highback



Legend Rocker

Sleepover Seating



Verity Sleeper



Oasis Side Sleeper



Kindred Day Bed



Carson Sleeper

Recliners



Onward Recliner



Verity Recliner



Oasis Recliner



Carson Recliner

Tables



Occasional



Multi-Purpose

Overbed Tables



Transcend



Victory



Triumph



Eclipse



Split-top

Benches



Occasional

Patient Room Case Goods



Gibraltar



Kindred



Prairie



Royale

Exam/Treatment Tables



Exam Tables



Treatment Tables

Stools

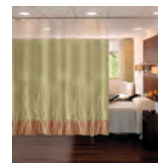


Physician Stools



Lab Stools

Privacy Curtains



Privex
Cubicle Curtains

Dining Products



Dining Chairs



Dining Tables

ENVIRONMENTAL RESPONSIBILITY

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; achieve 100 percent diversion of waste from landfill; 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 and is continuously working to meet this end by setting objectives and targets and employing strategies that will, over time, divert all waste from our manufacturing operations from being sent to the landfill.

Throughout 2018 and 2019 we've continued our efforts to reduce our waste to landfill through various initiatives. We've continued to find outlets to take our obsolete or sample furniture. We've implemented a process in which draws are held regularly so that samples or slightly damaged product can find homes with members of our staff, rather than the landfill. By far our greatest success to date has been finally achieving a permanent solution to the fabric scraps that are generated in the production of our furniture. In 2019 we added bubble wrap and poly foam to our waste to energy program now

diverting these products from landfill as well. Over the 2018-2019 period, Stance Healthcare safely disposed of over 75,000 lbs. of waste through waste to energy facilities. We take pride in our employees' ongoing participation in our initiatives, and we continue to encourage them to aide 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. Over the past few years, Canada's Workplace Hazardous Materials Information System (WHMIS) has undergone changes in order to incorporate the Globally Harmonized System (GHS) for classification and labelling of chemical products. We have taken all required steps to maintain compliance, and have provided updated training on the changes to our staff. In 2019 all Material Safety Data Sheets (MSDS) were replaced with the new style of Safety Data Sheets (SDS) in our electronic filing system, and our chemical inventory has been updated accordingly.

Water

Water utilized within our facility is obtained through a single municipal supply line from Kitchener Utilities.

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.

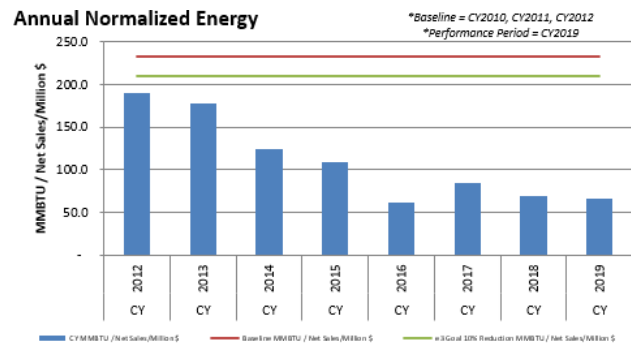
Since 2014 we have been publicly reporting our energy and GHG performance via the Carbon Disclosure Project (CDP), in order to be transparent and to hold ourselves accountable to our energy performance goals. Our original target for energy was a 25 percent normalized reduction against our 2010-2012 established baseline by 2017. We are pleased to have achieved and surpassed this goal with an overall normalized reduction of 71.22% in 2019 over the established 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 onsite. Conversion factors used when calculating the energy content of various fuels were based upon their Higher Heating Value (HHV).

2018 - 2019 Energy Performance

The 12 months selected for the energy performance periods consists of the period from January through December for each performance year. The 2018 period resulted in an annual absolute performance period value of 1,792.57 Site MMBTU, and 2019's performance period absolute value was 1,832.84.



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 offsite. Scope 3 (Optional Emissions) have been excluded from this assessment. The six major GHGs assessed for this inventory include:

- Carbon Dioxide (CO₂)
- Methane (CH₄)
- Nitrous Oxide (N₂O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs) - No emissions identified
- Sulfur Hexafluoride (SF₆) - 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 (tCO₂e), for calculation purposes, using generic conversion factors and emission coefficients established by The Climate Registry.

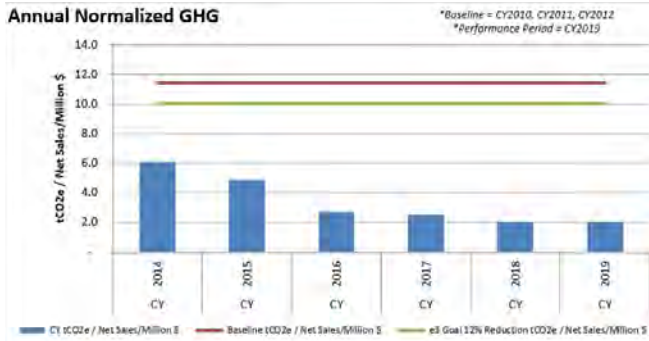
2018-2019 GHG Performance

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 52.65 and 55.81 tCO₂e for 2018 and 2019 respectively.

2018 TOTAL Scope I GHG EMISSIONS	41.05 tCO ₂ e
2018 TOTAL Scope II GHG EMISSIONS	11.60 tCO ₂ e
2019 TOTAL Scope I GHG EMISSIONS	44.52 tCO ₂ e
2019 TOTAL Scope II GHG EMISSIONS	11.30 tCO ₂ e

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 2018 annual absolute performance period value of 1,792.57 Site MMBTU of energy consumed by Stance Healthcare was equal to 525.4 MWh equivalents. In 2019, the annual performance period value was 1832.8 MMBTU, or 537.2 MWh equivalents. Stance Healthcare purchased 110 MWh of Green-e certified Renewable Energy Certificates (RECs) to be retired over 2018, and 115 MWh for 2019. These values result in an equivalent of just over 20% of total energy requirements for the Stance Healthcare manufacturing facility.



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.

Shipping Efficiency for Outbound and Inbound Shipments

Stance has surveyed its outbound transportation carriers to analyze best practices among these partners. The survey was 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.

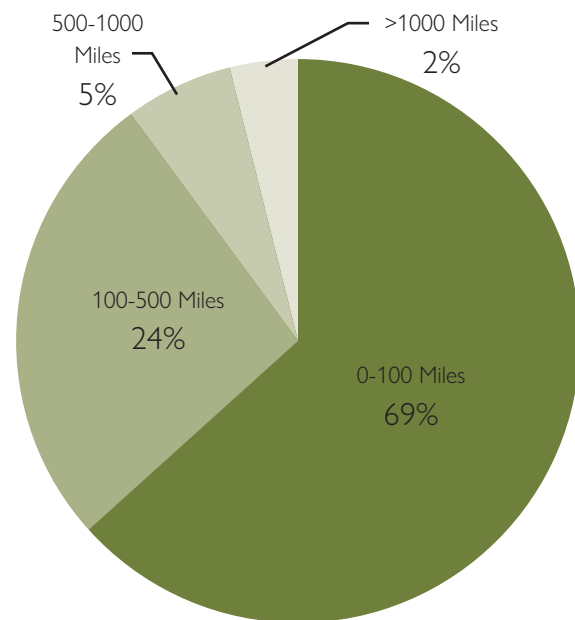
Transportation

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. One change made in 2016 was to incorporate specific verbiage regarding blanket wrapping in our standard Freight Program. The wording explains that using the blanket wrap shipping option eliminates packaging, leaving customers with virtually no waste to dispose of on delivery and that 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 continues to evolve over the years, we have managed to continue sourcing approximately seventy percent of our total Direct Material Spend from within 100 miles of our facility.

2018/2019 Supplier Location Analysis Per \$ Spent Direct Materials





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

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 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 through the diversion of products and materials otherwise destined for landfill.

Stance Healthcare is proud to offer ANEW to customers dedicated to strengthening their community network by re-purposing their furniture, fixtures and architectural materials to those in need. Visit www.anewfound.org to find out more.

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



SOCIAL RESPONSIBILITY

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 our monthly newsletter and at our quarterly company lunches.

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 a 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.

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 2019, we successfully collected completed acknowledgements from suppliers comprising 78% 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.

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 2018 we had four reportable injuries, one resulting in lost time and 56 minor/non-reportable injuries. We reduced these numbers In 2019 to 45 minor non-reportable incidents, and only one reportable incident.

Stance Healthcare is in the process of implementing a 6S program (5S & Safety combined) which will provide our operators with 6S & Continuous Improvement training, visually standardized work areas which highlights potential safety hazards, and daily goals to keep work areas clean and clear of all obstructions. A cross-functional Steering Committee has been brought together for monthly review meetings to discuss progress updates on implementation, review various concerns from operators or management, and plan for future improvements.

We are diligently maintaining our focus on Health & Safety and ongoing training for our employees as we continue to grow.



5th Annual Food Drive for The Food Bank of Waterloo Region

Community Involvement

In August of 2018, we held our 4th Annual Food Drive for The Food Bank of Waterloo Region. The challenge was for employees to bring in non-perishable food items over a two week period, and the company would donate \$5 for every pound of food collected. That year we collected a total of 597 lbs. of food, and Stance donated an additional \$1,500. In August 2019 The Food Bank of Waterloo Region confirmed that food donations from our 5th Annual Food Drive weighed in at 853 lbs – a 45% increase over 2018. Combined with Stance's \$1,500 donation the Food Bank was able to provide over 5,100 meals to those in need in our region.



2019 Toy and Book Drive
(donated to the Salvation Army)

On Giving Tuesday, November 27, 2018, Stance employees began collecting toys and books for our 3rd annual toy drive. At the end of the two week drive our customer service reps filled their cars with more than 100 toys and books and delivered them to CTV News to help build Toy Mountain. In December 2019, Stance Healthcare's employees participated in the Secret Santa toy and book drive sponsored by Wendell Motors and Rogers TV. The toys and books collected were picked up by the Salvation Army to be sorted by age and gender for delivery to Community and Family Services Centers throughout our community who then further distributed them to families in need.



2019 Earth Day Clean Up

In partnership with the City of Kitchener 20 Minute Makeover, on earth day 2018 more than 50 Stance Healthcare volunteers spent 20 minutes in the beautiful spring weather collecting dozens of bags of garbage from our property and neighborhood making for a much cleaner environment around our workplace. On April 22, 2019 with more than 60 volunteers, once again, we spent 20 minutes tidying up in the property around our manufacturing facility.



2019 Ride the Big Bike for Heart and Stroke Foundation

In June 2019, For the third year in a row, Stance employees filled the 29-seat "big bike", while a dozen others gathered to watch and cheer them on. The bikers rode for twenty minutes through the streets of Kitchener. Between staff fundraising efforts and Stance's matching contribution, we raised over \$8,000 to help the Heart and Stroke Foundation fund critical research in the prevention of heart disease and stroke. In the past 3 years Stance Healthcare's big bike participation has raised over \$22,000 for the Heart and Stroke Foundation.



GRI (Global Reporting Initiative) Index

Categories	Subcategories	Aspects		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	8		
		G4-5	Location of the organization's headquarters	About Us	6		
		G4-6	Number of countries where the organization operates	About Us	6		
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		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	3		
		G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Environmental Responsibility	10		
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		G4-29	Date of most recent previous report, if applicable	About Our Report	4		
		G4-30	Reporting cycle	About Our Report	4		
		G4-31	Contact information for questions regarding the report or its contents	Rebecca Merner - rebecca.m@stancehealthcare.com			
		Ethics and Integrity		G4-56	Organization's values, principles, standards and norms of behavior	Corporate Ethics	17
	Environment		Energy		G4-EN3	Energy consumption within the organization	Energy & Greenhouse Gases (GHGs)
				G4-EN4	Energy consumption outside of the organization	Energy & Greenhouse Gases (GHGs)	11
				G4-EN5	Energy Intensity	Energy & Greenhouse Gases (GHGs)	11
				G4-EN6	Reduction of energy consumption	Energy & Greenhouse Gases (GHGs)	11
		Water		G4-EN8	Total water withdrawal by source	Water	10
			G4-EN9	Water sources significantly affected by withdrawal of water	None		
Emissions			G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	Energy & Greenhouse Gases (GHGs)	12	
			G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy & Greenhouse Gases (GHGs)	12	
			G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy & Greenhouse Gases (GHGs)	12	
			G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy & Greenhouse Gases (GHGs)	12	
Compliance			G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None		
Environmental Grievance Mechanisms			G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None		

Categories	Subcategories	Aspects		Indicators	Response	Page
Economic	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None	
		Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Labor & Human Rights	17
	Labor Practices & 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, by region and by gender	Employee Health & Safety	18
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	None	
		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	18
		Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Labor & Human Rights	18
	Society	Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	
		Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	
		Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None	
	Product Responsibility	Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Labor & Human Rights	18
		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	15
		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	
		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	
		Compliance	G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None	
		Procurement Practices	G4-EC9	Proportion of spending on local suppliers at significant locations of operations	Transportation & Local Purchasing	13





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