

# Corporate Sustainability Policy

Our mission is to continually 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.

Being "sustainable" means different things to different companies and groups of people. As a family founded, owned, and operated business, we see it as an opportunity to evolve and adapt; to continuously look for ways that will keep our business thriving for generations to come. In order to ensure that we are doing all we can to safeguard the health of the natural world, our employees, the end-users of our products, and other stakeholders who might be impacted by our operations, Stance Healthcare is committed to environmentally, socially and economically sustainable business practices and decision-making that recognizes the short and long-term concerns of our stakeholders. This commitment incorporates the following policies that guide our conduct:

## **ENVIRONMENTAL POLICY -**

We strive to be a good steward of the environment. Stance Healthcare's efforts to reduce our environmental impact will be on-going and will include pollution prevention, natural resource conservation, and waste minimization measures. We will, at a minimum, comply with all local, provincial, and national environmental regulations. In keeping with these goals, we expect to continuously improve our products and processes, as well as our ability to effectively manage and monitor our performance, via Stance's sustainability management system.

## **DESIGN FOR ENVIRONMENT -**

Our efforts to reduce the environmental impact of our products begin during the design and development phase. Whenever an existing product is changed, or a new one is being developed, we will 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 will give preference to renewable, recycled, recyclable and biodegradable materials and will also make design considerations to conserve raw materials, water and energy.

## **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.

## **ENERGY POLICY -**

Stance Healthcare is 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; acting in accordance with all current and future local, provincial, and national legislation required of our operations in this area. As part of our sustainability management system (SMS), we will set objectives and targets directly related to energy conservation, which will be reviewed at least annually. To hold ourselves accountable to these internal goals, we will be transparent with our performance metrics, reporting our performance to our stakeholders through publicly available, voluntary reporting outlets.

## **SOLID WASTE MANAGEMENT -**

As part of our sustainability management system (SMS), Stance Healthcare has implemented a Zero Waste-to-Landfill goal and will continuously work 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.

## **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. This includes evaluating the current state of this policy and our chemical management and hazard communication plans. We will maintain Safety Data Sheets through an electronic filing system and build a chemical inventory to identify and track all existing chemicals within and leaving our facility, as well as all purchased chemicals that are not currently in our system.

## **SOCIAL RESPONSIBILITY POLICY -**

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.

**CORPORATE ETHICS -**

We understand the importance of credibility and trustworthiness to our success as a business. 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 will communicate openly and effectively with. This policy will be regularly communicated to all employees.

**INSIDER TRADING -**

Stance Healthcare is a privately held company. As such, there are no requirements to publicly disclose any information regarding our business or financial results. As a policy, we prohibit the unauthorized disclosure and misuse of any confidential, proprietary or non-public information about Stance Healthcare by any officer, employee or associate of the company who acquired such information in the course of his or her service with the company.

**RECEIPT OF GIFTS -**

To avoid conflicts of interest, or the appearance thereof, Stance Healthcare prohibits the receipt of gifts beyond a reasonable amount. Any gifts exceeding \$25 received by an employee from any current or potential vendor, associate, or customer, regardless of its nature, must be reported to the head of the organization. Gifts, excluding normal gratuities for services rendered, should never be in the form of cash.

**HEALTH & SAFETY -**

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

**INCLUSIVENESS -**

Following the Ontario Human Rights Code, 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, colour, 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 what steps are necessary in order to put an end to such unacceptable conduct. This includes zero tolerance of Workplace Harassment which is considered to be repeated and persistent negative acts toward one or more individuals which results in a hostile work environment and a perceived power imbalance.

**LABOUR 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 labour.

**COMMUNITY INVOLVEMENT -**

Stance Healthcare will seek out activities that contribute to the community in which we operate. Activities may include volunteerism, donations, and sponsorship opportunities, among others. We will make every effort to involve our employees in these decisions and encourage their participation.



Carl Kennedy  
CEO, Stance Healthcare  
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