

SUSTAINABILITY REPORT | 2024



tayco[®]

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ENVIRONMENTAL

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Paper Usage

We are constantly monitoring our paper usage and eliminate printing when possible by encouraging digital files.



Packaging

We have substantially reduced our use of packaging materials on orders installed by the Tayco team, as well as entirely eliminated packaging for several Customers.



Recycling

We have clearly labelled recycling stations through out the manufacturing facility, which allow for the easy sorting of paper cardboard, steel, and aluminum.



Efficient Lighting

LED lighting has been installed throughout most of our facility, saving over 84,000KW annually. 90% of our lighting has also been placed on timers in select areas to minimize lights being left on when no one is utilizing the space.



Clean Air Certification

Tayco's workstations, panels, casegoods, desks, and tables are Clean Air certified, meeting the requirements for low chemical emissions.



Our Goals

- Energy saving by 1.5% over the next three years
- Zero Greenhouse Gas emission by the year 2030
- Decrease paper usage by 2% over the next three years
- Increasing material efficiency by 2% over the next three years through equipment replacement, improved procurement practices and value engineering
- Reduce water usage by 2% over the next three years through improved preventative maintenance and best practices
- Reduce fuel and air emissions by 3% over the next three years through partnering with Smart way carriers when possible and consolidating routes



SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY, COMMUNITY OUTREACH & INVOLVEMENT

Family Sponsorship

In December 2023, Tayco had the privilege of participating in a heartwarming family sponsorship at Braeburn Neighbourhood Place. Embracing the spirit of giving, we purchased gifts to ensure a joyful Christmas for a local family in need. Our employees generously contributed to this cause, and the company proudly matched their donations, doubling the impact of our collective effort.



Donations

Corporate donations have been made to Canada Red Cross, Covenant House, Legacy of Hope Foundation, and Mississauga Food Bank.



Volunteer Day

Each Tayco Employee is given one paid day to volunteer at the charity of their choice. These Volunteer days have been used to provide support to a number of Charities each year. In 2023, seven Employees participated in the Volunteer Day program.





MATERIALS & MANUFACTURING

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Suppliers

All companies that supply goods to Tayco adhere to strict supplier guidelines surrounding ethical practices for their employees.



Wood

Sourced only from Suppliers who support and participate in reforestation programs, including Tafisa, which has been granted Eco-Certified Composite Grademark Program (ECC) Certification. All particle board is 100% recycled.



Fabric

The majority of Tayco's fabric offering is made with post-consumer recyclable material.



Metal

Aluminum and steel components used across our product lines are 100% recyclable.



Paint


Powder coat paint is used across all metal components to significantly reduce waste.



Waste

All wood waste is processed into wood chops and is sent to energy plants, greenhouses and wood pellet manufacturers.



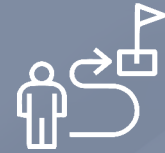
A blurred photograph of several business professionals walking across a modern office balcony. The balcony features a light-colored metal railing with horizontal bars. The background shows a bright, multi-story office building with large windows. The overall atmosphere is professional and dynamic.

CORPORATE INFORMATION

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Our Purpose

We create meaningful and inspirational workplace experiences.



Energy & Environmental Policy

Tayco is committed to protecting the environment through compliance with applicable laws, regulations and accepted industry standards.

We continually strive to achieve objectives through execution of our environmental management initiatives.

Moreover, we endeavor to minimize the environmental impact of our products through ongoing sustainability, continuous improvement and prevention of pollution.

We believe that sound and effective



safety, health and environmental standards can be achieved only with everyone's involvement. We expect all employees to actively take part in protecting themselves, their fellow workers, their plant and the environment by complying with Tayco's safety, health and environmental policies and procedures. We encourage employees to develop a sense of responsibility for their safety, health and the environment.

100+

Employee driven documented improvements on average per month.

EMPLOYEE HEALTH & SAFETY MANAGEMENT



EMPLOYEE HEALTH & SAFETY MANAGEMENT

Tayco is committed to protecting its employees, property and all resources from accidental loss due to incidents, accidents and illness. We provide and maintain a safe and healthful work environment as indicated by acceptable industry standards in compliance with the legislative requirements and we will strive to eliminate any foreseeable hazards.



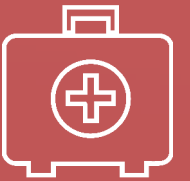
256

Working days since Tayco's last lost time accident as of June 13, 2024.

Joint Health & Safety Committee

Tayco has established a Joint Health & Safety Committee which is comprised of on half worker representatives and one half management representatives. The committee has four principal functions:

1. To identify potential hazards;
2. To evaluate these potential hazards;
3. To recommend corrective action;
4. To follow-up on implemented recommendations.





**LABOUR & HUMAN RIGHTS
MANAGEMENT**

LABOUR & HUMAN RIGHTS MANAGEMENT

Human Resources

Tayco makes it an utmost priority to protect and respect the rights of Human Resources at all levels, including local, national and global.



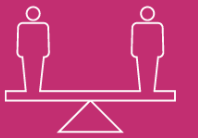
Labour & Human Rights

Forced or involuntary labour is not supported in any form and employment is voluntary. Child labour is not used or supported by any of our suppliers. Any deviation from any labour and human rights management components will not be tolerated.



Inclusiveness

Tayco promotes inclusiveness in the workforce, in management and in corporate governance bodies. Discrimination in any form will not be tolerated. Inclusiveness education is available to all employees during their orientation.



Tayco has a very diverse Team with Team Members from over 45 countries around the world.

IDEA Team

In 2023 Tayco has implemented a new Inclusion, Diversity, Equity and Accessibility committee dedicated to promoting a more respectful and inclusive workplace.



Better Together

Orange areas represent where our Tayco Team Members were born.



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