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SOCIAL  
RESPONSIBILITY  
REPORT

CY2024

## Message from the Founder and CEO

Allseating has always been an environmentally conscious company – not simply because it's the right way to work, but because it's the smarter way to work. In fact, the more steps we take towards reducing our footprint, the more benefits we are seeing to our bottom line. As you will see in this year's sustainability and social responsibility report.

Each year, we evaluate our performance according to the Global Reporting (GRI) G3.1 guideline. The GRI provides companies and organizations with a comprehensive sustainability reporting framework that is widely used around the world. This year's report outlines how we have worked to minimize our impact on the environment and maximize our contribution to our communities in the following areas.

### Sustainable Design

Allseating products are Indoor Advantage Gold – Furniture Indoor Air Quality certified - highest level of indoor air quality performance for furniture. This certification assures that furniture products support a healthy indoor environment by meeting strict chemical emission limits for volatile organic compounds (VOCs).

### Sustainable Operations

At Allseating, we have created a culture that recognizes sustainability as a key component of our business strategy. Whether it is our zero-waste goal, making sustainable products, or exceeding customer expectations, Allseating is determined to improve its organizational performance by discovering creative and innovative ways of developing seating solutions.

### Sustainable Communities

At Allseating, we take our business very personally. So, we are continuously working with our community partners to make our world a more enjoyable place to live and work. Whether it is through progressive employment programs or supporting local non-profit groups, we strive to be a good corporate partner and good neighbor.

### Continuous Improvement

Allseating is continuously working with our customers to improve our systems and processes for generating values critical to customer satisfaction. We also focus on creating a culture of understanding customer needs and learning from our mistakes in order to enhance our business strategy. Whether it is our zero-waste goal, making sustainable products, or exceeding customer expectations, Allseating is determined to improve its organizational performance by discovering creative and innovative ways of developing seating solutions.

Thank you,



Gary Neil  
Chief Executive Officer (CEO)  
Allseating Corporation

## **About Allseating**

Allseating is one of the North America's leading chair manufacturers in the contract furniture industry. Our collection of proprietary products features ergonomic principles, quality workmanship and award-winning products designed to meet the discerning tastes and limited budgets.

### **Head Office, Design & Development and Customer Service**

Mississauga, Ontario

### **Manufacturing**

Mississauga, Ontario

### **Showrooms**

Chicago, Illinois

Mississauga, Ontario

## Environmental Performance

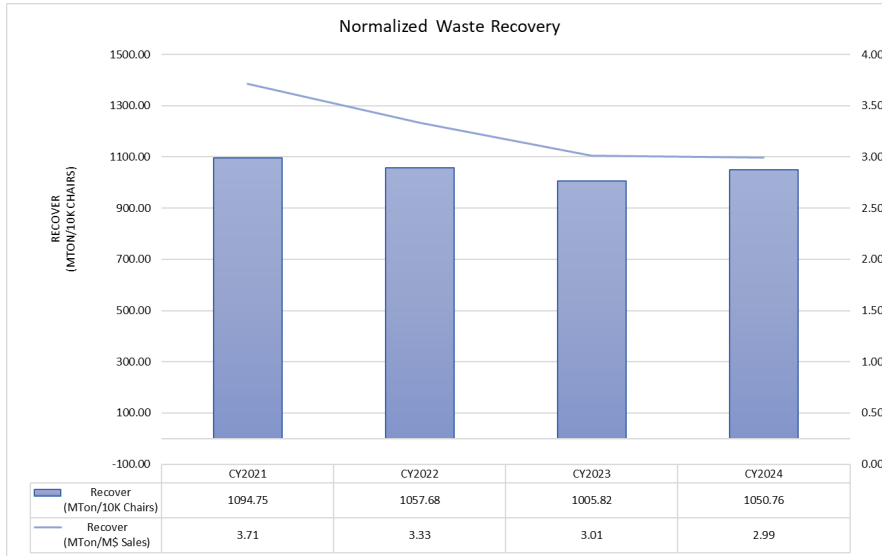
*Design for Environment (DfE)* – Allseating has a Design for Environment program to promote and initiate carbon emission and energy consumption reduction. Through our DfE program, we strive to reduce environmentally sensitive materials and strive to eliminate solid waste. [Performance Indicator GRI G3.1: PR1]

*Product and Service Labelling* – Allseating products are designed for long life, which can be easily upgraded, repaired and serviced. Our products are manufactured in such a way that they can easily be disassembled in a reasonable amount of time, and they can be remanufactured. We identify the components used in our products, which can be recycled and provide disassembly instructions which are available on our website.

[Performance Indicator GRI G3.1: PR3]

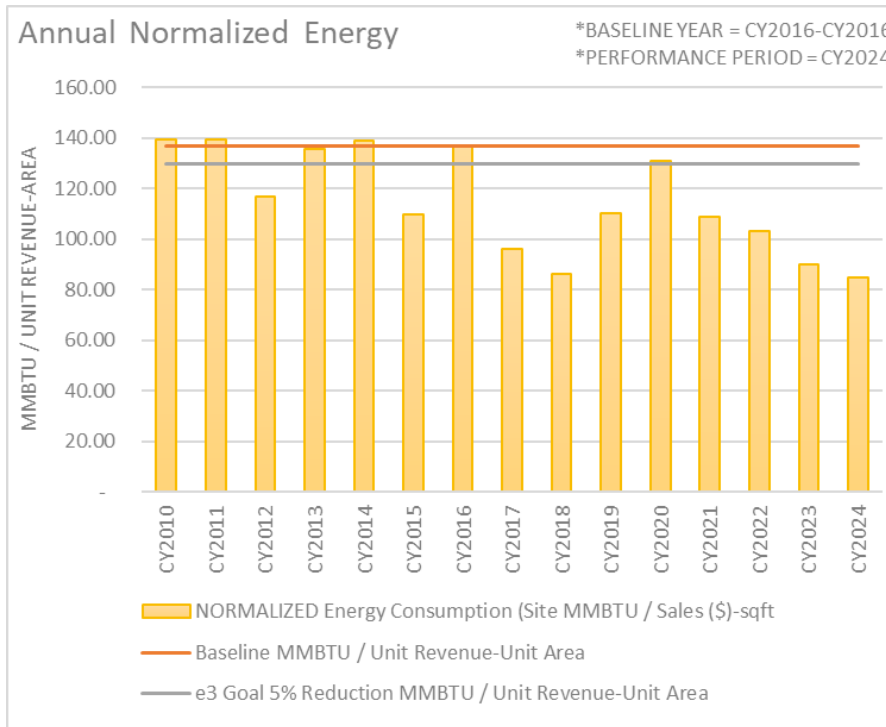
*Our Product Packaging* - Allseating has developed various packaging options for conditions ranging from truckloads to smaller orders requiring less than a truckload. Allseating supports the option of bulk shipping and offers a blanket-wrap option, which reduces the amount of packaging material sent to the consumer. Our products are packaged in standard shipping boxes designed with materials that can withstand the harsh shipping/transportation conditions.

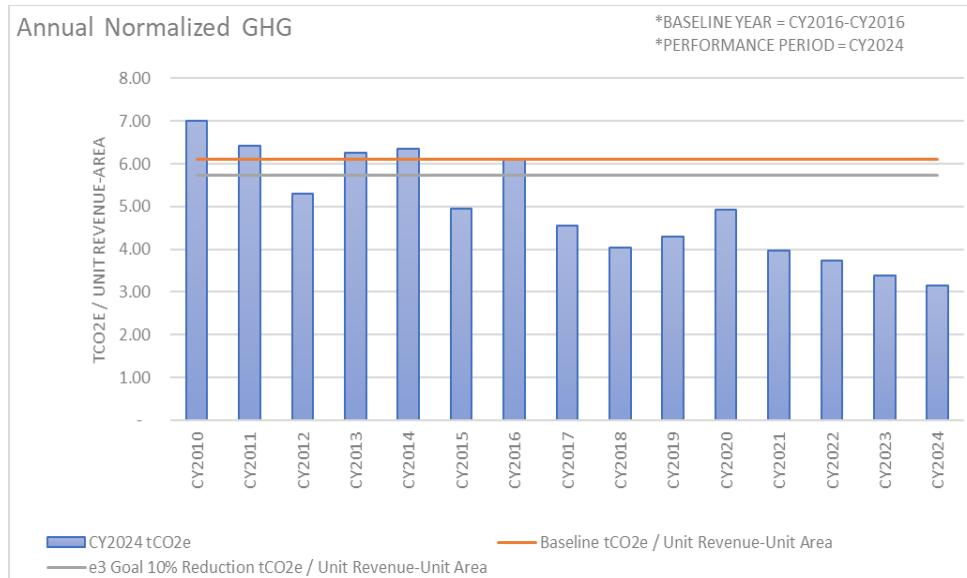
**Solid Waste Generation** – Allseating strives to minimize waste generation by maximizing reduction, reuse and recycling of materials. Every year our Management Review team sets new targets to reduce solid waste generation, to approach our ultimate 100% solid waste diversion goal.



Recent metrics of our reduction in solid waste recovery

**Energy Conservation** – Allseating has analysed the amount the embodied energy consumed for the material used within our products and committed to minimize that through our selection of materials components to conserve energy in our products.





Allseating has established a 5% reduction goal for Greenhouse Gas emissions (GHG) per unit of revenue-area with 2016 established as a base year. 2016 to 2017 represented years of growth for Allseating’s business with more facility space added resulting in an increase in absolute GHG emissions compared to 2015. [Performance Indicator GRI G3.1: EN3, EN4, EN16]

**Renewable Energy** – We have purchased Renewable Energy Credits (RECs) for the equivalent of 4% of our total energy consumption. Through the purchase of these RECs, we are able to claim the environmental benefits of the green power generation. This investment has helped to support the building of new renewable energy infrastructure within both the U.S. and Canada helping to reduce global GHG emissions through renewable energy generation.

**Harmful Chemicals** – Through our Chemical Management Plan procedure, Allseating strives to eliminate the use of any harmful chemical within our facility. We are also committed to protecting our environment and employee health from the risks of harmful chemicals.

**Compliance** – Allseating has not been charged or found guilty of criminal violations pertaining to environmental, health and safety regulations at the local or federal level. [Performance Indicator GRI G3.1: SO8]

**Economic Performance** – Due to our business stability since incorporation, we have never claimed for any financial assistance from the Government. [Performance Indicator GRI G3.1: EC4]

## Labour and Human Rights

Human rights are the fundamental rights and standards to which all employees are entitled. Allseating upholds the Canadian Charter of Rights and Freedoms and treats employees with dignity and respect.

*Collective Bargain Agreements* – None of Allseating’s employees are covered by collective bargaining agreements. [Performance Indicator GRI G3.1: LA4]

*Education Policy* – Allseating encourages employees to continually upgrade and develop their skills and knowledge in their field. Allseating provides an Education Assistance Program which offers reimbursement of tuition fees to encourage eligible employees to upgrade their education and/or skills by enrolling in part-time studies that are job related at recognized colleges or universities. [Performance Indicator GRI G3.1: LA11]

*Supply Chain* – Allseating sends out the Supplier Code of Conduct and Supplier Social Responsibility Survey to all our Suppliers. The aim of this initiative is to require suppliers in our supply chain to integrate social responsibility guidelines into business practices. The list of suppliers undergoes review every year to ensure that at least 75% of suppliers based on material spend are engaged. [Performance Indicator GRI G3.1: HR2]

The Supplier Code of Conduct outlines expectations for:

- Compliance with laws,
- Upholding of human rights of worker and treating them with respect,
- Safeguarding the health and safety of employees, officers, directors, agents, and contractors,
- Integration of environmental consideration to business practices,
- Commitment to the highest standards of ethical conduct, and
- Commitment to anti-corruption laws.

*Supplier Code of Conduct/Social Responsibility Survey Response Rate*

Total Response Rate per number of suppliers	Total Response Rate per material spend	Response rate for suppliers w/in 75% spend
60.62%	95.91%	<b>78.95%</b>
Has 75% Threshold been achieved?		<b>YES</b>

## Inclusiveness

Our community is based on our Human Resources department safeguarding fair hiring practices in accordance with the Canadian Employment Standards Act. We practice this not only because it is the law, but to ensure the best individual for any open position is hired regardless of sex, ethnicity, age, visible minority and disability. As a result, Allseating employs a diverse community, void of discrimination or harassment of any kind.

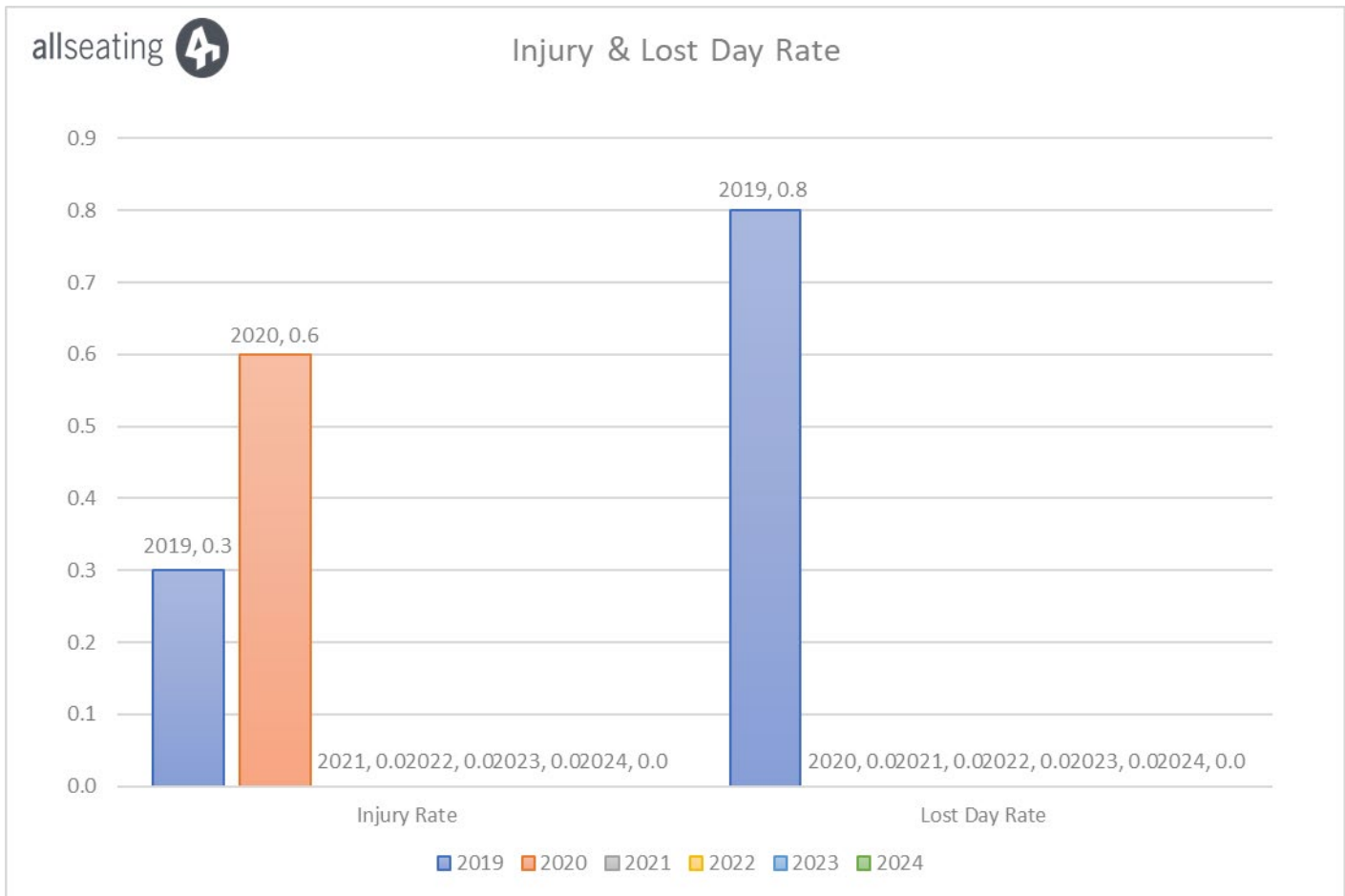
We recognize the need to attract and retain the best talent available. An inclusive environment allows our employees to be more innovative and create products that best meet the needs of our customers around the world. Allseating also recognizes that diversity throughout our employee population is a key to both corporate success and quality of work life.

We do not hold any employee diversity statistics, per the Employment Standards Act, thus no statistics are disclosed. [Performance Indicator GRI G3.1: LA1]

## Employee Health and Safety

We are committed to protecting the health and safety of all employees in our organization. We provide a safe, healthy and hazard-free working environment to achieve our zero-injury rate goal. In the event of a workplace injury, Allseating has a comprehensive return to work program to facilitate an early and safe return to work.

*Zero Injury Goal* – Allseating and its employees are proud to embrace a safety focused culture and are collectively proud of continuously working on reducing recordable injuries and lost time accidents. We train our employees and implement our health and safety policy across our operations, to prevent injuries, environmental health and property damage. [Performance Indicator GRI G3.1: LA7]



\* The rates in the chart above were calculated using the following formulas:

- Injury Rate = (Total number of injuries and illnesses / Total number of employee labor hours worked) × 200,000
- Lost Day Rate = (Total number of lost days / Total number of employee labor hours worked) × 200,000

## Community Outreach

Allseating is committed to giving back to the communities in which we operate, supporting charitable causes on a local and national scale. In the past years, Allseating and its employees actively contributed to or participated in below charitable and community engagement programs. Allseating was able to engage in five events or programs for CY2024.

- **Winter Caring Connection**, previously known as Share the Joy Program, is run by Peel District School Board (the local municipality). At least 30% of Allseating employees joined to help provide support to a Peel family in need during the holiday season. The family that was supported developed a list of what would help make the holiday happier and was provided with items such as clothes, toys, house wares, food, and gift cards.
- **The Mississauga Food Bank** provides and promotes access to healthy and appropriate food for individuals and families facing hunger. They aim to create a food-secure

Mississauga by distributing food through various channels, including neighbourhood food banks, pantries, meal and snack programs, and community markets. During the holiday season, Allseating collects cash from employees for a raffle for business gifts. The cash collected from employees for the raffle will be donated and matched by the company at Christmas time.

- **Go Fund Me or Fund Raising** - is an online fundraising platform and the best place to start a fundraising campaign for those who need financial support. Allseating extends its help to the immediate community, inclusive of employees, their families and loved one, through financial contributions as well as promotion and communication of Go Fund Me and other fundraising campaigns throughout the company for voluntary donations. On an average, at least 30% of employees contributed to one fundraising event in the last 12 months.
- **The Bennett Edge** is a service provider dedicated to helping individuals with disabilities, as well as those who have faced personal setbacks or life-changing events, secure and sustain employment through a strong commitment to excellent service. In partnership with The Bennett Edge, Allseating has successfully hired several employees over the past year. Four of these individuals were placed in group leader roles, with three-quarters of them still actively employed. These employees represent people who have overcome difficult challenges and were given the opportunity to re-enter the workforce. Allseating is proud to support the community and remains committed to its core mission of being an active part of each employee's journey and professional growth.
- **Chair Donations** – Allseating gives back to the community by donating chairs to non-profit organizations.