



AV GAUGE & FIXTURE

Date of Issue: August 16, 2023

Review/Revise Date: [February 24, 2024](#)

Corporate Social Responsibility and Sustainability Policy

(Approved by: Sr. Management Team)

Purpose:

Our purpose is to build diverse, equitable, and inclusive teams, champion a transparent, responsible supply chain, create opportunities and supply resources for youth and communities to excel and thrive, innovate and scale more sustainable solutions to help protect our planet.

The Corporate Social Responsibility and Sustainability (CSRS) policy of AV Gauge & Fixture creates the framework to support and reinforce the company's commitment to all aspects of a Responsible Business Conduct (RBC) that meets the highest standards of ethics and professionalism. Through a range of actions related to the Human Rights due diligence, Environmental, Social and Governance (ESG) initiatives, AV Gauge & Fixture empowers communities on both local and global scales. This policy outlines the Company's efforts to give back to the world and nature as we utilize their resources to conduct our business operations.

Scope:

This policy applies to all Company's Canadian locations, its global subsidiaries, suppliers and partners.

Definitions:

AV Gauge's social responsibility falls under two categories: compliance and due diligence.

"Compliance" – observance of laws, regulations, standards and adherence to best practices and values.

"Due Diligence" – identification and response to the real and potential adverse impacts of business activities.

Compliance Standard Procedures:

- Always respect the law and comply with any applicable legislation
- Honour corporate company policies
- Ensure and maintain legitimate business operations
- Conduct business with integrity and respect to human rights of all employees, customers, suppliers and partners.
- Keep an open and transparent communication about our partnerships and collaborations
- Comply with “Fighting Against Force Labour and Child Labour in Supply Chains” Act
- Ensure adherence to anti-bribery and anti-corruption practices
- Keep our environment clean and unpolluted

Due Diligence Standard Procedures:

- Embed responsible business conduct (RBC) into policies and management systems of the Company
- Identify and assess adverse impact (risk management) in operations, supply chain and business relationships
- Cease, prevent and mitigate adverse effects by introducing appropriate initiatives and creating a multi-year action plan
- Communicate how impacts are addressed through a transparent and public reporting
- Track and evaluate on the annual basis the implementation and results of remedial activity and initiatives

Environment:

- Dispose any garbage and waste responsibly using verified and approved professionally contracted service providers
- Recycle, where possible
- Use and store chemical substances in accordance with the WHMIS 2015 supplier labels and SDS instructions
- Conserve energy and /or use carbon-free and environmentally-friendly technologies, where applicable

Human Rights:

- Act as an equal opportunity employer and ensure that our activities do not directly or indirectly violate human rights in any country
- Abide by Fair Trade Principles and Fair Labor Practices
- Support equality, diversity and inclusion company programs
- Protect the health, safety and well- being of our employees through OHSMS

Communities:

- Avoid harming or adversely affecting the lives of local and indigenous people
- Provide monetary or in-kind support to nonprofit organizations or movements to promote cultural and economic development of global and local communities
- Support community investment and youth programming
- Make monetary donations to alleviate those in need, battle hunger and poverty
- Encourage our employees to volunteer through programs organized internally or externally
- Sponsor initiatives and events from other organizations

Responsibilities:

It is a collective responsibility of all Company employees, supervisors, and Sr. Management to promote and implement the Corporate Social Responsibility and Sustainability (CSRS) initiatives.

Sr. Management

Evaluate and approve corporate CSRS strategic goals

Approve new initiatives and budgets

Be open to suggestions and be open minded to new ideas

Strive to continuously improve the way it operates within the CSRS framework

Supervisor/Dep. Head

Ensure adherence to all the environmental, health and safety, diversity and inclusion processes and procedures by their staff members

Are responsible for resolving any CSRS issues with their staff

Human Resources

Recommend, plan and organize CSRS initiatives and activities to align with the strategic goals

Ensure compliance with applicable legislation and prepare government reports, as required

Communicate the details of the CSRS policy to current and new staff members

Communicate this policy on all levels to promote Company's identity as a socially aware and responsible business

Evaluate annual impact of the CSRS efforts

Employees

Be familiar with the elements of the CSRS policy and uphold its provisions

Actively participate in company-sponsored community events

Training:

New employees are introduced to the CSRS at the orientation. Training and promotional materials on the ongoing CSRS initiatives will be provided to employees in the onboarding package.

Communication:

CSRS initiatives details are posted on the Bulletin Boards, mentioned in the company newsletter, communicated internally via email and externally via corporate website.

Evaluation:

On an annual basis, Sr. Management and HR reviews CSRS efforts results to determine its relevance to the corporate goals and implements necessary changes.

Acknowledgement:

Notification of the success/improvements in the CSRS policy are reported in the newsletter and posted on the Bulletin Boards.

Resources:

OECD Due Diligence Guidance for Responsible Business Conduct

Public Safety Canada

PWC and Deloitte