

2025-2026 Corporate Social Responsibility Annual Report

Message from the President



Dear employees, business and community partners:

Over the past business year AV Gauge & Automation reached two important milestones:

1. **Company Anniversary: 40 years of excellence** in manufacturing, quality control and automation solutions supporting our customers' needs.
2. **Canada's Best Managed Companies: 10 consecutive years** of being named one of the Canada's Best Managed companies and proudly holding the Platinum status.



As we celebrate our accomplishments, we recognize that our corporate success is interconnected with the sustainable use of the environmental resources, the utmost respect for human rights, the commitment to employee safety at work, and the long-term prosperity of the global communities in which we conduct our business operations. This CSR Report highlights an overview of our efforts and progress in these key areas over the passed year.

1. Environmental, Health & Safety (EHS)

AV Gauge & Automation is committed to minimizing our ecological footprint and promoting environmental sustainability and employee health & safety throughout our global operations.

Achievements:

- **Certification:** Successfully implemented a formal Environmental Management System (EMS) and attained ISO 14001:2015 certification.



- **Resource Management:**
 - Reduced hydro power consumption by installing more energy efficient HVAC units; motion - censored electrical switches in bathrooms and meeting rooms.
- **Waste Management:**
 - Upgraded IBC totes, implemented waste secondary containment and storm water pollution prevention programs.



- **Sustainable Sourcing:**
 - Continue to source our raw materials and factory supplies from sustainable suppliers, introduced recyclable packaging materials for product logistics.
- **Workplace Health & Safety:**
 - Created new and updated existing Standard Operating Procedures (SOPs) for various types of manufacturing equipment, processes and job tasks.
 - Maintained an effective health & safety management system through adherence to safe operating protocols and rigorous employee training.
 - Reduced the amount of major workplace injuries.

Future Goals:

- Continue to mature our environmental management system and look into a future integration of ISO 9001 and 14001 certifications.
- Conduct air quality testing within our facilities.
- Create KPI (where possible) and improve process metrics (where feasible) for better

2. Human Rights and Labor Practices

AV Gauge & Automation upholds the dignity and rights of every individual related to our business — from our employees to those within our global supply chain.

Key Initiatives:

- **Accessibility:**
 - Conducted a thorough government audit of the corporate accessibility policies, procedures and forms.
 - Achieved full compliance with the AODA and IASR in the areas of accessible recruitment, employment, information, communication, design of public spaces, customer service and human rights.
- **Forced and Child Labour:**
 - Implemented a grievance mechanism process and completed our supplier mapping activities.
 - Reviewed supplier information and incorporated forced labour and child labour considerations into supplier evaluation activities.

- **Fair & Ethical Labor Practices:**

- Reviewed company compensation chart to ensure fair wages are upheld across global locations.
- For full transparency, compensation ranges are included on all our publicly advertised job postings.
- Supplier terms and conditions were reviewed and updated where appropriate to include compliance expectations related to human rights and ethical labour practices.

- **Workplace EDI:**

- Despite economic challenges and reduced workforce, we maintained female representation in leadership roles and overall visible minority representation across the global workforce.

- **Wellness:**

- Conducted an on-site flu shot and diabetes screening clinic for employees.



Future Goals:

- Through periodic reviews, continue to maintain a global system that supports Fair Labour Practices and Standards across all global operations.

3. Community Engagement

AV Gauge & Automation strives to be a positive force in the communities where we operate by investing in youth education, environmental sustainability, and regional economic development.

Key Initiatives:

- **Local Community Investment:**
 - Awarded bursary to a graduating machine shop student at the Belle River District High School



- Supported Brentwood addiction rehabilitation program



- Wore pink ribbons and donated funds to the Canadian Cancer Society during the Breast Cancer Awareness Month



- Donated scrap metal to the Windsor-Essex County District School Board schools

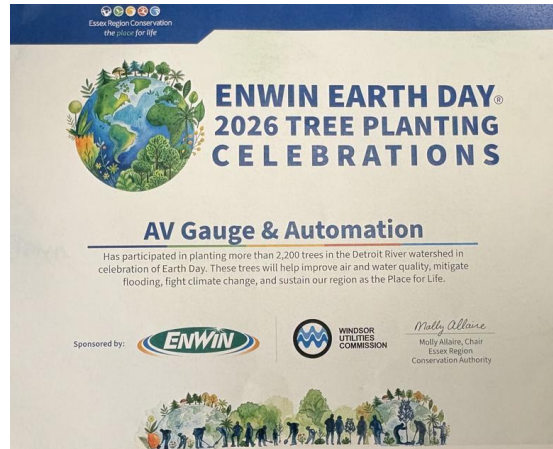


- Provided financial support to Belle River Boltheads Robotic team



- **Local Community Volunteering:**

- Earth Day Tree Planting event



- ERCA Bike Tour Fundraiser



- Blood Donation campaign



- **Educational Initiatives:**

- Facility tours during Manufacturing Day



- Placed youth apprenticeship and pre-apprenticeship students for co-op terms



- Outreach Events and Conferences



Future Goals:

- Continue fostering our local partnerships through financial support, event participation and engagement with the community programs.

Conclusion

The purpose of our CSR activities is to build equitable teams, champion a responsible supply chain, create opportunities for youth and communities, scale more sustainable solutions to help protect our planet.

Over the past year AV Gauge & Automation has engaged in multiple CSR related activities and initiatives. We have significantly improved our overall ESG score and CSR rankings with our customers' Supplier Sustainability Surveys, that brought us more business opportunities across various industries and sectors.

AV Gauge & Automation remains focused on the continuous improvement and accountability in the ESG areas of the CSR. We thank our employees, customers, suppliers, partners, and communities for working together to help us achieve these goals.



Tim Campeau

President

AV Gauge & Automation