

SUSTAINABILITY REPORT | 2019



tayco®

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ENVIRONMENTAL



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Paper Usage

We are constantly monitoring our paper usage and eliminate printing when possible. This has allowed us to reduce our paper usage by 16%!



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.



Greenguard

Tayco's Cosmo, Metro and Metro Collab lines are Greenguard certified, meeting the requirements for low chemical emissions.





SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY, COMMUNITY OUTREACH & INVOLVEMENT

Toronto Foundation for Student Success Emergency Fund

The TFSS Emergency Fund is set up to provide children and youth with immediate support in emergency situations.

The amount of support that the TFSS Emergency Fund is able to provide often makes an enormous difference to the basic health, safety, and well being of these students. It often enables them to stay in school even as the world around them seems to be falling apart.



Donations

Corporate donations have been made to The Hospital Book for Children, Centre for Addition and Mental Health, The Kidney Foundation of Canada, Sick Kids Foundation and Youth Without Shelter.




Volunteer Day

Each Tayco Employee is given one paid day to volunteer at the charity of their choice. Volunteer Day's have including assisting at Toronto and Region Conservation Foundation, Girl Guides of Canada and many other local organizations.







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.







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.



EMPLOYEE HEALTH



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.



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

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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.





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