

SUSTAINABILITY REPORT | 2025



tayco⁵⁰
YEARS OF CANADIAN
MANUFACTURING

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ENVIRONMENTAL

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Through our ongoing waste diversion and material recovery initiatives, Tayco continues to repurpose manufacturing byproducts into valuable secondary resources.



Cardboard

Repurposed into new packaging, corrugated boxes, paper products, and fillers.

14.3 MT of cardboard re-purposed.

Sawdust

Redirected for use in biomass energy, as well as composite and pressed wood products.

10.12 MT of sawdust re-purposed.

Particle Board Waste

As part of our ongoing commitment to waste reduction and material recovery, Tayco redirected 816 metric tons of particle board waste from landfills in 2025. These materials were repurposed into biomass fuel, contributing to a more environmentally responsible energy solution and supporting a more circular approach to manufacturing.

816 MT of particle board waste re-purposed.

Recycling

Tayco continues to strengthen its waste diversion efforts through improved material segregation and responsible recycling practices across our facility. Clearly labelled recycling stations support easy sorting and help reduce waste sent to landfills.

As part of our **Waste Streams & Diversion Methods** program, materials are redirected through reuse and recycling initiatives whenever possible. Plastic waste is sorted into Blue Bin recycling streams, while edgebanding offcuts are returned to suppliers for regrinding and reuse.

Wood offcuts are repurposed for skidding, steel and aluminum are separated and sent for scrap recycling, and cardboard is reused for outbound packaging before being recycled.

These initiatives support Tayco's ongoing commitment to reducing waste at the source and improving overall material recovery.

ENVIRONMENTAL

Efficient Lighting

LED lighting continues to be rolled out across our facility as part of an ongoing retrofit program, with a target of 100% LED coverage by 2026–2027. Motion-sensor controls are active in washrooms, storerooms, and low-traffic areas to reduce unnecessary energy use.



Clean Air Certification

Tayco's workstations, panels, casegoods, desks, and tables are independently certified Clean Air by Intertek — a third-party body accredited to ISO/IEC 17065. Products are tested and certified to the ANSI/BIFMA e3-2019 Furniture Sustainability Standard, meeting strict VOC emission limits: formaldehyde ≤ 50 ppb and Total VOCs $\leq 500 \mu\text{g}/\text{m}^3$.



CERTIFIED
CLEAN AIR GOLD

Annual testing ensures our low-emission claims are always backed by current data. Certification is recognized by LEED and WELL building programs, meaning Tayco products actively contribute to earning indoor air quality credits on your next project.

2026 Environmental Goals:

Energy Conservation:

- Reduce total energy consumption by 1.5% per year, measured in kWh per part produced.
- Install a fully LED rooftop sign by 2026 to support improved energy efficiency across facility operations.
- Transition the Front Office to green energy by 2027 as part of Tayco's ongoing commitment to more sustainable energy practices.

Material Efficiency: Improve material efficiency by 2% per year through equipment upgrades, procurement improvements, and value engineering.

Waste Diversion: Maintain and improve our waste diversion rate across manufacturing and office operations annually.

Water Conservation: Reduce water usage by 2% per year through preventative maintenance and operational best practices.

Logistics Emissions: Reduce transportation fuel and air emissions by 3% per year by partnering with SmartWay carriers and consolidating delivery routes.

Paper Reduction: Reduce paper usage by 2% per year through digital files and electronic document management.

Supply Chain: Increase the number of suppliers who meet Tayco's environmental standards, with a take-back programme for reusable delivery items such as skids.



SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY, COMMUNITY OUTREACH & INVOLVEMENT

Family Sponsorship

In December 2025, 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 of 5 in need. Our employees generously contributed to this cause, and the company proudly matched their donations, doubling the impact of our collective effort.



Donations

In 2025, Tayco continued its commitment to community support through charitable contributions to organizations including SickKids Hospital and the Daily Bread Food Bank, helping support essential services and programs within the community. These contributions represented approximately 0.04% of annual revenue, reflecting Tayco's ongoing dedication to giving back and supporting the communities in which we operate.



Volunteer Day

Each Tayco employee is provided with one paid volunteer day to support a charity of their choice. In 2025, four employees participated in blood donation initiatives, while 16 employees volunteered with non-profit organizations, including local food banks and women's shelters, contributing to meaningful community impact.



2026 Social Goals:

- Achieve 100+ volunteer hours contributed by Tayco staff throughout 2026.
- Establish formalized Corporate Outreach Pillars with dedicated donations supporting selected charities within each focus area.
- Increase percentage of annual revenue donated to selected community outreach initiatives and charitable organizations.





MATERIALS & MANUFACTURING

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Suppliers

Tayco strives to use as much Canadian content as possible, with materials ranging from a minimum of 80% depending on the product. Approximately 15–20% of materials are imported to support specific product requirements and ensure consistent quality and availability.



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. As part of our commitment to waste reduction and material recovery, Tayco redirected 816 metric tons



of particle board waste from landfills in 2025, repurposing it into biomass fuel, contributing to a more circular approach to manufacturing

Fabric

The majority of Tayco's panel and seating fabrics contain 26%–100% post-consumer recycled polyester, with select styles made from biodegradable recycled polyester. Several are made using Duvaltex's CLEAN IMPACT TEXTILES® technology, removing up to half a pound of ocean plastic waste for every pound of fabric produced.



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 chips and is sent to energy plants, greenhouses and wood pellet manufacturers.



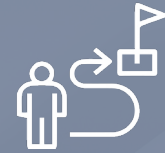
A blurred photograph of several business professionals walking across a modern office balcony. The balcony features a white metal railing with horizontal bars. The background shows a bright, multi-story office building with large windows. The overall atmosphere is professional and dynamic.

CORPORATE INFORMATION

CORPORATE INFORMATION

Our Purpose

We create meaningful and inspirational workplace experiences.



Energy & Environmental Policy

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

We continually strive to achieve our objectives through execution of environmental and energy management initiatives, minimize the impact of our products through ongoing sustainability assessments and lifecycle thinking, and prevent pollution at source through design, process controls, and material selection.



We believe sound environmental and energy performance can only be achieved with everyone's involvement. We expect all employees to actively participate in protecting themselves, their fellow workers, and the environment, and encourage them to develop a shared sense of responsibility for our collective impact.

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.



654 Working days since Tayco's last lost time accident as of December 31, 2025.

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.

In 2025, Tayco continued to strengthen its health and safety initiatives.

Enhancements were made to the Respiratory Protection Program, with 30 employees completing respirator fit testing and respiratory protection training. In addition, noise testing was conducted throughout the facility, leading to updates to the Hearing Protection Policy.





**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.

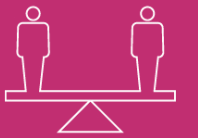


Inclusiveness

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.

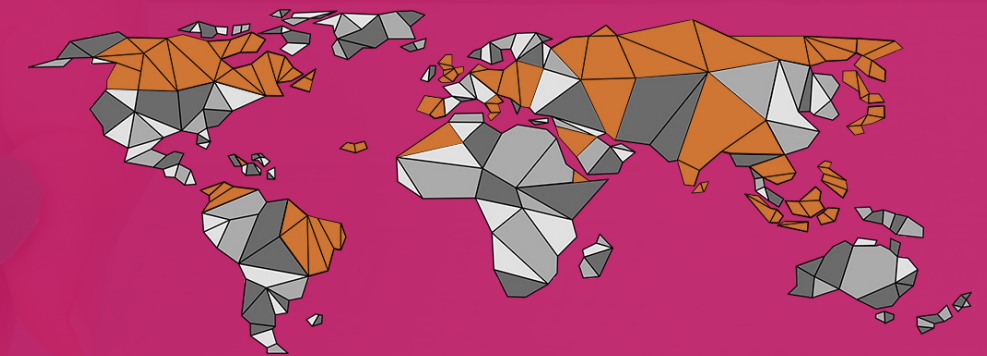


With a Team of over 300 employees, Tayco is highly diverse, with Team Members representing more than 45 countries around the world.



IDEA Team

In 2025, Tayco continued its commitment to fostering an inclusive workplace through its Inclusion, Diversity, Equity and Accessibility (IDEA) Committee, which is dedicated to promoting respect, equity, and belonging across the organization.



Better Together

Orange areas represent where our Tayco Team Members were born.



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