

SUSTAINABILITY REPORT | 2021



tayco®

TABLE OF CONTENTS

3	ENVIRONMENTAL
7	SOCIAL RESPONSIBILITY
11	MATERIALS & MANUFACTURING
15	CORPORATE INFORMATION
19	EMPLOYEE HEALTH & SAFETY MANAGEMENT
23	LABOUR & HUMAN RIGHTS MANAGEMENT

ENVIRONMENTAL



ENVIRONMENTAL

Paper Usage

We are constantly monitoring our paper usage and eliminate printing when possible. Last year we were able to reduce our usage by 7.9% and this year we further reduced our usage by 33.5%!



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. All production lighting has been changed to LED lighting.



Greenguard

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



Our Goals

- Energy saving by 2% over the next three years
- Increasing material efficiency by 2% over the next three years through equipment replacement, improved procurement practices and value engineering
- Reduce water usage by 2% over the next three years through improved preventative maintenance and best practices
- Reduce fuel and air emissions by 3% over the next three years through partnering with Smartway carriers when possible and consolidating routes



SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY, COMMUNITY OUTREACH & INVOLVEMENT

IDEA Committee

Tayco's IDEA Committee is committed to creating enjoyable and inclusive experiences with our Team. From teachings of inclusivity, to unlearning biases, there is so much our IDEA committee covers and cares for.



Donations

Corporate donations have been made to Black Health Alliance, Indian Residential School Survivors Society, CAMH and The Asian Solidarity Fund

Volunteer Day

Each Tayco Employee is given one paid day to volunteer at the charity of their choice. These Volunteer days have been used to provide support to a number of Charities each year.



Tayco Supports

Tayco is proud to support CCDI (Canadian Centre for Diversity and Inclusion) as well as The BlackNorth Initiative. We truly believe that inclusion and kindness are at the heart of an amazing Team.



INTERESTED IN HELPING IN YOUR COMMUNITY?

VOLUNTEER DAY

Tayco recognizes it is our responsibility as a good corporate citizen to help strengthen the communities in which we live and work. We encourage our employees to become involved in their communities, lending their voluntary support to programs that enrich the quality of life and opportunities for all citizens.

- YOU WILL RECEIVE 1 PAID DAY OFF PER YEAR TO VOLUNTEER
- YOUR VOLUNTEER SUCCESS WILL BE SHARED INTERNALLY AND IN SOME CASES ON OUR SOCIAL MEDIA CHANNELS.
- FEEL GOOD ABOUT THE WAYS YOU CONTRIBUTE TO YOUR COMMUNITY!



Eligibility requirements: Employee must be full-time permanent employees, who have completed their probationary period. Must have a positive performance and attendance record to be eligible. Employee must consent to providing Tayco with pictures, of themselves volunteering for use on social media channels and marketing initiatives. Volunteer Day must be approved in advance by their manager and in alignment with the department's regular vacation planning priorities.





MATERIALS & MANUFACTURING

MATERIALS & MANUFACTURING

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

CORPORATE INFORMATION

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.

100+

Employee driven documented improvements on average per month.



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.



155

Working days since Tayco's last
lost time accident as of August
21, 2021



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

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.



Tayco has a very diverse Team with Team Members from over 45 countries around the world.

IDEA Team

In 2020 Tayco has implemented a new Inclusion, Diversity, Equity and Accessibility committee dedicated to promoting a more respectful and inclusive workplace.



Better
Together

Orange areas represent where our
Tayco Team Members were born.



tayco®