

SOCIAL RESPONSIBILITY REPORT

March 2024



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**A BUSINESS
LIKE NO OTHER**

Our employees are our strength



Our strength comes from working together.

I am extremely proud of our employees' commitment, skills, and experience, and have the privilege to be surrounded by talented teams who are dedicated to crafting high-quality furniture.

Éric Morin, owner

I truly believe that our collective success lies in our corporate approach, which leaves room for everyone to be curious, connected, engaged, and ready to take on new challenges. It is these values that have allowed us to remain competitive while also offering a workplace that people are proud to be part of. Every employee contributes to our success, no matter what role they play—from cutting to sewing, stuffing, and assembling. Here, the details truly matter.

Our diverse workforce is also key to our continued success. We are committed to recognizing and promoting individual ingenuity and professional development, while striving to create a real sense of belonging. We offer an inclusive environment with the goal of bringing out the best in our employees so they can reach their full potential, and we do this by supporting initiatives that promote our employees' ideas, wellness, and safety in the workplace.

It is by working seamlessly as a team that we will continue to create and craft professional, high-quality products and offer our impeccable service. We strive to keep inspiring and empowering our employees to reach new professional heights and contribute to what our company can offer. Our brand is strong and unique, and our goal is to ensure it inspires pride in everyone who works here. Although many challenges still lie ahead, it is through the strength of our employees that we will be able to face each one with success.



SAFETY FIRST

Always in safe hands

Establishing a health and safety program in our workplace is one of the most effective ways of protecting our most essential asset: our employees.

Health and safety programs foster a proactive approach to finding and fixing workplace hazards before they cause injury or illness. That's why we created an Emergency Response Team to help identify and correct any potential emergency situations.



Six of our facility employees have been certified in first aid techniques, including CPR and the use of an Automated External Defibrillator (AED).

As well, our workplace is equipped with emergency preparedness kits, and fire extinguishers have been placed in strategic locations.

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We are proud to say that, thanks to these safety measures:



No injuries were recorded at Bouty in 2023.



The injury rate at ADI has been cut by two thirds compared to 2023.



**A DIVERSE TEAM
WITH A COMMON
GOAL**

Travel the world with our talent

We are fully committed to ensuring all employees are treated with equal respect, and we promote collaboration and teamwork in everything we do.

Our company is enriched by cultural diversity:



Tunisia

Haiti

Vietnam

Madagascar

Mexico

Irak

Laos

Senegal

Morocco

Lebanon

Peru

France

Afghanistan

Colombia

Mauritius

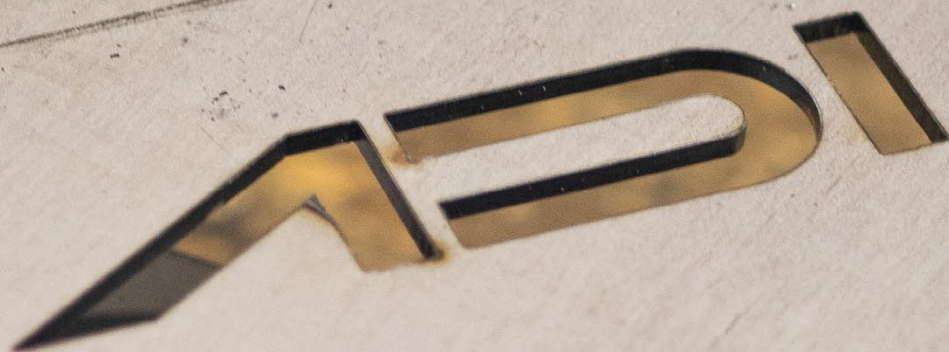
Dominican Republic

Argentina

Algeria

We take very seriously our mandate to maintain an atmosphere of collaboration and mutual trust across our facilities.





**ENSURING
TRANSPARENCY**

Ensuring transparency

We are always on the lookout for ways in which our organization can create social impact. We extend our values of fairness and transparency to all our customers, employees, and partners, and expect our suppliers to do the same.

In order to promote transparency in the workplace, we have:

- Created an employee health and welfare program
- Received engagement of more than 75% of our suppliers to our code of conduct which outlines our social and environmental commitments
- Conducted on-site audits



A close-up photograph of two hands shaking, one dark-skinned and one light-skinned, symbolizing community involvement. The hands are clasped together in a firm grip. The person on the left is wearing a white long-sleeved shirt, and the person on the right is wearing a light blue long-sleeved shirt. The background is blurred, showing other people in a professional setting.

**COMMUNITY
INVOLVEMENT**

Our involvement

As part of our commitment to creating social change and helping our community, we support the following organizations through fundraising initiatives, volunteer work, and more.



Dr. Clown Foundation

This foundation, which got its start in 2002, is dedicated to bringing joy to the most vulnerable members of our community. The Dr. Clown Foundation is dedicated to making meaningful connections, breaking isolation, providing friendship and comfort, helping to humanize healthcare settings, and upholding a person's dignity by treating them with kindness and respect—all through the interventions of therapeutic clowns. They work with hospitalized children, students in specialized schools, hospitalized patients of all ages, as well as seniors in care facilities.

Procure – Cancer - Prostate

PROCURE is a Canadian non-profit entirely dedicated to the fight against prostate cancer through research, awareness, information, and support for men suffering from this disease, as well as their loved ones.



Cedars Cancer Foundation

This is the MUHC's funding arm against cancer, supporting the hospital's Cancer Centre as well as the Cancer Research Program of the Research Institute of the MUHC. It's also a founding partner of the Rossy Cancer Network, which brings together McGill University and its teaching hospitals to improve the quality of every patient's experience and care outcome.

CHU de Quebec Foundation

The Quebec University Hospital Foundation established, in 2014, an expert networking group made up of dynamic and committed young professionals called La Cellule. This awakens and raises awareness among a new pool of emerging donors, aged between 25 and 40, about the importance of getting financially involved in the field of health, during philanthropic activities.





**PUTTING MOTHER
NATURE FIRST**

Our involvement

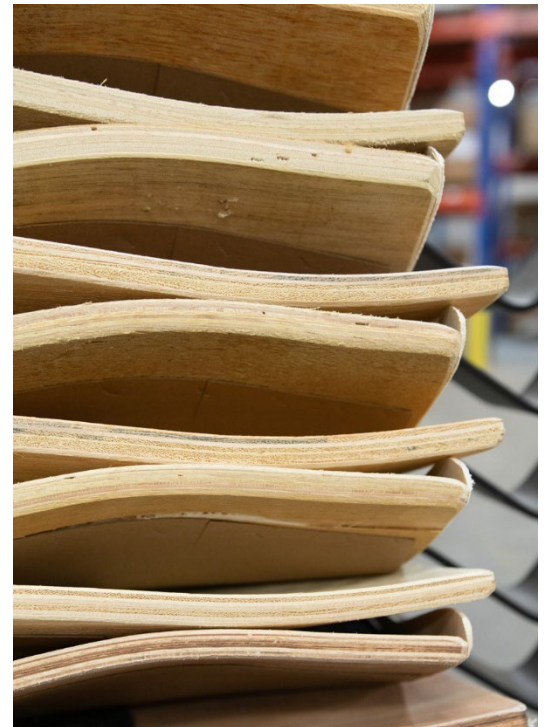
We are committed to our environment program.

Our commitment to the environment can be seen in our Level certification, which specifies requirements for an effective environmental management system. This certification attests that we are constantly working to improve our methods when it comes to lessening our environmental and manufacturing impacts.

Designing environmentally superior products

Our team of experienced designers use the proven Design Thinking process when coming up with new products, ensuring that environmental impact is always part of the equation. This method ensures that we:

- Reduce the number of components required per item
- Select material that is recycled, recyclable, and biodegradable whenever possible
- Use Indoor Advantage Gold products that comply with rigorous indoor air quality emissions standards
- Ensure all plastic components use water and not CFCs as a molding agent
- Create products that meet the quality requirements of the ANSI/ BIFMA Furniture Sustainability Standard
- Maintain disassembly guides to facilitate the dismantling of products into easily recyclable components
- Reduce the quantity of glue required and facilitate recycling by ensuring fabric and foam pieces are never glued together



Prioritizing ergonomics

Our primary goal is to design and manufacture the very best ergonomic chairs on the market. Our design and development process has been created to meet all BIFMA standards, as outlined in the G1-Ergonomics Guideline for Furniture Used in Office Workspaces Designed for Computer Use.

BIFMA



**PACKAGING
INITIATIVES**

Packaging initiatives

Reduce

In order to cut down on packaging and meet our environmental commitments, we use very little or no packaging at all whenever possible for local deliveries.

Reuse

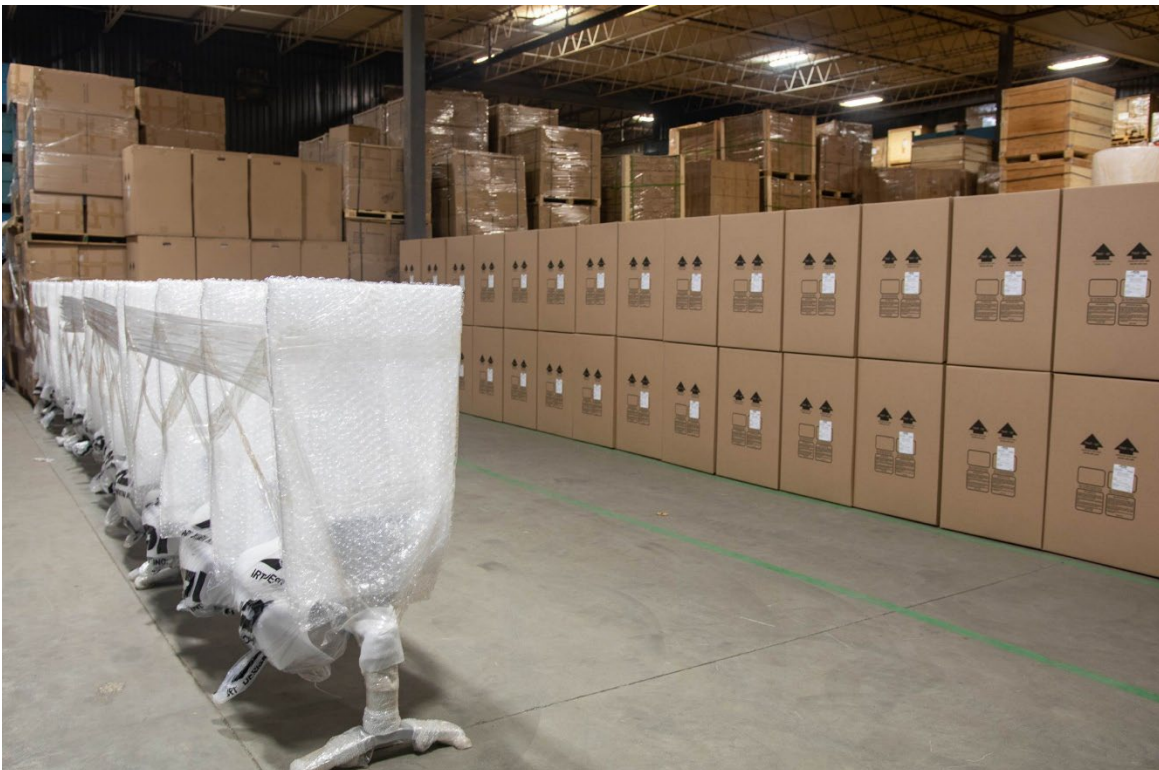
We purchase reusable cardboard packaging boxes, and ask our customers to return their boxes after delivery. To promote reuse, we've also removed our logo from all cardboard boxes across all brands in order to maximize their lifetime.

Recycle

All our cardboard packaging is made from 100% biodegradable material, solidifying our commitment to be as eco-friendly as possible in every aspect of our work.

Sustainable shipping initiative

We are committed to reducing all transportation-related emissions by eliminating any unnecessary shipping steps. By carefully planning every shipping route by geographical area, we are able to significantly reduce our carbon footprint. The trucks that leave our facility are filled to capacity to further reduce our environmental impact.





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