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I am honored to lead a company that not only provides industry-leading products but is also deeply committed to improving lives by design.



At Stance, our reputation of providing high-quality products that meet the ever-evolving demands of design, comfort, safety, durability, renewability, infection control and environmental sustainability is what sets us apart.

We continuously invest time and resources into our sustainability journey. In 2023 Stance completed the strenuous process of recertifying to the BIFMA e3 2019 Standard. As a result of recent rigorous safety and durability testing many of our products have recently been added to the BIFMA Compliant registry.

As a company we are committed to upholding the Ten Principles of the United Nations Global Compact relating to labor and human rights, health & safety, environmental management, business ethics, and corporate social responsibility, and require our suppliers to do the same.

Stance Healthcare's dedication to improving lives by design extends well beyond the walls of our company. The team strongly believes in giving back within our community and abroad. Since our last report we have been able to support more causes than ever before. Some of these impactful initiatives include providing clean water to a community in Africa, donating furniture to a new mental health clinic, and supporting our local food bank.

A handwritten signature in black ink, appearing to read 'Carl Kennedy'.

Carl Kennedy
CEO, Stance Healthcare

Thank you for taking the time to read our sixth Sustainability Report!

Stance Healthcare's sustainability initiative began during the fall of 2013 which helped us obtain certification to the ANSI/BIFMA e3-2012 Furniture Sustainability Standard. This standard was developed by stakeholders and approved by the American National Standards Institute.

Throughout our journey we have worked to improve our sustainability in areas such as Materials, Energy, and Social Responsibility. These efforts have been monitored internally and audited by NSF International, a third-party certification body to ensure compliance with the BIFMA program as our company continues to grow.

Since 2014 we have undergone annual audits, both remotely and on-site to ensure our ongoing conformance with various e3 standards. Over the past two year, we have worked through the re-certification process to the new BIFMA e3 2019 standard, which we achieved in December 2023.

Our effort towards earning BIFMA level® certification involved developing a Sustainability Management System (SMS) which allowed us to identify our most significant energy and environmental aspects and impacts. This identification process is ongoing and considers for both actual and potential impacts that could arise as a result of manufacturing our products. This system was updated during our recent re-certification to incorporate our Energy Management System into our overarching Environmental Management System.

As always, we are committed to improving ourselves as an organization in order to be a better steward to our environment.

This report is an opportunity for us to tell our stakeholders how we have been working to improve our sustainability performance in addition to achieving a more sustainable business model as we grow.

We have identified our stakeholders to be our owners, employees, dealers, end-customers, suppliers, our community trade organizations, governmental and regulatory agencies, certifying bodies and our consultants. This list was generated after considering all groups who influence our company decisions and those impacted by our operations.

This, our most recent biennial report since the release of our 2020/2021 information in 2022, contains year-over-year comparable data and performance indicators that are material to our operation.

Our 2022/2023 Sustainability Report contains Standard Disclosures and Performance Indicators from the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. More information about the GRI can be found at www.globalreporting.org. To learn more about the Business and Institutional Furniture Manufacturers Association and BIFMA level® certification, visit www.levelcertified.org.

We hope that you find our disclosures valuable. We welcome your comments, feedback, or any suggestions for improvement you may have, you can do so by emailing rebecca.m@stancehealthcare.com.



About Our Report

Stance Healthcare Level® Certification Target Areas (listed alphabetically):

- Buyback/Take Back/Leasing Strategy Chemical Management Plan
- Chemical, Risk and Emergency Medical Services (EMS) Policies
- Community Outreach
- Design for Durability/Upgradeability
- Design for Environment Program Implementation
- Design for Recycling
- Design for Remanufacturing
- Developing a Greenhouse Gas Baseline and Performance Period Against the Baseline
- Embodied Energy: Cradle to Gate Analysis Employee Health & Safety
- Energy Performance Baseline and Performance Period Reduction against the Baseline
- Energy Policy
- Greenhouse Gas Voluntary Reporting
- Inclusiveness
- Labor & Human Rights
- Maintenance Level Chemical Assessment
- Packaging Reduction/Recycled Content
- Policy & Social Responsibility
- Purchase of Off-Site Renewable Energy Credits
- Recyclable & Biodegradable Materials
- Regulatory Compliance Assessment
- Research on Recovery Options
- Social Responsibility Report
- Solid Waste Management
- Supply Chain Assessment
- Sustainability Management System
- Transportation: Inbound & Outbound Improvement Initiatives

We've always felt that because we are a family founded, owned, and operated business, "sustainability" is an opportunity to evolve and adapt, and to continuously look for ways to keep our business thriving for generations to come.

This is why we have chosen to commit ourselves to making environmentally socially and economically sustainable decisions that factor in both the short, and long-term concerns of our stakeholders. Stance Healthcare is a privately held Canadian manufacturer of furniture for healing environments. Headquartered in Kitchener, Ontario, our primary focus is on hospitals and Behavioral Health facilities. We have a reputation for providing high-quality products that meet ever-evolving demands in the areas of design, comfort, safety, durability, renewability, infection control and environmental sustainability.

With a strong understanding of patient-centered design, we are committed to providing innovative furniture solutions that improve the healthcare experience for all. Our dynamic, evolving, and highly customizable seating, table, case goods, and Behavioral Health collections have gained industry attention in the past decade, notably earning product design awards from Healthcare Design and NeoCon.

In 2023 our Podium seating collection received the Nightingale Silver Award for its versatility in diverse healthcare settings, while, the Lotus case goods collection received the Nightingale Gold Award and an Innovation Award for seamlessly blending aesthetics, functionality, and environmental consciousness.

Besides our understanding of healthcare environments and the furnishings that create them, there are a few features that set our products apart from the crowd:

Customer Service –

Our dedicated customer service team is highly responsive, friendly, and we hold ourselves accountable to our customers. The team offers a cumulative 75+ years of experience at your service. That kind of experience and industry knowledge uniquely prepares our team to tackle whatever challenges arise.

Scope of Product Offering –

We offer a broad range of products suited to virtually all areas of the healthcare marketplace, including hospitals, behavioral health facilities, nursing and retirement homes, continuing care facilities, medical clinics, and general practitioners' offices. This is what we call our "Single Source Solution".

Superior Construction Quality –

Our commitment to quality is evidenced, par excellence, in the construction of our products. While designing them, extensive end-user feedback suggested that construction quality is the number one priority in healthcare furnishings. The very weight of our products is a testimony to their ability to withstand extensive abuse or misuse.

Healthcare-Specific Features –

Replaceable components and upholstery clean-out spacing, elimination of "pinch points" and tripping hazards. The importance of these ever-evolving requirements in healthcare furniture compels us to listen closely to hospital personnel, who are responsible for the care and maintenance of rooms and furnishings, before we go to the drawing board. Today these features are standard to many of our products. We believe these four points embody the value of what we're bringing to the North American healthcare market.

A BRIEF HISTORY OF
Stance

STANCE HEALTHCARE'S ROOTS TRACE BACK TO THE VISION OF CEO CARL KENNEDY AND A COMMITMENT TO CREATING HEALTHCARE FURNITURE THAT'S DESIGNED WITH PURPOSE.



2006

Stance Healthcare was founded



2010

Attended first NeoCon Show and HCD Expo + Conference



2012

Moved to Shoemaker – a 20,000 sq. ft. facility



2014

Introduced first product for Behavioral Health



2016

Moved to Goodrich – a 43,000 sq. ft. facility

Recognized as one of Canada's fastest-growing companies



2017

Won the Nightingale Gold Award for Resilia Drum Table

Recognized as one of Canada's fastest-growing companies (second year in a row)



2018

Awarded the Best Large Booth Space at NeoCon



2019

Won the Nightingale Gold Award for Frontier Casegood Collection



2020

Acquired Progressive Woodworking



2021

Won the Nightingale Gold Award for Flo Dining Collection



Opened the Charlotte showroom

Refreshed our brand with the mission of "improving lives by design"



2022

Open Chicago showroom at The Mart



2023

Won the Nightingale Innovation Award and Gold Award for Lotus Casegood Collection, Nightingale Gold Award for Podium Seating Collection



Acquired Plural Studios



plural:

Our Products

Metal Seating -



Accent



Accent Jr.



Quantum



Marathon



Legend



Integrity



Vista II



Jensen



Oasis



Kite



Bold



Spry

Wood Seating -



Onward



Vista



Marna



Kite

Lounge Seating -



Valet



Valet Highback



Jensen



Clover



Huxley



Cassia



Kalarne



Verona



Verity



Riviera



Carson



Avalon



Charleston



Attesa



Attesa Jr.



Rosetta

Patient Seating -



Integrity



Vista II



Jensen



Kite



Kite



Legend

Our Products

Sleepover Seating –



Strada



Carson



Verity

Recliners Seating –



Carson



Oasis



Verity

Bench Seating –



Porto



Huxley



Vista II



Integrity



Marna



Onward



Vista



Jensen

Tables –



Disc Base



Trumpet Base



Gem



Jensen



Huxley



Zurich



Iris



Cassia



Bali



Bora



Pavilion



Capri



Resilia



Legend



Rise



Rosetta



Spry

Our Products

Overbed Tables -



Olsen



Victory



Transcend



Eclipse



Split-top

Treatment Tables -



Exam



Power Exam



Treatment

Casegoods -



Kindred



Gibraltar



Royale

Stools -



Physician Stools



Lab Stools

Accessories -



Mattress



Summit

Outdoor -



Terrace

Multi-Use Seating for Behavioral Health -



Atessa



Jax



Legend



Vista II



Oasis



Accent



Onward



Flo



Frontier



Caliber



Atessa



Kiwi

Lounge Seating for Behavioral Health -



Valet



Jensen



Cassia



Carson



Verity



Riviera



Onward



Oasis



Atessa



Clover



Rosetta

Our Products

Benches for Behavioral Health -



Porto



Onward

Tables for Behavioral Health -



Disc Base



Trumpet Base



Flo



Pier



Resilia



Bali



Bora



Pavilion



Rosetta



Iris



Cassia

Patient Room Furniture for Behavioral Health -



Fortress



Gibraltar



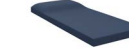
Liberty



Frontier



Mattress



Mattress with pillow



Lotus



Flo

Outdoor for Behavioral Health -



Terrace

We strive to be a good steward of the environment.

Stance Healthcare's efforts to reduce our environmental impact are ongoing and include pollution prevention, natural resource conservation, and waste minimization measures. We comply with all local, provincial, and national environmental regulations. In keeping with these goals, we strive to continuously improve our products and processes, as well as our ability to effectively manage and monitor our performance, via our Sustainability Management System.

Our ongoing objectives are to increase the percentage of recycled and recyclable content in our products; maximize our energy efficiency; encourage our internal sustainability department to explore and take on new sustainability initiatives as they develop in the market; and to reduce our overall impact on the environment – making it healthier, one small company at a time.

Solid Waste Management –

As part of our Sustainability Management System, we continuously look for ways to reduce our waste to landfill impact.

All overstock fabric on rolls from our Kitchener location is donated to a local fabric mill, while smaller pieces are made into fabric bags and are used as tradeshow giveaways. In Stratford all wood scraps from their manufacturing processes are recycled through our arrangement with Panda Environmental.

Excess furniture and samples continue to be donated to charity organizations or are raffled off to Stance team members.

Chemical Management –

Stance Healthcare is committed to reducing the human and ecosystem health impacts of our products and processes through regular monitoring of the chemicals used in our facilities. In 2023 we implemented a Sustainability Purchasing Checklist to ensure the hazards of each chemical are considered prior to purchase. We continue to maintain a chemical inventory with SDS records for each chemical used on-site. All employees are required to complete WHMIS and GHS training as part of the on-boarding process and updated training is provided as legislation changes.

Water –

Water utilized within our facilities is obtained through single municipal supply lines from Kitchener Utilities (Kitchener Location) and Festival Hydro (Stratford Location). Process water consumption at both Stance Healthcare facilities is inclusive of water used for steaming fabric after it has been applied to the product, and during the inspection process. Water is also used to clean our glue booths, and to apply edging material to some of our low volume case goods. Consumption is minimal and we continue to monitor our processed for reduction opportunities.

Energy & Greenhouse Gases (GHGs) –

Stance Healthcare continues to be committed to energy conservation which includes reducing our overall energy consumption and greenhouse gas emissions. It is our policy to continuously improve upon and regularly monitor our energy performance; and to act in accordance with all current and future local, provincial, and national legislation required of our operations in this area. Our Sustainability Management System team continues to set objectives and targets directly related to energy conservation and these are reviewed at least annually. To hold ourselves accountable to these internal goals, we are transparent with our performance metrics – reporting our performance to our stakeholders through this report.

In 2023 we achieved a 40.32% normalized reduction from our re-established 2021 baseline. Energy Performance Methodology – Energy consumption data over the performance period has been reported in units of Site MMBTU. Site MMBTU is a calculation of the amount of energy consumed on-site. Conversion factors used when calculating the energy content of various fuels were based upon their Higher Heating Value (HHV).

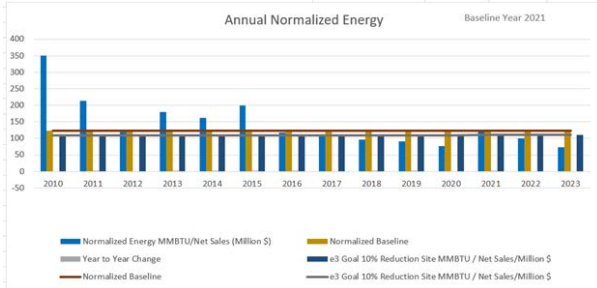
Energy Performance Methodology –

Energy consumption data over the performance period has been reported in units of Site MMBTU. Site MMBTU is a calculation of the amount of energy consumed on-site. Conversion factors used when calculating the energy content of various fuels were based upon their Higher Heating Value (HHV).

Environmental Responsibility

2022–2023 Energy Performance –

The 12 months selected for the energy performance periods consists of the period from January through December for each performance year. The 2022 period resulted in an annual absolute performance period value of 3,204.51 Site MMBTU, and 2023's performance period absolute value was 2,988.50.



The greenhouse gas (GHG) accounting methodology used for this assessment is based upon the World Resource Institute's GHG Protocol Corporate Standard available at:

<http://www.ghgprotocol.org>.

The internationally recognized WRI GHG Protocol Corporate Standard was developed by the World Business Council for Sustainable Development (WBCSD). The GHG Protocol Corporate Standard is a widely accepted and standardized methodology for the measuring, accounting and reporting of corporate GHG emissions.

The GHG inventory is inclusive of ALL sources of Scope 1 (Direct Emissions) and Scope 2 (Indirect Emissions) for ALL six major GHGs (as applicable). Scope 1 emissions typically include direct fuel combustion from stationary and company owned vehicles, whereas Scope 2 emissions typically include the purchase of indirect energy sources such as electricity generated off-site. Scope 3 (Optional Emissions) have been excluded from this assessment.

The six major GHGs assessed for this inventory include:

- Carbon Dioxide (CO₂)
- Methane (CH₄)
- Nitrous Oxide (N₂O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs) – No emissions identified
- Sulfur Hexafluoride (SF₆) – No emissions identified

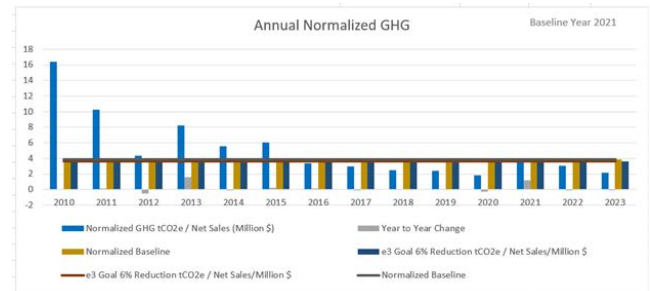
GHG Conversion Factors and Emission Coefficients –

All GHG gas emission sources have been converted to units of tons of carbon dioxide equivalents (tCO₂e), for calculation purposes, using generic conversion factors and emission coefficients established by The Climate Registry.

2022–2023 GHG Performance –

The 12 month performance periods consist of the period from January through December for each performance year. The selected periods resulted in annual absolute performance period values of 98.56 and 86.98 tCO₂e for 2022 and 2023 respectively.

2022 TOTAL Scope I GHG EMISSIONS	84.77 tCO ₂ e
2022 TOTAL Scope II GHG EMISSIONS	13.78 tCO ₂ e
2023 TOTAL Scope I GHG EMISSIONS	75.05 tCO ₂ e
2023 TOTAL Scope II GHG EMISSIONS	11.93 tCO ₂ e



Renewable Energy Certificates (RECs) –

REC purchases are a means for organizations to voluntarily purchase green power as a way to reduce the environmental impacts of conventional electricity use. Buying renewable energy certificates (RECs) is said to be one of the most effective ways to reduce an organization's carbon footprint.

Regardless of their price, REC purchases provide an additional revenue stream for renewable energy project developers to help recover costs, pay off debt, and reduce project risk.

As a result, RECs have allowed thousands of businesses and individuals to help grow renewable energy capacity in a way that is most cost-effective and efficient for the economy.

The 2022 annual absolute performance period value of 3,204.51 Site MMBTU of energy consumed by Stance Healthcare was equal to 939.15 MWh equivalents. In 2023, the annual performance period value was 2,988.5 MMBTU, or 875.84 MWh equivalents. Stance Healthcare purchased 40 MWh of Green-e certified Renewable Energy Certificates (RECs) to be retired over 2022, and 45 MWh for 2023.

These values result in an equivalent of just over 5% of total energy requirements for the Stance Healthcare manufacturing facility.

Environmental Responsibility

Shipping Efficiency for Outbound and Inbound Shipments –

Stance continues to survey all outbound transportation carriers to analyze best practices among these partners. The survey is used to find out if current carriers are Environmental Protection Agency (EPA) SmartWay Partners, and if not, what initiatives those carriers have implemented to reduce environmental impacts and costs associated with fleet performance. A “Carrier Screening Tool” was developed to track this information and is updated as new carriers are added.

Transportation –

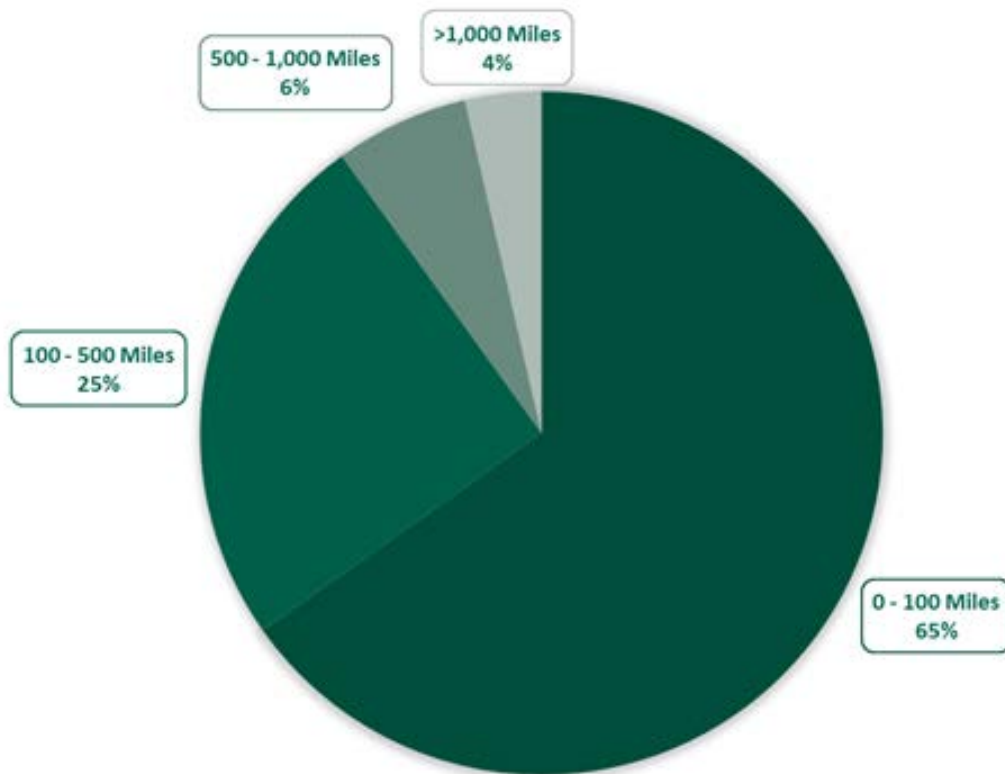
Transportation efforts are managed as part of an ongoing effort to improve Stance Healthcare’s transportation efficiency thereby saving fuel, reducing emissions, and air pollution associated with Stance Healthcare’s inbound and outbound transportation activities.

Stance offers a blanket wrap alternative to cardboard packaging as part of our standard Freight Program. Not only do blankets cushion the products and protect them from damage, they are also a reusable option that leaves virtually no packaging to be disposed of. Without cardboard boxes, more product to fit into the same amount of trailer space which in turn reduces harmful transportation-related greenhouse gas emissions.

Local Material Sourcing –

Since 2013, greater than ninety percent of Stance’s Direct Material Spend has been, and continues to be distributed among suppliers within a 500 mile radius of our operations. We continue sourcing approximately sixty-five percent of our total Direct Material Spend from within 100 miles of our facilities.

2023 SUPPLIER LOCATION ANALYSIS
PER \$ SPEND DIRECT MATERIALS



Product Responsibility

Design for Environment –

Our efforts to reduce the environmental impact of our products begin in the design and development phase. Whenever an existing product is changed, or a new one is developed, we take into account the environmental impact of materials chosen, including their origin, use of our products, and end-of-life recovery options. Employing this concept, we give preference to renewable, recycled, recyclable and biodegradable materials and make design considerations to conserve raw materials, water and energy.

Since 2014, our products have undergone DfE considerations and/or implementation, whether a new product design or re-design of any existing product we manufacture.

Design for Durability/Upgradeability –

Stance Healthcare is pleased to warrant the products it manufactures against defects in materials and workmanship for the life of the product. In addition, our products are designed to have a long and useful life and are manufactured to withstand repeated service, repair and handling.

To facilitate maintenance, servicing and reassembly; replaceable components and upholstery are standard features of the products we manufacture, making them easy to refurbish and upgrade for multiple uses by the original or future users.

Product Take Back –

In order to be good stewards of our products, Stance Healthcare offers a Product Take Back Program as a more viable solution to the end of our products' originally intended life.

Stance Healthcare supports the sustainable programs of ANEW and offers their added value to our clients through a comprehensive take-back solution for surplus office furniture and materials of any kind, in any condition. ANEW is a 501 (c) (3) non-profit organization that exists to provide companies with smart, cost effective alternatives for their surplus furniture and other items with the priority of matching it to non-profits, public agencies and the underserved, within the local community of the project site. Corporate Social Responsibility is raised while the impact on the environment is lowered by diverting products and materials otherwise destined for landfill.

Stance Healthcare is proud to offer ANEW to customers dedicated to strengthening their community network by repurposing their furniture, fixtures and architectural materials to those in need. In 2014, Stance Healthcare committed to making this relationship a part of our strategic sales strategy. Visit www.aneufound.org to find out more.

To initiate a Product Take Back strategy, contact Kim Daly at kim@stancehealthcare.com.

For other end of life recovery options, please see our Product Disassembly Instructions and End of Life Recovery Options posted on our website, under the Sustainability tab.



Stance Healthcare is a family-owned business with a strong commitment to maintaining the highest possible standards in all that we do.

We act vigilantly to be as fair as possible with our customers, employees and our manufacturing partners and to benefit the community in which we operate.

We promote a work environment that can be described as friendly, positive, and caring. We feel that employees should have a sense of being appreciated and valued for what they contribute to the outcome of our business. Integrity, honesty, diligence, fairness and respect are our core values. Team members are always encouraged to share their feelings, suggestions, and ideas in order to improve the working environment and overall job satisfaction.

Many of our team members have been with us since we started as a company and have watched the company grow, helping us to build a legacy based on quality. We strive to ensure that through our growth, we continue to foster an environment that inspires employees to continue assisting us in maintaining this legacy.

Corporate Ethics –

We understand and value the importance of credibility and trustworthiness in business and we believe ours contributes directly to our success. All officers and employees of Stance Healthcare are expected to conduct their business affairs in accordance with all applicable laws of Canada and to observe the highest standards of business ethics, acting with integrity while considering the impact of our decisions on our stakeholders, with whom we communicate openly.

Labor and Human Rights –

It is our policy to protect and respect the basic human rights of our employees and associates. Stance Healthcare commits to upholding all local, national, and global regulations that protect workers and prohibit forced, compulsory and child labor.

We work to elevate employee morale, and we are respectful of our employees. We regularly share with them the impact of their positive contributions on our company through semi-annual meetings, communication screens, and monthly newsletters.

We take pride in knowing that we've always paid our employees above the average rate for the industry. Since 2017 Stance Healthcare has been recognized as a certified Living Wage employer. The living wage is the hourly wage required to

not just cover expenses, but also to support inclusion in community life and recreational activities. Its calculation includes factors such as rent, food, transportation, hydro, and child care, which is why the amount varies from one region to the next. The living wage is a critical investment not only in our employees, but also in the local economy as research shows that employees earning living wage are not only more productive at work and healthier overall, but also more likely to put money back into the community. For more information, visit www.ontariolivingwage.ca.

In 2022, updates were made to the Supplier Code of Conduct to communicate Stance Healthcare's commitment to upholding the Ten Principles of the United Nations Global Compact that we expect our suppliers to adhere to. These principles relate to labor and human rights, health and safety, environmental management, business ethics, and corporate social responsibility (CSR).

Our supplier code of conduct explicitly communicates our corporate social responsibility expectations to our suppliers and their chain of suppliers, and the corresponding agreement and acknowledgement must be signed by the CEO, CFO, or their designate. In 2023, we successfully collected completed acknowledgements from suppliers comprising 80% of our overall spend on materials.

Inclusiveness –

Creating an inclusive environment comes from an inherent belief in the value of each team member as a person, not strictly as an employee. Creativity and innovation are encouraged in view of increasing efficiency making a better product, or improving the workplace environment.

Following the Ontario Human Rights Code (OHRC), during the hiring, training, retention, promotion, and termination of employment, Stance Healthcare will not discriminate against any person on the basis of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. Stance Healthcare is committed to treating all of its employees and associates with dignity and respect, encouraging collaboration, teamwork and the active involvement of all employees.

Social Responsibility

It is our policy to protect employees from discrimination and harassment in the workplace and to take any necessary steps to prevent unacceptable conduct. This includes no tolerance for workplace harassment, defined as repeated and persistent negative acts toward one or more individuals which results in a hostile work environment.

We try to promote a family environment and spirit rather than a hierarchy. An open door policy is encouraged so that team members do not feel they need to withhold any concerns or suggestions. We emphasize the need for our team members to provide input constantly in view of continuous improvement in our working environment.

At Stance Healthcare we value the happiness of our employees and believe so strongly in the importance of Inclusiveness that we have included a training presentation on the subject as part of our onboarding program for all new hires.

Health & Safety –

Stance Healthcare is committed to accident prevention and does everything possible to protect the health and safety of our employees. We comply with legislated health and safety requirements as outlined by the Occupational Health and Safety Act (OHSA) and by the Workplace Safety & Insurance Board (WSIB) to maintain a safe workplace. In fulfilling this commitment, we strive to eliminate all foreseeable hazards which may result in actual or potential threats to our employees' safety and well-being.

In comparison to other manufacturers, including those in our specific industry we continue to keep injuries well below the industry average. In 2022 we had five reportable injuries and 67 minor/non-reportable injuries. Only one of these resulted in lost time. In 2023 we had sixteen reportable injuries with just one resulting in lost time. Our minor/non-reportable injuries were reduced to 42.

In 2022, Stance made great strides towards enhancing our health & safety program by making improvements to our overarching training processes in order to provide more clarity and consistency in the delivery and tracking of both formal and

informal training programs. We also formalized Lockout/Tagout program and provided extensive training to all staff members at both of our facilities. Additionally, in accordance with the Working for Workers Act, 2021, S.O. 2021, c. 35 – Bill 27, we developed a Right to Disconnect Policy to support employee wellness and minimize excessive sources of stress. Training was provided to all staff, but in particular, we focused on our efforts towards our office staff so that they understood that there is no expectation for them to respond to emails or any other work-related communications during any time outside of their regular working hours, whether it be due to illness, vacation, or any other reason.

In 2023 we focused on improving several existing health and safety programs. We started with our Heat Stress Monitoring program which runs from June through August when local weather conditions cause increased temperatures in the production areas of our facilities, therefore having potential impact on the wellness of our staff. The program was initially established several years prior, but it was determined that the monitoring of temperatures and humidity levels was cumbersome and therefore inconsistent. We implemented new procedures giving our Joint Health & Safety Committee better access to the tools required to simplify the process and provided updated training on the program to all supervisors and production staff. We also identified gaps in our First Aid program and our Accident, Incident and Injury Reporting policy, so these policies and procedures were also updated to provide greater clarification on the roles and responsibilities of the company, management and supervisors, the Joint Health & Safety Committee, HR, First Aiders, and all employees of Stance. The updated policies provided more in-depth guidance on the steps required by all parties, therefore improving the flow of communication and allowing us to deal more effectively with injuries and incidents as they occur. The streamlined gathering of this information has allowed us to review all data in order to identify trends and put preventive measures in place as needed.



Community Involvement

Stance Healthcare Inc.'s Community Outreach engagement and involvement initiatives in 2022 consisted of the following:

2022 Cambridge Shelter Corp Donation –

At Stance Healthcare, Improving Lives by Design is more than just our tagline. It is our guiding compass. We are always looking for ways to give back to the community in which we live and work. As a result of an employee suggestion, we ran a donation drive for the Cambridge Shelter Corp, a non-profit agency that provides 64 emergency shelter beds for men and women experiencing homelessness, as well as full-time support to 20 individuals living in transitional housing as they prepare to get back into the community. All seventy-five Kitchener staff members were invited to participate between March 21st and 31st by bringing in items listed in the shelter's online wish list. This event was a success and together, we donated a variety of clothing, toiletries, coffee, sugar, etc. to this worthy cause.

Publicly available on LinkedIn:

<https://www.linkedin.com/feed/update/urn:li:activity:6922573529716555776>

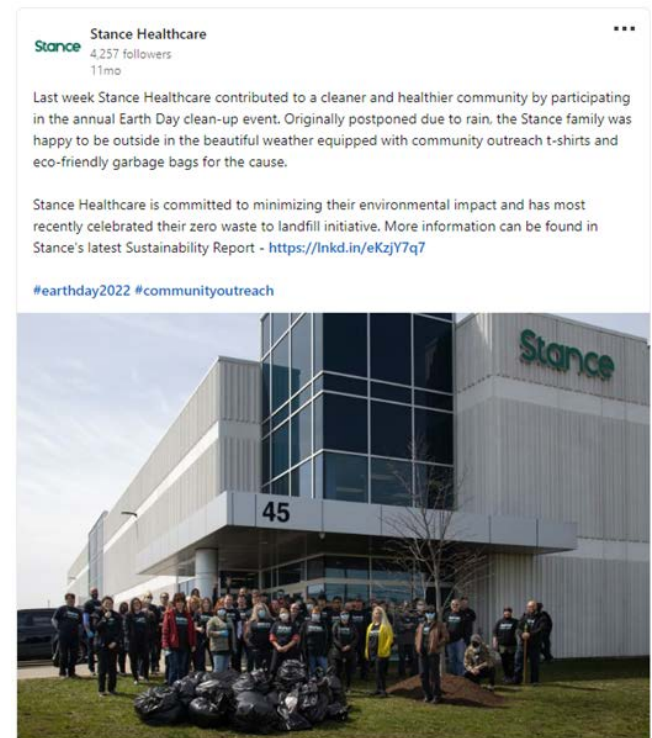


2022 Earth Day–

On May 5th, a sunny 16° spring day, 85 staff members from our Kitchener and Stratford locations collectively put on their community outreach t-shirts and headed outdoors to take part in our annual Earth Day event. To further reduce our impact on the environment this year, we sourced eco-friendly garbage bags made of 70% post-industrial and 10% post-consumer recycled content.

Publicly available on LinkedIn:

<https://www.linkedin.com/feed/update/urn:li:activity:6929826362522255360>



Community Involvement

2022 Food Drive –

Once again, Stance succeeded in our eighth annual food drive in support of the Food Bank of Waterloo Region! The event ran from June 15th through 29th and together employees from both locations collected 138lbs of food plus \$735 through payroll deductions, raffle ticket, and community outreach t-shirt sales. The employee cash donation was matched by Stance for a total of \$1470. Our efforts provided more than 4500 meals to those in need in our community.

Publicly available on our LinkedIn page:

<https://www.linkedin.com/feed/update/urn:li:activity:6950111254124396544>



2022 Movember Fundraiser –

November 1st, 2022 marked the start of our third annual Movember fundraiser! A combined total of ten staff members from our Kitchener and Stratford locations volunteered to go razor-free for one month to raise awareness and funds for men's health issues such as mental health and suicide prevention and men's cancers. To give all employees the opportunity to contribute, we ran weekly events including a cupcake sale and mustache trivia. In addition, we provided the option to make a one-time donation via payroll deduction. Thanks to the generous donations from our network of suppliers, sales reps, friends, and family, we raised over \$2000 for the cause!

Publicly Available on our LinkedIn page:

<https://www.stancehealthcare.com/blog/the-stashes-of-stance-raise-over-2000.htm> and on our Blog page <https://www.stancehealthcare.com/blog/the-stashes-of-stance-raise-over-2000.htm>



Community Involvement

2022 Salvation Army Toy Drive –

Publicly available on our LinkedIn page:

<https://www.stancehealthcare.com/blog/stance-s-7th-annual-toy-drive-is-the-best-one-yet.htm>

Stance Healthcare
4,257 followers
4mo

In the spirit of giving, Stance Healthcare's 7th annual toy drive was the best one yet! Staff had the opportunity to donate new unwrapped toys and/or participate in fundraising activities that helped raise funds to purchase toys for children and teens. This year, Stance donated a record-setting 110+ toys for the CTV Toy Mountain Campaign. **Dan Perkins**, Production Manager, and **Lisa Morawiecki**, Production Supervisor, along with other Stance employees, are seen here contributing to Toy Mountain on CTV News – <https://lnkd.in/gfPb9DtB>

#givingback #communitygiving #toymountain



To view all of our outreach engagements for 2022 please visit our blog page:

<https://www.stancehealthcare.com/blog/stance-gives-back-2022.htm>

Stance Gives Back in 2022

Wednesday, January 4, 2023

At Stance, our purpose of *improving lives by design* not only includes patients, their family and caregivers, it also includes improving the lives of those in our local community and around the world. From sponsorships to clothing drives, below are the organizations Stance was proud to support in 2022:

- + Cambridge Shelter
- + Food Bank of Waterloo Region
- + Hockey Helps the Homeless
- + Hydrating Humanity
- + Rotary Hospice Stratford Perth
- + House of Friendship
- + Make-A-Wish Canada
- + Movember
- + OneRoof
- + Steve Smith Family Foundation
- + Toy Mountain

Posted By: Christy Evangelista at 3:29 PM

Share and Subscribe: [f](#) [t](#) [in](#)

Tags: [Community Engagement](#)

Community Involvement

Stance Healthcare Inc.'s Community Outreach engagement and involvement initiatives in 2023 consisted of the following:

2023 Earth Day –

On April 27th, approximately 90 staff members from our Kitchener and Stratford locations participated in our 7th annual Earth Day clean up. This twenty-minute commitment contributed to making the environment around us a little cleaner.

Publicly available on LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:7057759524635496448>

Stance Healthcare
5,344 followers
1y

When it comes to keeping our earth clean, the small things are the big things, just like at Stance. Yesterday the entire team at Stance wore their community outreach t-shirts proudly as they participated in our annual Earth Day clean-up - contributing to a cleaner and healthier community.

Stance Healthcare is committed to minimizing its environmental impact and last year celebrated its zero waste to landfill initiative. More information can be found in Stance's latest sustainability Report - <https://lnkd.in/eKzjY7q7>

earthday2023 #communityoutreach

36

2023 Food Drive –

Our ninth annual food drive, held between May 29th and June 9th, was a smashing success! Staff from both locations rallied together to donate 195 lbs of food and \$1235 to the cause. The cash donation was generously double matched by Stance for a total of \$3705! Together we almost doubled our impact this year providing an impressive 7,562 meals to our local community through the Food Bank of Waterloo Region.

Publicly available here:

LinkedIn: https://www.linkedin.com/posts/stance-healthcare_givingback-improvinglivesbydesign-activity-7075165101904842753-xrLz?utm_source=share&utm_medium=member_desktop

Blog: <https://www.stancehealthcare.com/blog/annual-food-drive-provides-7562-meals>

Stance Healthcare
5,344 followers
12mo

This month, to support the 40,500 people struggling to put food on the table, Stance held their 9th annual community food drive for the Food Bank of Waterloo Region. Employees donated food and made cash donations to support the cause. In addition, Stance doubled the generous contributions made by employees. The entire team raised a total of \$3705, and donated 195lbs of food, enabling the food bank to provide an impressive 7,562 meals in the local community!

#givingback #improvinglivesbydesign

COMMUNITY OUTREACH –
7562 meals
provided to
families in our
local community

26 · 1 Comment

Community Involvement

2023 Habitat for Humanity –

On September 13th, fifteen employees from our Kitchener location volunteered at a Stance sponsored team build event with the Habitat for Humanity of Waterloo Region. With the help of volunteers like ours, Habitat for Humanity builds affordable housing in our community which they sell back to families in need with an interest-free mortgage. Upon arrival, Stance employees were divided into task groups to assist with putting the final touches on a home. Volunteers spent the day painting, installing flooring, gardening, and building a deck. A great day was had by all.

Publicly available on LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:7108468275629498368>



2023 Salvation Army Toy Drive –

Publicly available on our Stance blog:

<https://www.stancehealthcare.com/blog/stance-s-record-breaking-8th-annual-toy-drive>

December 12, 2023

Stance's Record Breaking 8th Annual Toy Drive



The festive season is a time of generosity and giving back, and at Stance Healthcare, we are proud to have supported the CTV Toy Mountain Campaign. Our staff actively participated in fundraising activities, as well as purchased new unwrapped toys and gifts for the drive. This year, we donated over 130 toys, making a significant difference to those in need.

The Salvation Army's Toy Mountain campaign is dedicated to spreading Christmas cheer to families struggling to make ends meet. We are honored to participate in such a positive and impactful initiative that benefits our community.

Community Involvement

To view all of our outreach engagements for 2023 please visit our blog page:

<https://www.stancehealthcare.com/blog/stance-healthcare-s-commitment-to-community>

November 28, 2023

Stance Healthcare's Commitment to Community

Empowering Our Team to Give Back



GRI (Global Reporting Initiative) Index

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-	-	-	G4-7	Nature of ownership and legal form	About Us	6
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-	-	-	G4-31	Contact information for questions regarding the report or its contents	Rebecca Merner rebecca.m@stancehealthcare.com	4
-	Ethics and Integrity	-	G4-56	Organization's values, principles, standards and norms of behavior	Corporate Ethics	16
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Environment	-	Water	G4-EN8	Total water withdrawal by source	Water	12
Environment	-	Water	G4-EN9	Water sources significantly affected by withdrawal of water	None	-
Environment	-	Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	Energy and Greenhouse Gases (GHGs)	13
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Environment	-	Emissions	G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy and Greenhouse Gases (GHGs)	13
Environment	-	Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	-
Environment	-	Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	-
Economic	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None	-

GRI (Global Reporting Initiative) Index

CATEGORIES –	SUBCATEGORIES –	ASPECTS –	CODE –	INDICATORS –	RESPONSE –	PAGE –
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Economic	Labor Practices and Decent Work	Occupational Health and Safety	G4–LA7	Workers with high incidence or high risk of diseases related to their occupation	None	–
Economic	Labor Practices and Decent Work	Diversity and Equal Opportunity	G4–LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership and other indicators of diversity	Inclusiveness	16
Economic	Labor Practices and Decent Work	Supplier Assessment for Labor Practices	G4–LA14	Percentage of new suppliers that were screened using labor practices criteria	Human Rights	16
Economic	Labor Practices and Decent Work	Labor Practices Grievance Mechanisms	G4–LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	–
Economic	Society	Local Communities	G4–SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	–
Economic	Society	Compliance	G4–SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None	–
Economic	Society	Supplier Assessment for Impacts on Society	G4–SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Labor and Human Rights	16
Economic	Product Responsibility	Customer Health and Safety	G4–PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Design for Environment	15
Economic	Product Responsibility	Customer Health and Safety	G4–PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None	–
Economic	Product Responsibility	Marketing Communications	G4–PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising promotion, and sponsorship by type of outcomes	None	–
Economic	Product Responsibility	Compliance	G4–PR9M	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None	–
Economic	Product Responsibility	Procurement Practices	G4–EC9	Proportion of spending on local suppliers at significant locations of operations.	Transportation and Local Purchasing	14

Improving lives by design.

It's no just a tagline; it's our mission. Stance Healthcare designs comfortable, beautiful, and durable furniture that sets a higher standard for the healthcare experience – one that encourages comfort and healing. Our award-winning products are thoughtfully designed with patients, visitors, and care providers in mind.