

2024 SUSTAINABILITY REPORT



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INTRODUCTION

At Tornatech, we firmly believe that quality and social and environmental responsibility (ESG) are at the heart of our mission. As key players in our market, we have a responsibility not only to provide products and services of the highest quality, but also to do so in a sustainable and ethical manner.

We are proud to have been ISO 9001 certified for many years, demonstrating our commitment to operational excellence and customer satisfaction.

More recently, we have also achieved ISO 45001 and ISO 14001 certification, reinforcing our commitment to occupational health and safety, as well as our environmental responsibility.

Our commitment to ESG is equally essential. We are aware of the impact our activities can have on the environment and on society.

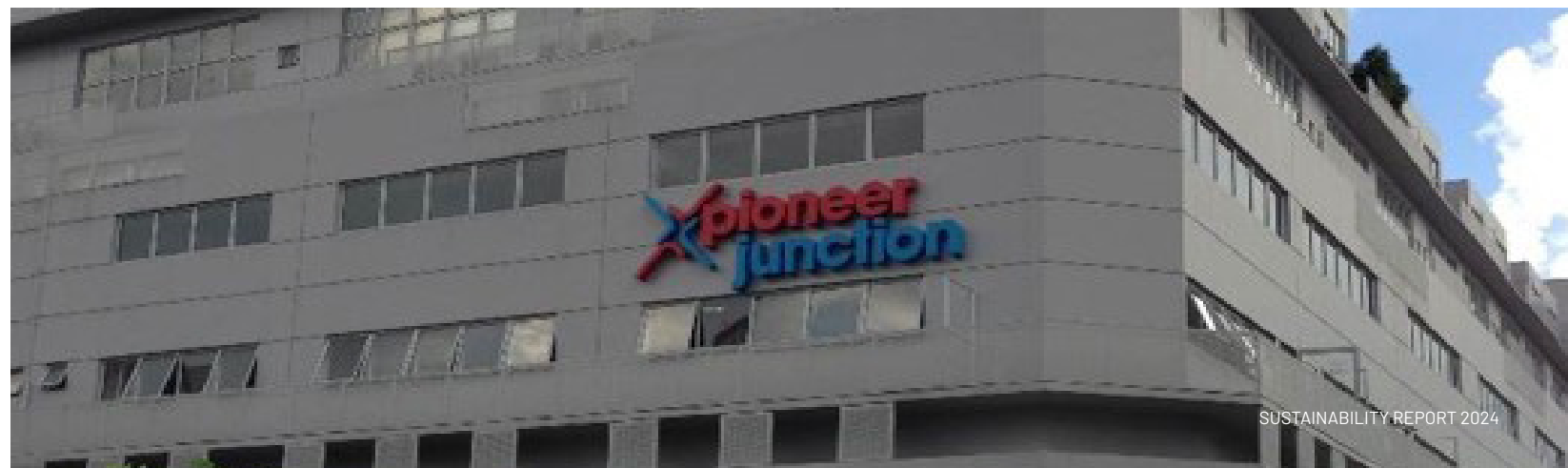
That's why we have put in place policies and practices that promote responsible resource management, the prevention of social risks and respect for ethical standards.

We are determined to continue our efforts to integrate quality and sustainability into every aspect of our business, because we believe that this is how we can contribute to a better future for all.

Sincerely,



Dominic Bergeron
Co-President
Chief Operating Officer



INTRODUCTION

ABOUT TORNATECH

OUR MISSION

Our mission is to supply superior quality, innovative and reliable products that are supported by the best customer experience in the global controls systems industry.



Founded in
1985



311
employees



4
manufacturing plants



Approximately
90,000 ft²
of total manufacturing
plants surface area

OUR VALUES



INDIVIDUAL BEHAVIOUR

Accountability
Performance
Respect



TEAM BEHAVIOUR

Collaboration
Communication



CUSTOMER RELATIONSHIP

Integrity
Service



VALUE CREATION

Innovation
Agility



QUALITY & ESG

QHSE POLICY



At Tornatech, we are committed to continuously improving our integrated Quality, Health and Safety at Work, and Environment (QHSE) management system, in compliance with applicable regulations.

Our motto, **“Quality work, in complete Safety, while protecting our Environment,”** reflects the mindset of every person working at Tornatech. We implement concrete daily actions to prevent accidents, eliminate hazards, and reduce the risks inherent in our activities.



QUALITY & ESG

ISO 9001 CERTIFICATION



Our policy is to exceed our customers' requirements and expectations by providing a premium quality product and exemplary customer experience. Our attention to quality is evident in every phase of our business. From the moment an order is received to the time that it is shipped to our customer, every detail is handled by a trained team member that understands their purpose and responsibility to our final objective of producing a first rate, quality product each and every time.



QUALITY & ESG

ISO 14001 CERTIFICATION



Our three factories are ISO 14001 (Environmental management systems) certified, demonstrating our commitment to environmental management according to the highest international standards. This commitment supports our desire to reduce our environmental impact and promote sustainability in all our operations.



QUALITY & ESG

ISO 45001 CERTIFICATION



Our three factories, located in Canada, United Arab Emirates, and Belgium, are ISO 45001:2018 (Occupational health and safety management systems) certified, demonstrating our commitment to the health and safety of our employees. This certification attests to our determination to maintain high standards of health and safety in all our production sites.



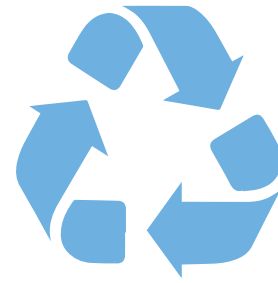
QUALITY & ESG

ESG - ENVIRONNEMENT



WASTE MANAGEMENT/RECYCLING

We are actively committed to responsible waste management by maximizing recycling and reducing our waste production. In collaboration with our suppliers, we optimize packaging to minimize waste at the source. Additionally, we have established partnerships with specialized service providers for the collection and recycling of our waste.



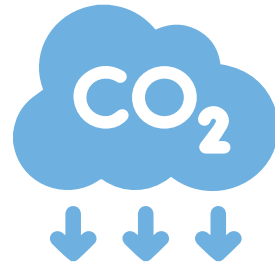
QUALITY & ESG

ESG - ENVIRONNEMENT



CO₂ EMISSIONS MANAGEMENT

We have recently begun measuring our direct CO₂ emissions. This step marks our commitment to reducing our carbon footprint and combating climate change. By better understanding our CO₂ emissions, we can act more effectively to promote environmental sustainability.



QUALITY & ESG

ESG - SOCIAL



INTEGRATION OF HEALTH AND SAFETY IN THE EMPLOYEE HANDBOOK

Our Employee Handbook includes strict health and safety requirements to ensure that every team member understands and adheres to best safety practices. These requirements aim to ensure a safe and healthy work environment for all our employees.



QUALITY & ESG

ESG - SOCIAL



REGULAR HEALTH AND SAFETY TRAINING

We regularly offer health and safety training to our employees to enhance their understanding of potential risks and preventive measures. We firmly believe that safety is everyone's business, and these trainings play a crucial role in creating a safety-oriented corporate culture.



QUALITY & ESG

ESG - SOCIAL



INFORMATION TECHNOLOGY SECURITY POLICY

We ensure the protection of our data and technological infrastructure through our information technology security policy. All our employees are responsible for protecting data in accordance with this policy.



QUALITY & ESG

ESG - SOCIAL

COMMITMENT TO REGULATORY COMPLIANCE



We are committed to complying with relevant international regulations, including EU REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) for substances of very high concern (SVHC), EU RoHS (Restriction of Hazardous Substances) Directive, laws against Human Trafficking and Slavery, regulations on Conflict Minerals, TSCA (Toxic Substances Control Act) Restrictions, and PFAS (per- and polyfluoroalkyl substances). Our commitment to regulatory compliance is integrated into our operations and business practices.



QUALITY & ESG

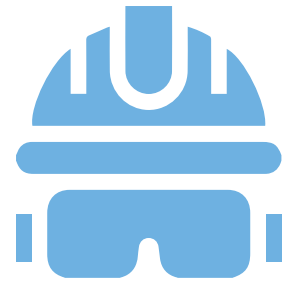
ESG - SOCIAL

COMMITMENT TO REGULATORY COMPLIANCE



PREVENTION OF FORCED LABOR AND CHILD LABOR

As part of our commitment to preventing forced labor and child labor, Tornatech Inc. complies with the Canada Supply Chain Labour Act. We have developed an annual report detailing our efforts to achieve this goal. This report highlights our policies, due diligence measures, and remediation actions.



QUALITY & ESG

ESG - SOCIAL

COMMITMENT TO REGULATORY COMPLIANCE



C-TPAT

We actively participate in the C-TPAT (Customs-Trade Partnership Against Terrorism) program, an initiative created by the U.S. government to strengthen the security of the international supply chain. As a participant, we are committed to maintaining secure practices and effectively communicating with customs authorities to protect the supply of goods entering the United States from terrorist acts. This commitment demonstrates our responsibility for security and our desire to contribute to border protection while promoting safe and efficient international trade.



QUALITY & ESG

ESG - GOUVERNANCE



CODE OF ETHICS AND CONDUCT

Every employee annually signs our Code of Ethics and Conduct, committing to act with integrity, respect our stakeholders, provide a healthy and non-discriminatory work environment, respect the environment, and promote community engagement. This code applies to all members of the Tornatech team, regardless of their hierarchical level or workplace.



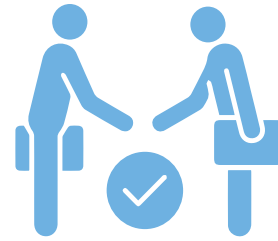
QUALITY & ESG

ESG - GOUVERNANCE
SUPPLIER REQUIREMENTS



RESPONSIBLE PARTNERSHIPS WITH OUR SUPPLIERS

At Tornatech, we firmly believe in the importance of responsible partnerships with our suppliers. As part of our contracts with our key suppliers, we integrate clauses related to Business Ethics and Compliance with Laws, Rules, and Guidelines, reflecting our commitment to ESG (Environmental, Social, Governance) principles.



QUALITY & ESG

ESG - GOUVERNANCE
SUPPLIER REQUIREMENTS



BUSINESS ETHICS

We require our suppliers to respect and support the principles of the United Nations Global Compact, including those related to human rights, labor standards, environment, and anti-corruption. These principles include respect for human rights, elimination of forced and child labor, promotion of freedom of association, and measures to promote a preventive approach to environmental challenges and combat all forms of corruption.



QUALITY & ESG

ESG - GOUVERNANCE SUPPLIER REQUIREMENTS



COMPLIANCE WITH LAWS, RULES, AND GUIDELINES

We also require our suppliers to fully comply with the export and re-export regulations and controls of the United States, Canada, and the European Union. This includes complying with regulations such as REACH, ROHS 2, CMRT, EMC, LVD, as well as restrictions on embargoed countries. We ask our suppliers to provide any necessary documentation or certification on products and their origin, and we commit not to deal with sanctioned entities or violate embargoes.



KEY PERFORMANCE INDICATORS (KPIs)

We use key performance indicators to continuously evaluate and improve our health and safety performance. These KPIs help us measure the effectiveness of our safety programs and identify areas where further improvements are needed to ensure the well-being of our employees.



Workplace Safety Checklist

General	Y	N	N/A	Comments
Workplace is clean and orderly				
Hazardous objects/chemicals are clearly labeled				
Hazardous objects/chemicals are properly stored				
Exits are clear, accessible, and clearly marked				
Floors, walls, ceiling, coverings are in good repair				
Ventilation ducts are clean and clear				
Eating/drinking areas are separated from work areas				
Lighting levels are suitable for necessary work				
Training				
Employees have been given safety training	-	+	-	-
Safety handbooks are available to all employees				
All employees know the building's evacuation plan				
Employees know what to do in case of an accident				
Training sessions are held regularly				
Equipment				
and in good working order	+	+	-	-
well-grounded				
available				
in place		++		
	-	-	-	-

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