

	Currently (2023)	2024 target	2025 target	2030 target	Cible 2050 target	
Environment	GHG are tracked (SPI 698)	Route optimization for deliveries (pilot project)	Salesforce allowance for hybrid of EV vehicles will be bonified (SPI 634)	EVs charging stations everywhere possible	30% reduction of our GHG emissions	50% reduction of our GHG emissions
	EV charging stations in some locations	Proper management of eco-fees (SPI 861)	Launch of copper, light bulbs and batteries recycling programs	Employee EVs charging purchase program	15% of EVs for local deliveries	
	Salesforce allowance for hybrid of EV vehicles (SPI 634)	Electronic receipts available for customers	Solutions Cloud pour toutes les divisions de notre entreprise	LED warehouses lighting program	30% of EVs in the rest of our fleet	
	Paper, plastic, cardboard, aluminum, oil, electronic devices are recycled in most of our locations (SPI 698 et 810)		Route optimization for deliveries (all major suppliers)	Employee solar panel purchase program	100% LED lighting in our warehouses	
	Cloud-based solution for most divisions of the company	More than 98% of our suppliers are North American	Fleet electrification program begins	100% Cloud-based solutions	Carbon footprint of product information available for customers	
Social	30%+ of 2022 and 2023 new hires part of a visible minority	191 donations to support local communities, education, social reinsertion and health			Continuously improve our engagement score for a safe (physically and psychologically) work environment. (SPI 604, 606, 613 and 660)	
	Profit sharing with our employees	100% of our regular employees have access to a comprehensive flexible group insurance plan			Continuously improve our Health & Safety Management system to prevent and eliminate work accidents (SPI 613, 697, 698)	
	Women representativity at par with industry	Certified Great Place to Work for a 4th year in-a-row		Increase investments in training & development, including diversity, equity and inclusion campaigns		
	100% de nos employés ont accès 24/7 à un programme d'aide aux employés et à la famille ainsi qu'à une clinique de santé virtuelle.		Launch scholarships for Indigenous students interested in the electrical and automation industry.			
Governance	Independent external audits				<div style="border: 2px solid black; border-radius: 15px; padding: 10px; text-align: center;"> <p>Guillevin International Co 6555 Metropolitain East blvd, suite 301 Saint-Leonard, Qc H1P 3H3 514-329-2100 corporate@guillevin.com</p> </div>	
	Yearly internal audits		Ethical code annual sign-off (SPI 603)			
	Responsible procurement policy written and initiation of its implementation (including combating forced labor and child labor)			Responsible procurement policy sign-off by all our suppliers		
	Annual internal risks assesment		Launch of the ethic line			
	Data security and privacy (SPI 600, 605 et 620)					