



# **CORPORATE SOCIAL RESPONSIBILITY REPORT**

AUGUST 2022





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## ABOUT THIS REPORT

THIS CORPORATE SOCIAL RESPONSIBILITY REPORT IS ISSUED BY **e2ip** TO HIGHLIGHT OUR VALUES AND INITIATIVES WITH REGARDS TO SUSTAINABILITY AND CULTURE AS PART OF OUR COMMITMENT TO STRONG CORPORATE CITIZENSHIP.

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**e2ip** PERIODICALLY UPDATES THIS REPORT TO FACILITATE TRANSPARENCY AND COMMUNICATION WITH ALL OUR STAKEHOLDERS



## LETTER FROM OUR CEO



From ideation to fabrication, we rethink the boundaries between technology and design to deliver innovative Human-Machine Interface (HMI) and Smart Surface solutions to global market leaders.

We create new possibilities through innovations in printed electronics, material science, advanced manufacturing processes and embedded system development to transform the surfaces we touch in our everyday lives and simplify how we all interact with our physical environment. We consume resources, employ people in diverse communities and manufacture products deployed in every region of the world. It is thus essential that we have a clear view of our global social, environmental and economic impact.

Eric Saint-Jacques, CEO

We are first committed to people and their quality of life. We stand for excellence and we act with respect and integrity. We attract and retain high performers that expect great workplaces, a positive and balanced work environment, equal and fair compensation and opportunities for all. We strive to enjoy the privilege of working together in our everyday interactions. Our environmental footprint is top of the mind in how we drive innovation, deploy our infrastructure and design our products. We develop technologies that reduce the footprint of our products by consuming less material and relying on both recycled and recyclable materials in our product design and manufacturing processes. We depend on the social and political fabric of the countries we operate in; from research initiatives with governmental bodies, to integration with academic institutions, access to health care and social mobility and wealth creation for underprivileged workers, we share with our employees and with the communities that support us.



As we continue to grow across the globe, we remain committed to our corporate responsibility to **support the communities** we live in, **reduce our impact on the environment** and deliver value to all our stakeholders.





## ABOUT E2IP

e2ip creates new possibilities through innovations in printed electronics, material science, advanced manufacturing processes and embedded system development to transform the surfaces we touch in our everyday lives and simplify how we all interact with our physical environment. From ideation to fabrication, we rethink the boundaries between technology and design to deliver innovative Human-Machine Interface (HMI) and Smart Surface solutions to global market leaders.

### ▪ FROM IDEATION TO FABRICATION



#### **More than 30 years in the industry**

founded via the acquisition of GGI Solutions by institutional and private investors.



#### **Design and Manufacturing Capabilities**

3 Production sites  
2 design offices



**410** Employees in Canada, US and Morocco



## OUR VISION, MISSION & PILLARS

We have a clear and concise vision and mission statement that we are all committed to. This is the foundation of our business and culture.

### From ideation to fabrication

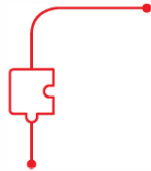
#### We share a vision

To simplify how we interact with our environment by transforming the surfaces we touch in our everyday lives.



#### We are focused on our mission

To create new possibilities through innovations in printed electronics, material science, advanced manufacturing processes and embedded system development. From ideation to fabrication, we rethink the boundaries between technology and design to deliver innovative Human-Machine Interface (HMI) and Smart Surface solutions to global market leaders.



#### Our values guide us:

We have **fun**.

We stand for **excellence** and act with **respect** and **integrity**.

We **share** and we remain **resilient**.



#### We build upon solid pillars

##### Innovation

We innovate through fundamental research, applied technology and inspirational design.

##### Partnership

It's how we create value with research labs, global market partners and customers, first.

##### Talent

Help each other become better, for our customers, partners and our own personal growth.

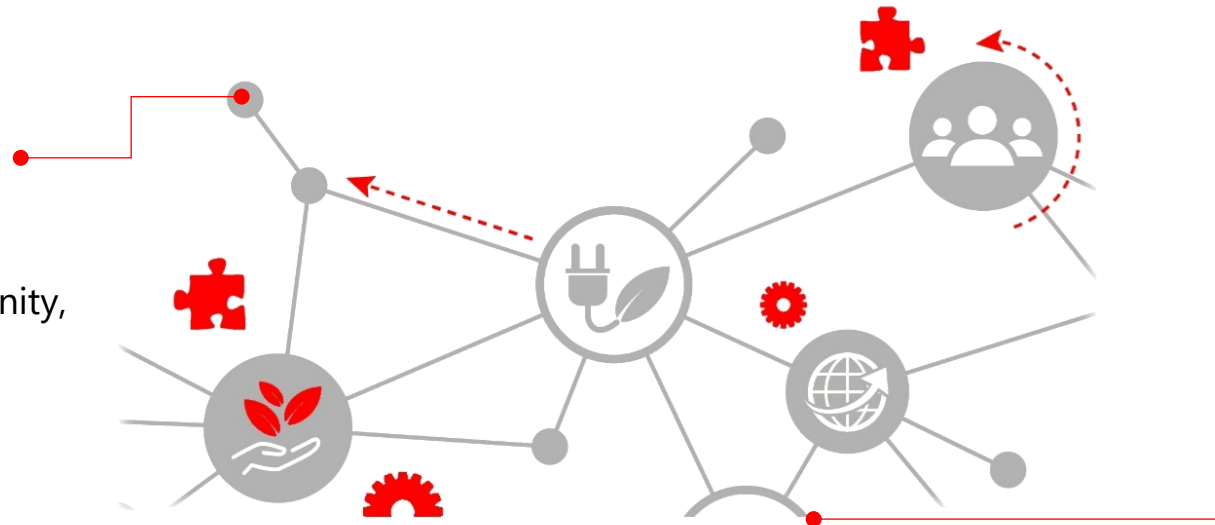
##### Operational Excellence

Deliver, as agreed, and continuously optimize.



## SUSTAINABILITY

**e2ip** considers its employees, the community, and the environment in each business decision



### Investment in the Community

**e2ip** is committed to supporting the communities we live in. The company currently supports the following organisations and initiatives.

- **La Dauphinelle** is a non-profit organization that helps, shelters, and supports women who are victim of physical or psychological abuse. <https://ladauphinelle.org/en/ccer>
- **St-Laurent soccer club AAA teams** enables underprivileged children from 13-17 to perform at the highest levels of excellence at the National level.
- **Les Amis de Jean-François** is a foundation that has the mission to raise funds to carry out concrete projects in hospitals including the acquisition of equipment or outfitting premises aimed at improving the quality of life for sick children. <http://www.lesamisdejeanfrancois.com/>
- **Polytechnique Montréal's Case Competition Team** <https://www.polymtl.ca/>
- The annual **John Molson School of Business Case Competition** <https://www.jmucc.ca/>
- **Collège Jean-de-Bréboeuf Foundation** is dedicated to support students with scholarships and to the improvement of infrastructures to offer young people a stimulating learning environment <https://www.brebeuf.qc.ca/fondation/>





- **Children Across Borders** is dedicated to support educational institutions, healthcare providers, organizations that provide shelter for children and they organize efforts to increase awareness in different areas for children in developing countries <https://childrenacrossborders.org/>

## Commitment to Employees

We strive to create a culture for employees to thrive, as individuals and as a team. Our values guide us in all our decisions, respect, integrity, resilience, excellence, sharing, support and fun. Whether physical or virtual, we design workplaces that are facilitating and are enjoyable. We are committed to forging and maintaining a culture that is gratifying, fair to all and motivating. We invest in the well-being of all and support personal and professional growth. We share with our communities and help out where we can and through it all, we try to have fun together and with everyone we work with.

Following are some examples of policies and programs that highlight our commitment.

### Salary and Benefits:

- Equity and competitive salary and benefits
- Well-balanced career/life programs (e.g.: flexible schedule)
- Training & development
- Public transportation incentive: 50% subsidy of the cost of monthly passes (Montreal)
- Complimentary transportation & lunch in challenging logistics environments (Casablanca)
- Convivial workplaces, complimentary refreshments, town hall lunches, employee BBQ, etc.
- Local cultural and religious celebrations

### Work Conduct:

- Employee handbook
- Non-Disclosure of confidential information



- Health & Safety / Security
- Zero tolerance of any kind of harassment, discrimination, violence or abuse

Regional Laws & Regulations:

- Labour Standards (such as but not limited to prohibited practices like forced labor and child labor, minimum wages, and benefits, working hours)
- Pay equity law (equivalent work for equivalent pay)
- Occupational health and safety law (prevention of accidents and occupational diseases)
- Charter of rights and freedoms (religion, opinion, expression, association)



## **E2IP IS COMMITTED TO RESPONSIBLE BUSINESS PRACTICES AND BUILDING A SUSTAINABLE SUPPLY CHAIN**

### **Supply Chain Management**

e2ip is committed to building a sustainable, socially responsible supply chain in which all participants are committed to safe infrastructures, complete compliance with regulatory requirements and the equitable treatment of all constituents with dignity and respect.

We have integrated our Corporate Social Responsibility commitments into our supplier selection process and agreements. In addition, the company supports and pursues conformance to a supplier code of conduct in accordance with major areas outlined in the UN Global compact (Human rights, labour conditions, environment and anti-corruption), UN universal declaration of human rights, OECD (Directive for Multinational Enterprises), ILO international labour standards, SA 8000 International standards and RBA (Responsible Business Alliance).

e2ip also conducts ongoing monitoring and management through sampling of the supplier base.

e2ip's supplier self-assessment and audit documents include sections for Corporate Social Responsibility, Health & Safety, and Environmental best practices to engage suppliers in compliance with industry best practices such as:

- The respect of international forced labor organization convention 29 (Co29)
- Having a written company policy and management system that covers all relevant legislation on environment, health, and safety
- Adherence and compliance to all conflict minerals legislation
- Having an effective waste management system deployed with appropriate employee training programs on the management of sewage, air emissions, recycling, garbage, and proper disposal of industrial hazardous waste
- Having a company code of conduct that addresses and prohibits workplace discrimination



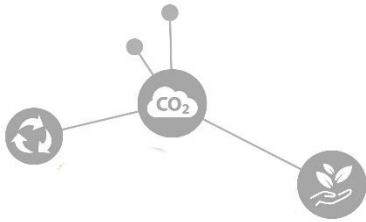
## Conflict Minerals Management

Regarding conflict minerals, e2ip has enforced stringent supplier management requirements in accordance with international and local conflict minerals legislations and has proactively communicated these requirements to our suppliers.

e2ip suppliers who manufacture components, parts and/or products containing Conflict Minerals are required to source these minerals from smelters whose due diligence practices have been validated by the Conflict-Free Smelter Program (CFSP) or an independent third-party audit program. e2ip expects its suppliers to work with their own sub-suppliers to obtain smelter information and to ensure that they are sourcing these minerals from environmentally and socially responsible suppliers.

Non-compliance with these requirements including providing false or misleading information may result in termination of a supplier and/or have e2ip consider other recourse options.





e2ip is committed to continually improve and minimize how our operations can negatively affect the environment, comply with applicable laws, regulations, and other environmentally oriented requirements.

## Environment

e2ip is committed to minimizing the impact of its products, services, and activities on the environment and to preventing pollution.

Within the framework of this commitment, e2ip will follow these guidelines as part of a wider policy, which is freely accessible and communicated to all employees:

- Meet all legal environmental compliance
- Increase employee awareness such that environmental protection and prevention of pollution becomes an integral part of their activities
- Reduction, reuse, recovery, and recycling of containers, packaging, material, or products
- Design, purchase, and production of goods and services criteria that respect the environment
- Promote energy saving measures and consideration of energy efficiency, particularly when purchasing equipment
- Encourage partners, clients and suppliers to adopt these behaviours and respect the environmental protection legislation in force
- Maintain an environmental committee responsible for policy and its continued improvement
- Maintain ISO 14001 certification

e2ip has also implemented necessary process changes to comply with the following European union Environmental Directives and other projects:

- RoHS Directive 2011/65/Eu - Restriction on the use of certain Hazardous substances in electrical and electronics equipment directive, including subsequent amendments to the directive



- WEEE Directive 2012/19/Eu - Waste Electrical and Electronic Equipment Directive, including subsequent amendments to the directive
- REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)
- Recycling, Energy and Natural resources conservation

### **RoHS 3 Compliance (RoHS directive 2015/863)**

On January 2, 2013, the EU Member States had to adopt and publish the laws and administrative provisions necessary to comply with the RoHS 3 directive. As a result, e2ip has taken the appropriate measures to meet the requirements of the RoHS 3 directive and to maintain the availability of RoHS compliant product to its customers where applicable.

As of today, all active exemptions used by e2ip in its RoHS compliant products are under review by the European Commission (EC) for renewal. It is possible that some of these exemptions might expire, be rescoped, or reconvened.

e2ip has taken the expiration of active RoHS 3 exemptions very seriously. Therefore, e2ip is concentrating its efforts to ensure that all our RoHS products remain compliant before any of the legal expiration dates.

e2ip will also ensure to remain compliant to any subsequent revision of the RoHS directive.

### **(WEEE) Compliance - what does it mean to e2ip?**

e2ip is committed to a safe and healthy environment and has been working diligently to ensure its compliance with WEEE legislation. All products sold by e2ip comply with WEEE legislation. This is ensured by:

- Designing equipment with consideration for future dismantling, recovery and recycling requirements
- Providing the required information to our customers to ensure compliance

Most of the e2ip products are categorized as HMI solutions. As such, they are the principal user interface to the customer system and designed to be directly integrated into the customer systems.



For this reason, the WEEE Directive places the primary responsibility for registration and reporting as well as for managing the required recycling process on the final producer of a product, which is ordinarily the **e2ip** customer, which sell their products to the end user under their own trade name.

In order to assist our customers in meeting the WEEE Directive's requirement, **e2ip** provides the necessary reporting requirements (product weight, disassemble instructions, etc.) in the system technical product specification, the product guide, and/or the installation and maintenance guide. Customers who are affected by the WEEE Directive can obtain a take back policy agreement with **e2ip**, with the terms being negotiated based on individual contracts.

#### **REACH (Registration, Evaluation, Authorization of Chemicals)**

Electronic components, mechanical parts and computer modules are regarded as goods according the definition of Article 3 No. 3 of the Regulation (EG) Nr.1907/2006 (REACH), for which the function is mainly determined by its shape and style rather than its chemical consistence. REACH Registration usually does not apply for products.

#### **Recycling, energy & natural resources conservation**

**e2ip** follows the strict local, regional and national waste management regulations. As such, **e2ip** recycles domestic waste, paper and cardboard boxes, IT equipment, batteries, neon lights, metal electronic materials and dangerous goods.

**e2ip** uses whenever possible natural and biodegradable cleaning products for its facility. Heating and air conditioning are minimized outside regular work hours, lighting is turned off automatically with the use of movement detectors.



[www.e2ip.com](http://www.e2ip.com)