

Social Responsibility Report 2016

Nightingale Corporation takes pride in being an ethical and responsible member of the business community. Corporate social responsibility is an essential cornerstone of our operating philosophy and practiced in our dealings with customers, employees, suppliers and the community at large.

This report covers Nightingale Corporation Social Responsibility efforts for the year of 2016 in the following areas:

1. Employee Health and Safety Management
2. Labour and Human Rights Management
3. Inclusiveness
4. Community Outreach and Involvement

1. Employee Health & Safety

Nightingale is committed to our employees' health and safety by establishing, supporting and maintaining a health & safety program that not only meets or exceeds the stringent requirements imposed by government legislation, but is vigorously deployed through training, enforcement, measurement, reporting, corrective action and continuous improvement. We provide a healthy, safe and secure work environment with a focus on preventing physical, mental and emotional harm to our employees.

Program objectives for 2017 are:

1. Reduce occupational injuries
2. Reduce lost time
3. Ensure all working areas comply with Provincial Legislation and regulations.

2. Labour and Human Rights Management

Nightingale Corporation protects and respects the rights of human resources at the local, national and global levels by not condoning the use of forced or involuntary labor by our suppliers, contractors, sub-suppliers or agents. If evidence of forced or involuntary labour comes to our attention, we will take prompt action to sever the relationship and report the situation to the respective authorities, where applicable.

Nightingale Corporation hiring, promotion and labour practices fully comply with all of the provisions of the Ontario Human Rights Code, the Ontario Employment Standards Act and other applicable legislation.

For the year of 2016, Nightingale had zero Human Rights Violations.

3. Inclusiveness

Nightingale Corporation operates an inclusive workplace free from discrimination and harassment on the basis of race, ancestry, place of origin, colour, ethnicity, citizenship, creed, gender, sexual orientation, age, family status or handicap.

The following ethnic groups make up Nightingale's team: African Canadian, Asian, Caucasian, Middle Eastern, Indian, and Hispanic.

4. Community Involvement & Outreach

Nightingale Corporation practices responsible corporate citizenship by annually supporting selected local, national and/or international charitable causes and/or education or recreation programs through donations or sponsorships.

In May 2016 Nightingale donated 800 chair glides for Lets Help organization. This organization has been inspiring hope, promoting self-sufficiency, and breaking the cycle of poverty. Nightingale participated in Silent Auction Donation by Jeans n Scrubs. This organization supports mental health service providers in Waterloo region hospitals. In 2016 Nightingale supported The Scott Mission food bank, this food bank serve the hungry and hurting across Toronto. Nightingale generously supported the Urban Beehive Project in July 2016. In September 2016, Nightingale Participated in CALPIA's annual Golf Benefit which helps two charities, the Folsom Project for the Visually impaired and the moral Values Program of Sacramento. Nightingale donated chairs to support the CPB Phoenix Ball 2016 which was held on October 23, 2016 in Mississauga, money raised in the gala was donated to The Credit Valley Hospital and Trillium Health Centre.