

Social Responsibility Report

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 2019 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 2020 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 2019, 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.

Nightingale participated in Run Nova Scotia event in 2019 in which 1000+ members participate in 23 road race events from Yarmouth to Louisbourg and all points in between. The purpose of the event is to promote health, fitness, and camaraderie to people of all ages and abilities through the sport of road running. Nightingale participated in auction organized by Access Career Solutions Inc, money raised in this event was donated to Honey Church Women's Shelter in Brampton and Terra Cotta Community Centre. In March 27, 2019 Nightingale donated to Ryerson University.

Nightingale donated chairs to support the CPB Phoenix Ball which was held on October 2019 at the Mississauga Convention Centre, money raised in the gala was donated to the Yee Hong Centre for Geriatric Care in Mississauga and Trillium Hospital. The Yee Hong Centre takes pride in being a provider of choice for long-term care services.

On December 20, 2019 Nightingale participated in the 4th annual Christmas Palooza which has raised over \$40,000 for local Youth Charities who make real and positive contributions to our local and national communities.