

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 2023 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 2024 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 2023, 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. Office chairs were donated to Habitat for humanity in February 2023. These materials donated are sold to the public at one of thirteen GTA ReStore locations. ReStore donations and purchases directly support Habitat home building projects. ReStore also helps the environment by re-purposing thousands of metric tonnes of perfectly usable household materials yearly.

Nightingale donated chairs to support the CPB Phoenix Ball auction which was held on October 22, 2023 in Mississauga, money raised in the gala was donated to various organizations. Nightingale participated in charity Golf Tournament of the Business and Profession Women's Club of Brampton. This organization support various charities such as Victim Services of Peel, Wellspring Chinguacousy Cancer Support, Ste. Louise Outreach and Food Bank, SNAPSO - SNAPSO is a community-based organization dedicated to providing developmentally disabled adults with supported opportunities to be active, visible and included in community life.

Nightingale is an environmental champion and has always been committed to upholding green and sustainable practices. Nightingale has accumulated many awards that demonstrate its commitment to environment, however the company also participates in charitable work that gives back to nature. In 2021 Nightingale collaborated with One Tree Planted to plant 250 trees. Nightingale donated 250 trees to support the global planting project based in Montana, Bhutan and Guatemala to reforest areas that have been damaged by consumerism and forest fires.