

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 2018 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 2019 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 2018, 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 2018 Nightingale participated in golf tournament 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. On October 18, 2018 fundraising was organized by Women Supporting Women in Business (WSW). Nightingale generously contributed to this fund raising event which supported two essential charities Salvation Army Family Resource Centre for abused women and children and Bethell Hospice Foundation offering palliative care and bereavement support for families. Nightingale donated to Habitat for Humanity in February and August 2018. Materials donated were sold in ReStore locations and money was used for Habitat home building projects. Nightingale donated chairs to support the CPB Phoenix Ball which was held on October 2018 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.