

SUSTAINABLE DEVELOPMENT



Where did we start?

Before the concept of sustainable development was even coined, we were already actively involved in the process, albeit informally, for several years. Concrete action in this respect is ongoing and the three aspects of sustainable development now are solidly anchored in our organizational outlook and values.

Where are we now?

We were aware of the need for more rigour and the need to formalize what we were already doing right. We wanted to continue pursuing this goal and become an example to follow by producing what we need in response to demand while avoiding jeopardizing the capabilities of future generations. Several originators began working on greening their supply chain and we were aware that the trend would increase on the very short term. Legislation would also be increasingly present and compliance with it would become mandatory. Therefore, we decided to seize the opportunity immediately.

Where are we going?

We are presently integrating sustainable development into the “genetic code” of our organization and seeking to contaminate 100% of our suppliers in order that they also reduce their ecological footprint. By tapping into the creative potential of all our partners, we can create value and profitability while generating savings to be reinvested in value-added projects and pursuing our mandate to consolidate our bases on the marketplace.

Our commitment towards sustainable development:

- We are committed to considering the three aspects of sustainable development in each of our future business decisions.
- We allocate the time needed for resources to transpose this strategy into concrete action aimed at achieving our ecological impact reduction goals.

ENVIRONMENT

- Following a \$3.5 million investment in 2010, new cutting edge equipment now allows us to achieve a material yield approaching 86%.
- More than 80% of our raw material supplies come from less than 200 km away.
- Our products are eligible for FSC certification and we cooperate actively in the certification of our suppliers, thereby benefiting the entire industry.
- Eco-design criteria are integrated into our product development process.
- All waste wood is put to use, either to heat our buildings and kilns or through the sale of shavings to the melamine sheet wood industry, wood pellet manufacturers and farmers.
- We recycle all waste other than wood (paper, cardboard, metal, chemical and plastic products).
- Our products contribute to LEED credits.
- Our finishes are COV-free (volatile organic compounds) and formaldehyde-free.
- In 2015, all our propane-fueled forklifts were replaced by battery-electric vehicles.
- In 2017, all of our prefinished products received the GREENGUARD GOLD certification. GREENGUARD Certified products are certified to GREENGUARD standards for low chemical emissions into indoor air during product usage. For more information, visit ul.com/gg.

SOCIAL

- Our flexible work program allows employees to reconcile work and family obligations.
- To date, we have invested time and money in the Fondation Philippe-Boucher, representing more than \$500 000.
- To date, we have invested time and money in sports activities for youths in the region, representing more than \$220 000.
- Not only has PG supported various social causes since 1979, but our employees have taken the initiative and become actively involved. Since 2001 alone, an amount of some \$400 000 has been injected into the community.
- At PG, compliance with occupational and safety standards are key concerns. We rank among the highest performing groups of the Mutuelle 025 for which we have received several awards.

ECONOMY

The presence of a project portfolio management structure encompassing a system to detect and select opportunities contributes to enhancing the performance of our different programs:

- Increased market shares
- Maintained market shares
- Optimization material yield and enhanced action
- Employee contentment and safety

Since 2000, PG has invested more than \$35 million in equipment improvement.

POKA

PG Hardwood Flooring Inc. has introduced Poka, a revolutionary training and knowledge transfer tool used in plants. Poka is an app available on iPad that allows experienced employees to document their expertise in the form of video guides. The guides can then be viewed by new employees to further their training and contribute to their self-sufficiency. Currently, 170 company employees use this tool and more than 80 iPads are available to workers (tablets are shared among day shift and night shift employees). Poka also allows the employees to communicate with each other through a news feed used, for example, to send requests for mechanical improvements directly to the maintenance team or to call upon colleagues to help solve productivity and product quality problems. PG deployed this technology to standardize and speed up training to foster greater operational versatility between company employees and work shifts.