



2024-2025 Corporate Social Responsibility Annual Report

Message from the President

At AV Gauge & Automation we recognize that our corporate success is interconnected with the sustainable use of the environmental resources, the respect of human rights, and the long-term prosperity of the global communities in which we conduct our business operations. This CSR Report highlights an overview of our efforts and progress in these key areas over the passed year.

1. Environmental Stewardship

AV Gauge & Automation is committed to minimizing our ecological footprint and promoting sustainability throughout our global operations.

Achievements:

- **Resource Management:** Reduced hydro power consumption by installing energy efficient lighting across our facilities.
- **Waste Management:** Diverted waste from landfills through our continued recycling programs.
- **Sustainable Sourcing:** Established that the majority of our raw materials to be sourced from sustainable suppliers.

Future Commitment:

- Implement a formal Environmental Management System (EMS) and achieve the ISO 14001 certification

2. Human Rights and Labor Practices

AV Gauge & Automation upholds the dignity and rights of every individual related to our business — from our employees to those within our global supply chain.

Key Actions:

- **Forced and Child Labour:** Conducted supplier audit, implemented policies and provided training to combat any forms of modern slavery including forced and child labour in the supply chain.

- **Fair Labor Practices:** Reviewed company policies and employee handbooks to ensure fair and ethical labor practices are upheld across global locations.
- **Workplace EDI:** Increased female representation in leadership roles and overall visible minority representation across the global workforce.
- **Health & Safety:** Established Health & Safety Committee in Mexican facility and continued to maintain an effective health & safety management system through adherence to safe operating protocols and rigorous employee training.

Future Commitment:

- Through periodic reviews, continue to maintain a global compensation system that meets and exceeds a living wage standard across all global operations.

3. Community Engagement

AV Gauge & Automation strives to be a positive force in the communities where we operate by investing in education, health, and economic development.

Achievements:

- **Local Investment:** Provided student bursary, donated equipment to local high-schools, supported a local robotic team with a donation.
- **Volunteering:** Participated in the Earth Day events by planting trees in the community.
- **Education Initiatives:** Conducted student groups facility tours and various career learning opportunities through OYAP, COOP and other placement programs and events

Future Goals:

- Increase corporate participation in the community events supporting wellness and healthy lifestyles.

Conclusion

The purpose of our CSR activities is to build equitable teams, champion a responsible supply chain, create opportunities for youth and communities, scale more sustainable solutions to help protect our planet. AV Gauge & Automation remains focused on the continuous improvement and accountability in these areas. We thank our employees, customers, suppliers, partners, and communities for working together to help us achieve these goals.

Tim Campeau

President

AV Gauge & Automation