

# SUSTAINABLE DEVELOPMENT CHARTER

## ECORESPONSIBLE™ PROGRAM

THIS CHARTER REFLECTS **IMPRIMERIE STE-JULIE'S** COMMITMENT TOWARDS SUSTAINABLE DEVELOPMENT, WHICH IS COMMITTED TO CARRYING OUT ITS ACTIVITIES IN AN EVER MORE ECO-RESPONSIBLE MANNER BY RESPECTING THE BALANCE BETWEEN SOCIAL JUSTICE, ENVIRONMENTAL PRESERVATION AND ECONOMIC PROGRESS.

Our organization is committed to carrying out its activities in an increasingly eco-responsible manner. We have joined the **GREAT ECO-RESPONSIBLE MOVEMENT™** of the Council of Sustainable Industries to promote, accelerate and facilitate the integration of the principles of sustainable development into our business model and wish to actively contribute to building a better world, without compromising that of future generations.

We also encourage our suppliers, customers and subcontractors to implement an organizational culture that integrates eco-responsibility and wish to positively influence the activities of the entire value chain linked to our products and services.

The global approach that we have adopted is inspired by recognized international standards in terms of the social responsibility of organizations and the management of sustainable development, such as ISO 26000, the BNQ 21000 guide and the guidelines for accountability of the Global Reporting Initiative (GRI).

The strategic thinking, development and implementation of the resulting actions, also integrate the 16 principles of sustainable development that are at the heart of Quebec's Sustainable Development Act.

Our initiative aims to contribute to the achievement of the 17 Sustainable Development Goals of the United Nations (UN), according to our various organizational and sectoral challenges.



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printed following eco-inking principles



Imprimerie  
**Ste-Julie**  
A RESOURCE LABEL  
GROUP COMPANY



### OUR ORGANIZATIONAL APPROACH

As part of the strategic planning process initiated by joining the **ECO-RESPONSIBLE™** Program, an organizational diagnosis made it possible to look at the consideration of sustainable development in the management practices of our organization and to identify the issues to be addressed in a perspective of progress and better overall performance. We have also adopted an Eco-responsible Plan to structure our strategy and its effective implementation for the years to come.

### OUR PURPOSE

For more than 50 years, we have been setting the standards for the label and shrink sleeve printing industry. We have refined our techniques to the point that printing is for us an art that we master to perfection. Our research and development department is constantly reinventing processes to produce packaging that meets the increasingly high standards of our customers.

### OUR ECO-RESPONSIBLE SCENARIO

The members of the Sustainable Development Committee are committed to identifying and carrying out responsible projects aimed at the well-being and development of human capital, the preservation of resources, and the reduction of the environmental footprint.

As agents of change, we promote innovation, collaboration, and the involvement of our stakeholders.

Listening to employee concerns and maintaining our constant desire to improve will ensure the sustainability of the company.

Promoters of the company's values, we work to promote it within its community, while respecting the planet for generations to come.

### OUR VALUES

AGILITY                      QUALITY                      PASSION  
CLIENT ORIENTED FOCUS                      COMMITTED



### OUR STRATEGIC ORIENTATIONS

IN ORDER TO ACHIEVE OUR VISION SUPPORTED BY SUSTAINABLE DEVELOPMENT, HERE ARE THE STRATEGIC ORIENTATIONS THAT SPECIFY OUR COMMITMENT:

#### GOVERNANCE

AN ECO-RESPONSIBLE STRATEGY BASED ON AGILE AND INNOVATIVE MANAGEMENT PRACTICES

#### ECONOMIC

A CONSTANT WILL TO IMPROVE OUR PROCESSES, TO SUPPORT GROWTH THAT WILL ENSURE THE SUSTAINABILITY OF THE COMPANY AND THAT WILL ENABLE US TO PLAY AN INFLUENCER ROLE IN OUR BUSINESS SECTOR

#### SOCIAL

AN EMPLOYER OF CHOICE RECOGNIZED BY ITS EMPLOYEES, THE MARKET AND THE COMMUNITY

#### ENVIRONMENTAL

A CONSTANT DECREASE OF OUR ENVIRONMENTAL IMPACT THROUGH A CIRCULAR, SYSTEMIC AND AMBITIOUS THINKING

### SCOPE AND RESPONSIBILITIES

This charter applies to all employees and managers of the organization. We will strengthen our organizational culture through continuous improvement. We undertake to comply with the legal rules applicable in the country(ies) and territory(ies) where we operate. We will periodically monitor the issues relevant to our field or sector of activity, involve the resources necessary for the changes and put in place effective management methods. We are responsible for remaining compliant with the **ECO-RESPONSIBLE™** certification criteria and will take the necessary measures to ensure this.

### COMING INTO FORCE

March 2020

*Caroline Fournier*

Caroline Fournier  
Vice-president sales and administration

*Marilène Fournier*

Marilène Fournier  
Vice-président production