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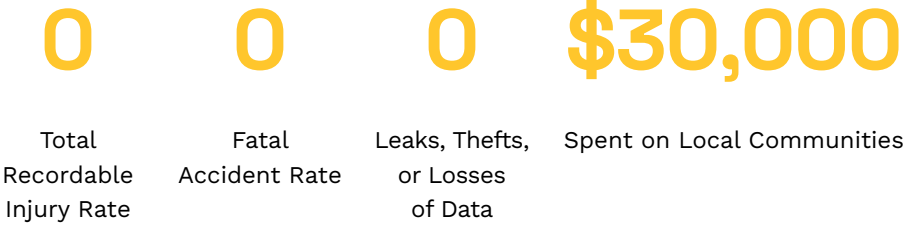
Value In Zero

BossPac Technologies
2023 ESG Report

BOSSPAC



2023 Overview: Zeroes That Mattered



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From Our President

In our pursuit of technological excellence, BossPac Technologies is dedicated to advancing the frontiers of innovation. In 2023, we initiated a pivotal endeavour, conducting a comprehensive review of our ESG practices. Drawing upon our successful track record, we aimed to harmonize our initiatives and craft a unified ESG strategy to steer us into the future.

Our remote monitoring systems, especially in the rail sector, have already demonstrated their efficacy by averting potential derailments and safeguarding the environment. However, as our ESG review unfolded, we recognized the profound significance of zero — be it in injuries, leaks, or lasting environmental damage.

BossPac strategically identified materiality topics, including energy consumption, waste management, health and safety, diversity and inclusion, stakeholder engagement, good governance, and cybersecurity. These topics transcend mere checkboxes; they underscore our unwavering commitment to fostering positive impacts across stakeholders, society, and the environment.

In energy consumption, our objective is a 35% reduction by 2024, achieved by increasing our service reliability. We will see a reduction of travel to the field via air and vehicle. Waste management stands as a cornerstone of our strategy, emphasizing proactive measures, continuous enhancement, and meticulous handling of hazardous waste. Health and safety remain paramount, with a steadfast goal of maintaining zero workplace accidents leading to lost workdays.

These ESG guidelines position BossPac to unlock future potential and chart a course toward a sustainable and equitable future. We extend an invitation to all stakeholders to join us on this transformative journey, where zero is not the conclusion but the commencement.

Darren Sortland,
President of BossPac Technologies



Groundbreaking: Utilizing innovative technology to provide our clients with new perspectives on their operations.

Simple: Every aspect is designed to be easy-to-use, offering seamless integration and ultra-efficient solutions.

Versatile: Our systems have proven impact in rail networks, petrochemical production, transportation, logistics, shipping, warehousing, construction, power generation, and laboratory facilities.

Value In Zero

BossPac Technologies prides ourselves at standing at the forefront of the technological solutions landscape, leveraging our expertise to help clients in multiple industries unlock previously unimaginable levels of insight and actionable information.

What if we could unlock similar levels of insight and actionable information about our own company, and in particular our ESG performance?

With this in mind, in 2023 BossPac made the decision to undertake a formal review of our ESG practices for the first time. We aimed to build on years of successful but ultimately

unaligned ESG efforts and initiatives, and subsequently leverage our findings into a company-wide adoption of a unified ESG strategy ready to guide us into the future.

Charting our existing strengths and our areas for improvement was an eye-opening experience, and in many ways it felt like we were starting from zero.

But the fact is, there's a lot of value in zero.

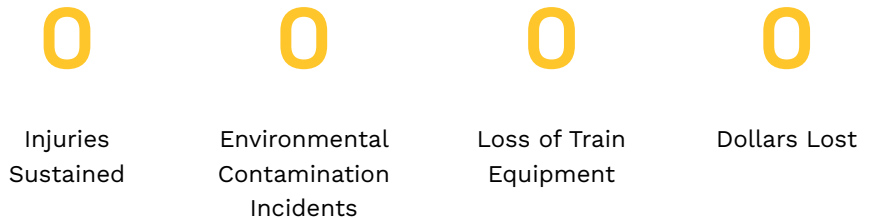
We see the value of **zero** in **zero** injuries recorded, or in **zero** leaks of private information, or in **zero** lasting

damage to the environment, or even in the amount of **zeroes** we can redistribute to our neighbours and neighbouring communities.

But, most importantly, we see the value in zero in its incredible potential, because even if you are starting from zero...

...you can immediately get closer to where you want to be.

In 2022/23 to date, BossPac remote wayside monitoring broken rail detection systems helped Canadian Class 1 Rail Operators prevent 38 potential derailments, meaning:



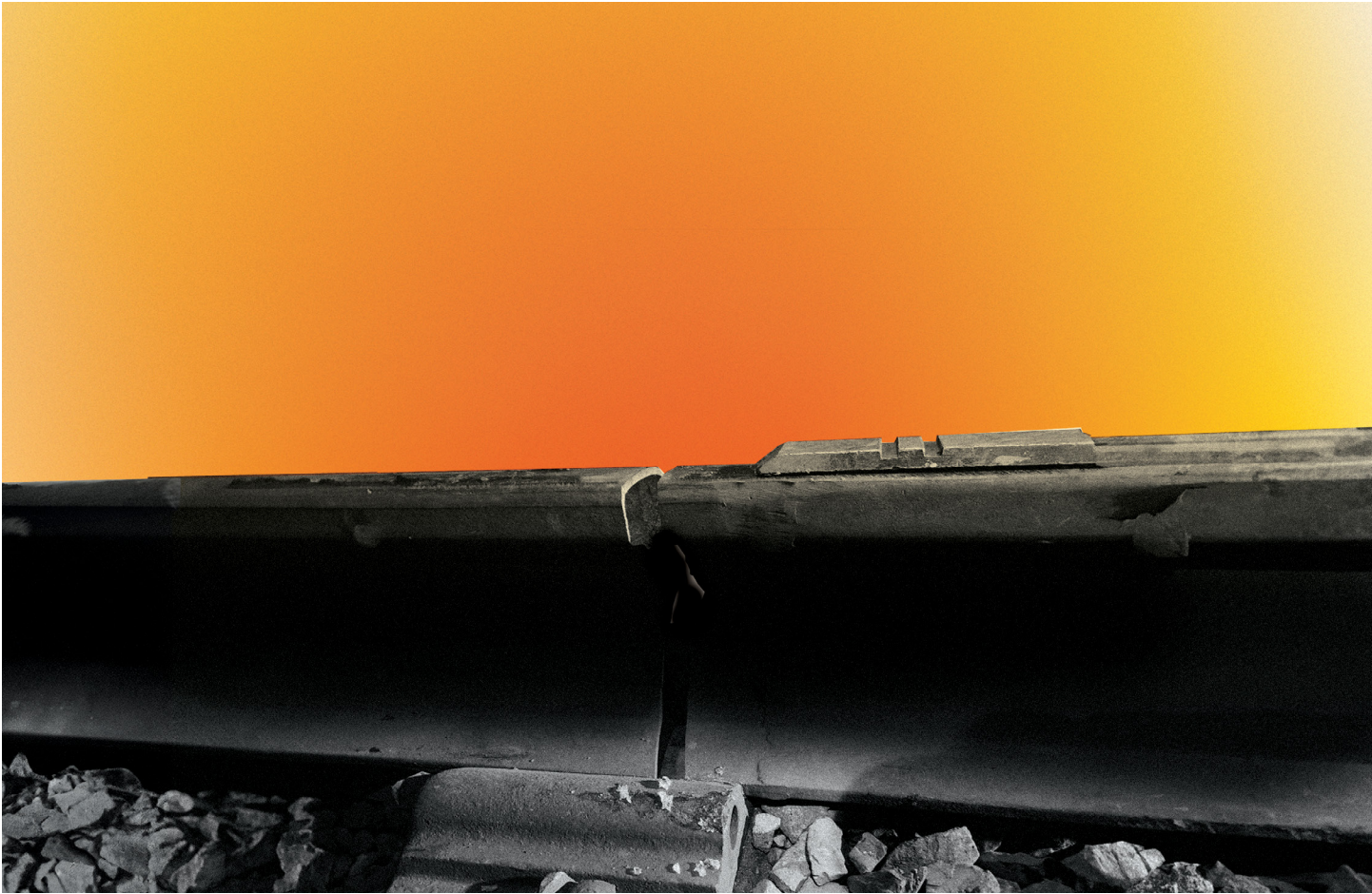
The true potential damage of any one derailment is hard to calculate, with so many variable factors in play. However, what is certain is that our technology has kept trains out of rivers and lakes, and has even saved a bridge. The environmental repercussions of these potential accidents would be significant to say the least, and tangibly shows the important impact our technology is having right now in creating a safer, more alert and responsive future.



**Environmental, Social,
and Governance:
Setting Meaningful Targets**

BossPac’s monitoring solutions are all about delivering actionable intelligence. Actionable doesn’t mean hypothesizing or speculating – it means information that can be put into action here and now. When creating our Environmental, Social, and Governance (ESG) report, we were careful to both outline long-term goals and short-term solutions that can be implemented over the next 12 months (or a similar time period) to bring us closer to where we want to be.

Our ESG considerations reflect our company’s commitment to responsible and ethical conduct, fostering a net positive impact on stakeholders, society, and the environment.



Materiality Topics

2023 marked a significant milestone as BossPac conducted an initial materiality review of ESG topics with the assistance of third-party sector specialist GreenWorks ESG. This pivotal evaluation assessed our current ESG performance based on global ESG frameworks, and

identified areas in which we can improve. By addressing the identified topics and shaping our long-term plans around the findings, we can successfully ensure that our business operations are not only profitable but also socially responsible and environmentally conscious.

The following page summarizes what we and GreenWorks ESG have identified as the most material ESG topics for our company, along with a high-level summary of why each one is important to BossPac both today and tomorrow.

Energy Consumption

Efficient management of energy consumption is integral to our sustainability ethos. Through prudent energy practices, we endeavour to minimize our carbon footprint and contribute to global environmental preservation, aligning with our steadfast commitment to responsible resource usage.

Diversity and Inclusion

Nurturing a workplace characterized by diversity and inclusion is a pivotal aspect of our operational philosophy. This commitment serves as a conduit for a wealth of perspectives, creative thinking, and innovative problem-solving. Furthermore, it catalyzes elevated employee morale and engagement, ultimately translating into enhanced business performance.



Waste Management

Exemplary waste management forms a cornerstone of our sustainability strategy. By adhering to meticulous waste reduction and disposal protocols, we embrace our duty as environmental custodians. This approach not only reduces ecological impact, but also amplifies our reputation and bolsters the principles of a circular economy.

Stakeholder Engagement

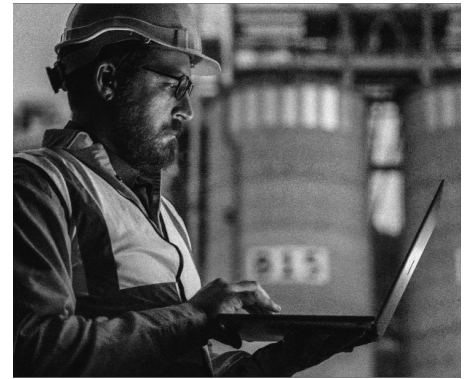
Our engagement with local communities underlines our dedication to being a responsible corporate entity. By forging meaningful connections with our surroundings, we exemplify our commitment to societal betterment. This proactive approach not only garners social acceptance, but also fosters brand loyalty and cultivates a supportive business ecosystem.

Good Governance

Upholding principles of transparency, accountability, integrity, and ethical behaviour ensures responsible decision-making, safeguards stakeholder interests, and promotes the long-term sustainability of our organization.

Health and Safety

Our unwavering emphasis on health and safety is paramount. We steadfastly prioritize the well-being of our personnel, thereby reducing the occurrence of accidents and fostering a culture of visibility and accountability. A secure work environment serves as a catalyst for bolstered employee morale and heightened operational efficiency.



Cybersecurity

Our rigorous Cybersecurity Policy employs strong passwords, regular updates, anti-virus protection, multi-factor authentication, security software, training, and backups to ensure data integrity, confidentiality, and stakeholder trust.

Section One: Environmental

Energy Consumption: Onwards to Zero

-20%

Reduction in Energy Consumption
Due to LED Light Integration

2,500

Solar Panels Deployed
Across North America

2024 Goal:

Achieve a 35% reduction in energy consumption over the next year. By increasing our service reliability, we can reduce travel to the field via air and vehicle.

There's no denying a key challenge facing the world is reevaluating our relationship with energy. Sustainable thinking is built into the foundations of BossPac's line of products, with our rail monitoring systems offering ultra-low-power solar power modes that deliver impressive performance with no external energy demands.

In service of this, we proactively implemented the following measures to curb energy consumption:

Behavioural Change Initiatives: Educating, encouraging, and inspiring our employees to be responsible energy users, contributing to energy conservation through prudent practices.

Regulatory Compliance: Ensuring understanding and adherence to all relevant energy-related regulations and standards at every level.

Office Energy Consumption: Incorporating energy-efficient technology such as LED lighting, timed automatic shut-off sensors, and encouraging the manual deactivation of all non-critical devices.

Although our true goal is using zero non-sustainable energy in the future, we have set ourselves the target of reducing energy consumption by 35% in 2024. This achievable target aligns seamlessly with our long-term business ambitions and reflects our contribution to a greener and more ecologically-aware tomorrow.

Most importantly, we understand our commitment to diminishing our ecological impact is an ongoing process, with the ability to seize and adapt new technologies and ways of working crucial to achieving true energy optimization.

Waste Management: Cleaner, Smarter, More Responsible

0.05 MT

Hazardous Waste
Responsibly Disposed Of

0.15 MT

Non-Hazardous Waste
Responsibly Disposed Of

2024 Goal:

Achieve a 20% reduction in our total waste produced by 2024.

Waste disposal and management is a continuously advancing field, with innovative solutions and practices finding new ways to reuse and recycle what would simply have been called ‘garbage’ yesterday. In line with this thinking, BossPac prioritizes effective waste management as a core element of our sustainability commitment. Our strategies are designed to address waste-related risks, capitalize on opportunities, and reduce our environmental footprint.

Stage One: Be Proactive

The most effective way to minimize waste generation is to minimize it at its origin. We refine production processes and streamline packaging materials, aligning ESG priorities with our business strategies. Adhering to regulations, we manage hazardous waste by collaborating with licensed disposal services.

Stage Two: Staying Informed

We empower our workforce through comprehensive training to instill waste management best practices and foster a culture of sustainability. Continuous improvement drives us to evaluate and refine waste reduction strategies, adopting emerging technologies and trends when viable.

Stage Three: Being Vigilant

Managing hazardous products and waste responsibly, we maintain updated chemical inventories and safety data sheets. Rigorous training ensures our employees follow precise protocols for chemical handling and disposal, while regulatory compliance remains integral through regular audits.

FACT: BossPac got its start as a sunflower seeds packaging company – where the ‘Pac’ in BossPac comes from. We know the importance of minimizing packaging and responsible material disposal.

Section Two: Social

Health and Safety: Zero Left to Chance

0

Near Miss
Frequency Rate

0

Total Recordable
Injury Rate

0

Total Vehicle
Incident Rate

0

Fatal
Accident Rate

2024 Goal:
Aspire to maintain zero
workplace accidents resulting
in lost workdays.

0

Workers' Rights
Violations

20

Hours H&S
Training Provided
to Employees

At BossPac, safety is everyone's responsibility from the boardroom down to our technicians in the field. We have rigorously embedded safety considerations across all operational domains and all activities and processes, being careful to leave zero potential hazards to chance.

Our intrinsic preparedness is achieved through ongoing training, effective planning, and continuous improvement. This resolute approach ensures the protection of our workers, contractors, and the wider public.

Key elements of our strategy encompass:

- Comprehensive Safety Training
- Up-to-Date Emergency Response Plans
- Cutting-Edge Safety Equipment and Infrastructure
- Culture of Continuous Improvement
- Continuous Transparent Reporting and Communication
- Monitoring On-Site Working Conditions, including:
 - Regular health and safety assessments to identify potential hazards
 - Compliance assessment against local, national, and international regulations
 - Systematic hazard identification and risk assessment
 - Thorough incident reporting and investigation
 - Comprehensive training on health and safety protocols
 - Provision of personal protective equipment
 - Routine worksite inspections
 - Immediate corrective actions for non-compliance or unsafe conditions

Stakeholder Engagement: The Importance of Community

\$30,000

Total Monetary Spend on
Local Communities

2024 Goal:

Engage in a minimum of two (2)
community initiatives annually.

No company exists in a vacuum. We have framed our Stakeholder Engagement Policy to foster shared sustainable value, address stakeholders' valid concerns, cultivate trust, and champion diversity. Our engagement principles encompass responsibility, transparency, collaboration, and ongoing enhancement.

The Policy guides us on two fronts:

- Indigenous Cultural Heritage Preservation
 - Safeguarding Heritage Sites: Refraining from activities that could destroy cultural heritage sites.
- Investments in Local Communities
 - Education and Skills Development: We empower talented students through a co-op program.
 - Health and Wellness: Donations to the Alberta Children's Hospital support vital missions.
 - Local Partnerships: We foster collaborations with nearby suppliers.

During the selection of engagement levels or methods, we diligently assess potential risks, including participation fatigue, conflicts of interest, and capacity constraints. In instances where full engagement is unfeasible, we prioritize consistent communication to ensure a meaningful exchange of information.

Family is everything at BossPac. That's why we choose to support Alberta Children's Hospital (ACH) as our charity of choice. In 2023, we supported ACH through fundraising at golf tournaments and a gala, and directly donated to their Foundation during their Radiothon drive.

Located in Calgary, every year ACH treats over 100,000 kids, including 75,000+ visits to the emergency room and 10,000+ surgeries. We encourage everyone to support ACH however they can: childrenshospital.ab.ca

Diversity, Equity, and Inclusion: Stronger Together

BossPac believes every individual has value. Furthermore, we believe creating an inclusive, diverse, and equitable workplace not only empowers employees to excel, it improves the performance of the company as a whole.

Equal Opportunities

- Equal employment opportunities regardless of personal attributes.
- Diverse hiring ensures a representative workforce.
- Compensation based on roles and responsibilities, guaranteeing equity.

Inclusive Work Environment

- Prohibit discrimination, harassment, and retaliation.
- Provide training to foster awareness, sensitivity, and growth.
- Offer career progression based on merit and qualifications.

2024 Diversity, Equity, and Inclusion Goals

Encourage
Inclusive
Leadership

Cultivate
Cross-Cultural
Competence

Recognize
Unique
Contributions

Inclusive Meeting
Practices

Feedback Loop
for Improvement

Section Three: Governance

Good Governance: Zero Tolerance for the Unethical

BossPac helps clients protect their operations, improve safety, lower operating costs and maximize asset performance – and we do so with an unwavering commitment to upholding the highest standards of integrity, transparency, and ethical behaviours.

Good governance is critical to our business. We prioritize operating in an ethical and responsible manner in several key ways:

Corruption and Bribery Policy: It articulates our steadfast zero-tolerance stance against corruption and bribery across all business activities, be it direct or indirect, perpetrated by any party associated with our organization. This includes employees, contractors, agents, and representatives, who are required to follow all laws and regulations applicable in the countries we operate.

Zero Tolerance on Unethical Behaviour: Our employees are unequivocally prohibited from engaging in any form of corrupt or unethical behavior. Additionally, our global business activities align with international conventions, including the United Nations Convention against Corruption (UNCAC).

Anti-Competitive Behaviour Policy: This emphasizes fair competition, antitrust law compliance, and upholding integrity. We strictly prohibit actions that hinder fair competition, such as price-fixing, allocation of markets or customers, and collusion. Predatory pricing, or selling below cost to eliminate competitors, is also forbidden. All employees, including management, must adhere to domestic and international antitrust laws, ensuring fair trade and preventing market monopolization through merger controls. They are also prohibited from sharing sensitive information with competitors. Regular audits and compliance reviews ensure ongoing antitrust law adherence and identify areas for enhancement.

Our commitment to the above principle is resolute and spans every facet of our operations. All stakeholders are expected to embrace our policies, contributing to the preservation of our organization's reputation and long-term sustainability.

Cybersecurity: Zero Room for Error

0

Total Number of Leaks, Thefts,
or Losses of Customer Data

0

Total Number of Incidents of
Non-Compliance With Physical
and/or Cybersecurity Standards
or Regulation

2024 Goal:

Conduct regular vulnerability assessments and penetration testing to identify and address potential weaknesses in the company's network, applications, and systems.

Provide ongoing cybersecurity training and awareness programs for employees to educate them about the latest threats and best practices, reducing the risk of human error.

Develop and regularly test an incident response plan to ensure a swift response in the event of a cybersecurity breach or incident.

As a leading technological company, BossPac recognizes the paramount importance of cybersecurity. Our partners need to know they can trust potentially sensitive data with us – which is why we have implemented a comprehensive Cybersecurity Policy to minimize threats and prevent attacks.

Measures we have implemented include:

- Use of strong and intricate passwords supported by Multi-Factor Authentication (MFA) for enhanced identity verification.
- Continuously updating software and applications to latest versions, ensuring both can counter known vulnerabilities.
- Rigorous antivirus and malware protection to detect and eradicate viruses.
- Enhanced identity verification protocols.
- Diverse security tools such as Network Security Monitoring and Encryption.
- Security awareness training for all employees.
- Routine data backups to ensure data integrity and readiness in the face of potential breaches.

By acting holistically, we protect both our own and our clients' information on every level. Moving forward, we intend to leave zero room for error, always acting proactively and embracing useful innovations and cybersecurity developments wherever possible.



Charting New Paths

With these ESG guidelines in place, BossPac is ready to commit to unlocking the potential of tomorrow and chart a new path towards a sustainable, equitable future for all. Of course, meaningful change does not come without its challenges, but we are ready and eager to meet every one of them. We have the technology, we have the resolve, and we have our long-term targets – and we invite you to come along with us.

Visit us at [bosspac.com](https://www.bosspac.com), or reach out through social media to learn more about our journey.

Zero is just the beginning.



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