



Legal Name: Mister Safety Shoes Inc.
Financial Year: January 1, 2023 – December 31, 2023
Business Number: 103790325
Industry: Retail
Location: 2300 Finch Ave W, Unit 6, North York, ON M9M 2Y3
Number of Employees in Reporting year: 300 In Canada

Mister Safety Shoes is a Canadian Owned & Operated Retailer in Canada. We operate over 53 locations (Retail & Mobile) throughout Alberta & Ontario with over 300 employees. We purchased from well-known brands for our retail store including Timberland, Reebok, Blundstone, Terra, Kodiak, Acton, Bogs to name a few. We also have some direct from factory programs that we source. We are committed to conducting and managing our business in a manner that reflects our high ethical and moral values. With this, we expect our suppliers to respect and adhere to the same philosophy in the operation and management of their business.

Core Values

Our success is no accident. It's built on a foundation of values set in place by our founders Frank and Nella. They help us not only provide exceptional customer service, but also guide us and help make us a great place to work.

Our values are what we, as a company, believe are important and how we approach every work day.

- *We Care:* We have a genuine interest in the well-being of our customers and employees.
- *Continuous Improvement:* We are always looking for ways to improve our products, our processes, and the ways we serve our customers.
- *Responsiveness:* We are nimble and quickly address challenges and opportunities.
- *Teamwork:* We deliver amazing results when we work together to achieve them.

Our Philosophy

In a self-serve world, Mister Safety Shoes stands apart by truly caring about the comfort, confidence and safety of our customers. We know we can help make their work days better and it's why we take the extra step in everything we do.

Service does not start and stop in our stores, however. It's a philosophy we live throughout the company because we all have customers: your co-workers, other departments, outside suppliers --these are all "customers". When we provide that same level of exceptional service to everyone, we not only helping each other get our work done, we are making work days better for everyone.

So, no matter if you work in an office on a computer, in a store, on a Shoemobile, or on the floor of our distribution centre, think about who your customers are, and ask yourself:

How can I take the extra step and help make someone else's workday better?



Business Code of Conduct for our Suppliers, Customers & Employees.

We lead the business code of contact true to our values - Responsiveness, Teamwork, We Care and Continuous improvement.

It has been and will continue to be the Company’s policy to obey the laws of each country and to honor our obligations to society by being an economic, intellectual and social asset to each community in which the Company operates.

In the selection of its contractors, suppliers and partners, Mister Safety Shoes works hard to choose reputable businesses who are committed to ethical standards and business practices compatible with those of the Company.

At the very minimum, Mister Safety Shoes expects its contractors, suppliers and customers, to comply with all legal requirements applicable to their operations and employment.

Key Partner Responsibilities

1. Clear about our expectations for ethical business conduct.
2. Courage to let us know if you observe behavior that falls short of our standards
3. Understand that we may terminate our relationship with any business partner who violates our code or the law or fails to report unethical behavior related to Mister Safety shoes.
4. Treat all people with dignity & respect; never discriminate based on race, gender, sexual orientation, religion or personal characteristics no matter where we do business.
5. Avoid jokes, remarks or physical contact that make others uncomfortable – even if no one has expressly voiced concerns.
6. Never engage in or allow unwanted touching, requests for sexual favors, intimidating gestures or other offensive behavior
7. Provide a safe workplace free of physical & health hazards.
8. Comply with all applicable child and forced labour, worker safety, human trafficking and other labour laws designed to safeguard worker well-being.
9. Take appropriate steps to prevent, investigate, and remediate instances of these behaviours.



Environmental, Social & Governance Practices

To ensure these business practices are adhered to, we have Supply Chain Initiatives that include documenting our policies & procedures and then completing annual audits.

One of the ways we are measuring our vendors to ensure our manufacturing facilities are up to code and our branded partners operate at the same or higher level than we do, we rate them on a 42-point score card. Items included in our ratings is their sourcing policies to ensure they have environmental, social and policies around governance as well to align with Mister Safety Shoes.

Here is the ESG (Environmental, Social and Governance) Rating Section of our Annual Vendor Reviews

Social Responsibility	Sourcing	Embracing fair trade along with improving labour policies.	0 - No policy; 3 - Yes - Policy; 5 - Yes - Policy - MSS Actively Engaged
Social Responsibility	Philanthropic Engagement	Vendor is supporting volunteer efforts and engaging in charitable giving (beyond MSS).	0 - No; 5 - Yes
Social Responsibility	Environmental	Conscientious efforts to reduce carbon footprints. Engaging in activities such as planting trees, using recycled materials in products etc.	0 - No efforts; 3 - Some efforts; 5 - Many efforts

Philanthropic Engagement

We donate funds & volunteer in our communities as well – for example, in the fall, each location is given funds and the option of time to donate in their local communities – many engaged with the foodbanks, homeless shelters, and pet rescue facilities.

Sustainability/Environmental Impact

Our company is committed to social responsibility and sustainability. We actively engage in initiatives aimed at reducing our environmental impact, including recycling programs aimed at reducing waste and promoting recycling as well as responsible sourcing for raw materials.

- Store/DC Level have recycling programs in place for paper & plastics and partner with disposal companies (different depending on the location, we can provide specific contract details if requested).
- At our Distribution centre, we have programs in place for our Skid & cardboard recycling – we have stores send back their cardboard after they are unloaded and then we re-use for the next shipments. Skids are re-used for shipments to and from our locations that can receive product on skids (saves us packaging them in cardboard as well).
- We have a donation program in place for used/warranty boots so they don't go to the landfill, instead go to people who couldn't otherwise afford shoes.
- Our suppliers use the following certifications to reduce their environmental impact as well:



GRS - Global Recycled Standard
RCS - Recycled Claim Standard
FSC – Forestry Stewardship Council
PFAS – Materials free of per- and polyfluoroalkyl substances
ESG – Carbon Footprint Reduction Program

- For our own sourcing we use Boxes with handles so no bag is required for safe carry out from our stores. We also encourage our vendors to do this as well and rate them in our scorecard accordingly.
- Many of our suppliers have initiatives to reduce packaging materials by over 30% in the next 5 years. We also have others who aim, monitor & report on the reduced waste to landfills in their manufacturing facilities. Keen, for example, has an initiative “Consciously created” to make the worlds cleanest shoes by examining all levels of their supply chain including People, Planet & Product. This includes removing forever chemicals and antimicrobials; using recycled materials whenever we can; only using tanneries certified by the Leather Working Group for their environmental and social practices; finding ways to get rid of toxic glues; and making shoes last longer.
- Another example – Warson Brands use solar power for the external fencing, lighting & security cameras. The factor has a water collection facility to provide all the water needed for factory needs. Building designs are specifically designed to promote air flow to reduce the need for fans and air conditioning along with removing smells of chemicals that are produced in manufacturing.
- In some of our management and administrative roles, we don’t mandate our teams to come to the physical office everyday - we have provided them with the technology needed to do their jobs remotely. This has cut down on driving and reduced our carbon footprint from transit.

Supplier Diversity

We source our goods and services from a diverse selection of suppliers, here are some examples.

- Women Owned & Operated Business
Monica Beauregard – Bridgepoint, [Bridgepoint | Complete Human Resources Solutions \(bridgepointhr.ca\)](#)
Yvonne Deveaux – WB Consulting Services, [Payroll Consulting - WB Consulting Services](#)
- Minority Owned & Operated
Glen Day, First Nations Restoration & General Contracting firstnationsinc@gmail.com



Code of Conduct Forced Labour and Child Labour

Sourcing

Code of Conduct Regarding Forced Labour & Child Labour:

Definition of Forced Labour is referred to as modern slavery “a person who is forced to work involuntarily, without pay, under threat of violence, who can not walk away.

Child labour includes work that is mentally, physically, socially or morally dangerous for children or interferes with their right to education.

Definition of human trafficking “any recruitment, harboring, transportation, provision or obtaining of a person for labour services through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery.

Our company strictly prohibits forced labour, child labour and human trafficking in all aspects of our operations. Our comprehensive code of conduct (noted above) outlines these prohibitions and emphasizes our commitment to upholding human rights standards. We conduct due diligence processes to ensure compliance with these policies, which include regular audits, supplier assessments, and collaboration with industry partners to address any identified risks.

Our Supply Chain is mapped and we have full visibility to the reports supplied to us by our suppliers & manufacturers. We require them to have policies & procedures in place for identifying & prohibiting the use of forced labour and/or child labour in their activities & supply chains.

Countries of Manufacturing:

Our Sidewinder Brands are manufactured in China, Italy, Romania, Albania

Our Branded Partners Manufacture in: China, Cambodia, Netherlands, Vietnam, Albania, Bangladesh, Italy, France, Romania, Mexico, Poland, USA

Countries of Raw Materials Sourcing:

We source raw materials from a variety of countries, including China. We conduct due diligence to ensure that suppliers adhere to our Labour standards and ethical sourcing requirements.

Governance

We employ measures to ensure that forced Labour and child Labour are not present in our manufacturing and supply chain processes. We audit our suppliers’ practices on an annual basis to mitigate these risks and ensure the clear contractual requirements regarding Labour standards. All suppliers are required to send their annual reports to us for the previous year by the end of January. We review and save the audits in our Vendor Management files.

Here are, but not limited to, the independent third party platforms & certifications that our manufacturers utilize for their audits and provide the details to Mister Safety shoes.

BSI – British Standards Institution

WRAP - Worldwide Responsible Apparel Productions

SEDEX – Supplier Ethical Data Exchange

SMEDA – SEDEX Members Ethical Trade Audits

ISO14001: 2015

ISO45001: 2018

Bureau Veritas



ETI – Ethical Trade Initiative – Improving working conditions around the world
INTERTEK - Assurance, Testing, Inspection and Certification (ATIC)
BSCI - Business Social Compliance Initiative
SEA Audits

Training & Awareness Regarding Forced Labour & Child Labour:

Training and awareness for this addressed in our code of conduct. We also discuss with suppliers & stakeholders on annual calls to ensure they are knowledgeable about the issues surrounding forced Labour and child Labour.

We have all employees go through additional training including, but not limited to the following:

- a. Employee Handbook/Staff Policies
- b. Health & Safety Training (including handwashing guidelines & Use of PPE)
- c. WHMIS Training
- d. Workplace Violence & Harassment Training
- e. Ladder Safety Training
- f. Safe Lifting Training
- g. Young Worker Health & Safety Awareness Training

Remediation for Families Impacted by Elimination of Forced Labour/Child Labour:

In our current supply chain we do not carry a risk of forced labour or child labour being used.

In the event that forced Labour or child Labour is identified within our supply chain, we take immediate action to remedy the situation. This may include a change of supplier and collaborating with relevant stakeholders to address the root causes of exploitation.

Reporting Issues and/or Giving Feedback for Continuous Improvement

For any questions within the supply chain, concerns or any ethical or compliance issues arise, Suppliers, employees & customers have the responsibility to bring them forward by contacting Mister Safety Shoes Supply Chain.

By Mail:

Mister Safety Shoes, 2300 Finch Ave W, Unit 6, North York, ON M9M 2W2

By Email: customerservice@mistersafetyshoes.com

By Phone: 416-746-3000



2023 ESG Audit Reports Received & Reviewed from the following Suppliers/Brands

Suppliers	Brand
Asia-Tek (Sterling Safety)	Sidewinder Pants
Baffin	Baffin
Cameo Kniting	Cameo
Cofra Italy	Cofra
Featherlike	Featherlike
Form Products Inc.	Form
Foshan Ka Chun Garmet Co	Sidewinder High Vis
Jet Equipment/SureWerx	Pioneer/ MegaComfort/ Devisy / Neos
Keen	Keen
Workwear Outfitters	Kodiak
Mellow Walk	Mellow Walk
Spiderking	Sidewinder Boots
Moneysworth & Best	Moneysworth & Best
Panther	Sidewinder Shoes
PIP	Dynamic
Regence	Acton/Dunlop/STC/Nats
Richlu	Tough Duck
Royer	Royer
Tactical Distributors Canada	SWAT
Workwear Outfitters	Terra
Tinshack	Blundstone
VF	Timberland
Warson	Reebok/Rockport/Volcolm/Florishiem
Watson	Watson
Weyco Group	Bogs
Wolverine	CAT/ Harley / Bates / Merrell



The Information above has been verified by the Senior Management Team at Mister Safety Shoes.

By Signing this, I attest that I have the authority to sign and I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

John Colantonio – Managing Director	<small>DocuSigned by:</small> <i>John Colantonio</i>	DATE	5/26/2024
Bruce McIlmoyle – Retail Operations Director	<small>DocuSigned by:</small> <i>B McIlmoyle</i>	DATE	5/24/2024
Elena Kogan – Finance Manager	<small>DocuSigned by:</small> <i>E Kogan</i>	DATE	5/24/2024
Jackie Curry – Supply Chain Director	<small>DocuSigned by:</small> <i>Jackie Curry</i>	DATE	5/24/2024
Keri Petruzza – Customer Success Director	<small>DocuSigned by:</small> <i>Keri Petruzza</i>	DATE	5/24/2024
Lee Traetto – Corporate Sales Director	<small>DocuSigned by:</small> <i>Lee Traetto</i>	DATE	5/24/2024
Lisa Weinreich – HR Director	<small>DocuSigned by:</small> <i>Lisa Weinreich</i>	DATE	5/24/2024
Michael Hampton – Marketing Director	<small>DocuSigned by:</small> <i>Michael Hampton</i>	DATE	5/24/2024