

EMS FY15 YEAR-END RESULTS & FY16 ACTION PLAN



June 25, 2015

Our Environmental Philosophy

At Bond Brand Loyalty, we believe a sustainable environment to be essential to the future of society. As such, we consider sound, progressive environmental business practices to be central to overall Corporate Social Responsibility, and reflect the high value we place on ethical practices that are in the best short and long term interests of our clients, our people, and the community at large.

Bond's Environmental Initiatives

Our environmental commitment encompasses three broad initiatives:

- 1. Environmental Management System (EMS):** Focuses on reducing our direct environmental impact via continuous, measurable improvements in such areas as energy use and conservation, waste management and recycling.
- 2. Grassroots:** The **Green Committee** develops initiatives to encourage Bond people to take personal action and get involved in sustainable practices in the workplace, at home and in the community.
- 3. Offerings:** Providing our clients an expanding range of sustainable options in our products & services.

Background

- Bond Brand Loyalty has maintained a Green commitment and related activities since the Company's inception in 1993.
- Typical focus areas, historically, have been on recycling, energy conservation and grassroots employee-driven initiatives.
- Due to the Company's situation as an office space lessee over the past 20 years, energy conservation opportunities have been limited, largely to behavioral practices (turning off lights, managing heating & air conditioning levels, recycling & reducing paper consumption, etc.).
- To date, opportunities to achieve significant, measurable improvements – via retrofits or other initiatives requiring capital investment – have been limited by building owner interest.

Accomplishments: 1993 - 2014

During its first 20+ years, the Company achieved significant environmental progress, including:

- Implementing a building-wide recycling program
- Significant reduction of disposable/non-recyclable products in Cafeteria
- Offering an incentive for employees who use re-usable coffee cups
- Establishing a battery drop-off & recycling service for all staff
- Encouraging car pooling and providing access to related resources
- Participating in/initiating local community clean-up drives and tree planting programs
- Installing energy efficient building signage
- Installing timers on lighting system and reducing interior lighting after hours
- Implementing on-line pay statements/eliminating paper via print and copy management

FY15 EMS Objectives & Results

FY15 Objectives

1. Measurably improve employee recycling /waste management practices.
2. Implement pilot to replace all plastic cutlery in Cafeteria with compostable alternatives; determine long-term feasibility.
3. Improve employee awareness of and participation in Bond Canada's environmental practices and initiatives.
4. Ensure ongoing access by clients or other key stakeholders to Bond's environmental management system details and reporting.
5. Continue monitoring company GGE and energy usage to maintain historical trend data and facilitate measurable reductions if/when feasible.

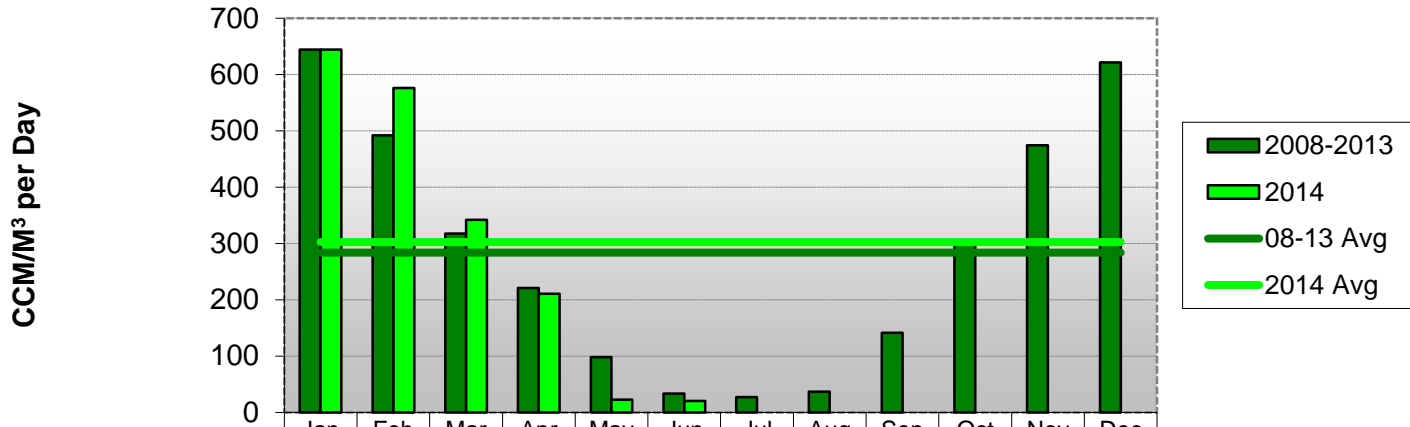
FY15 Results

Action Step	Responsibility	Status
Create new Bond intranet site with details of the Company's FY15 EMS plan	Stuart Sugar Marketing	<ul style="list-style-type: none">• Original due date: March 31st, 2015• FY15 EMS & CSR content updated on myBond, Aug. 31st
Update new employee Orientation presentation with FY15 content	Stuart Sugar Marketing	<ul style="list-style-type: none">• Original due date: Aug. 31st• Complete
Conduct 2 management reviews of Bond's EMS plan and results	Stuart Sugar	<ul style="list-style-type: none">• Mid-year review complete (Jan. 14th, 2015)• Year-end review complete April 22, 2015
Make EMS plan and results accessible to clients via Bond website	Stuart Sugar	<ul style="list-style-type: none">• Original due date: June 15/14• EMS & CSR content included in Phase I Bond web-site, June 30th, 2014• Updated content included in web-site refresh, April 1, 2015

FY15 Results

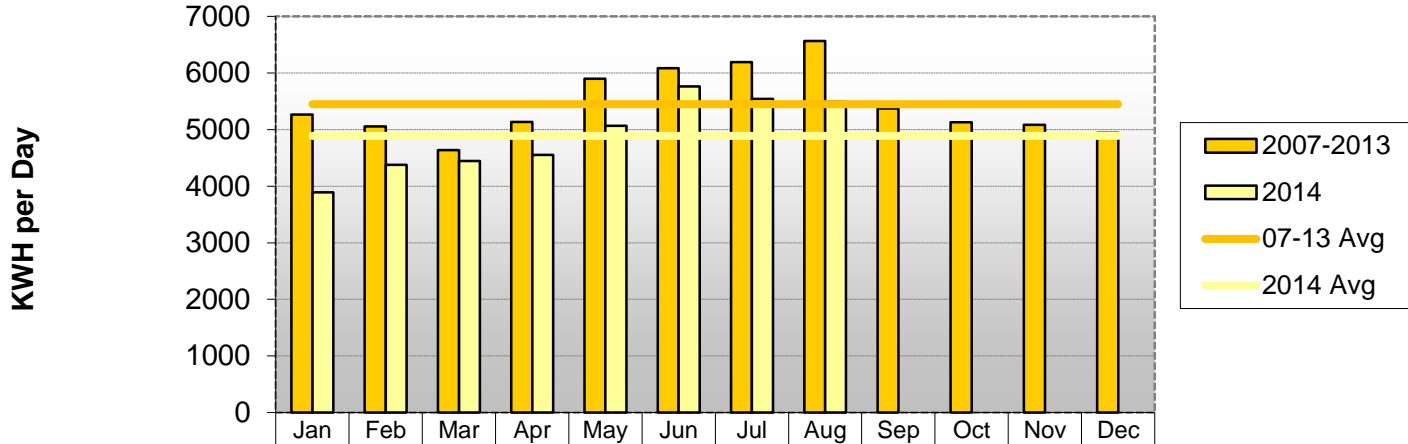
Action Step	Responsibility	Status
<ul style="list-style-type: none">Update gas, electricity & water usage to include 2012 usage dataDetermine 2013 Scope 1 & 2 Greenhouse GE	Josh Sinclair	Original due date: Oct. 31 st . Complete
<ul style="list-style-type: none">Implement pilot to replace all plastic cutlery in Cafeteria with compostable alternativeDetermine feasibility and implement permanent replacement and waste reduction metrics	Committee Janet Duff	<ul style="list-style-type: none">Pilot completed in April, 2014Feasibility study completed in July/AugustAll plastic cutlery replaced with stainless steel, April 1, 2015Compostable cutlery available at cost
<ul style="list-style-type: none">Work with Facilities to implement an expanded Recycling Centre allowing employees to recycle batteries, fluorescent bulbs and other itemsPromote and measure amount of recycling to develop benchmarks for continuous improvement	Committee Janet Duff	<ul style="list-style-type: none">Original due date: Sept. 30th, 2014Initial plan scaled back due to budget challengesImproved signage & communications incorporated into cutlery switch over, Apr. 1

Average Natural Gas Usage per Day



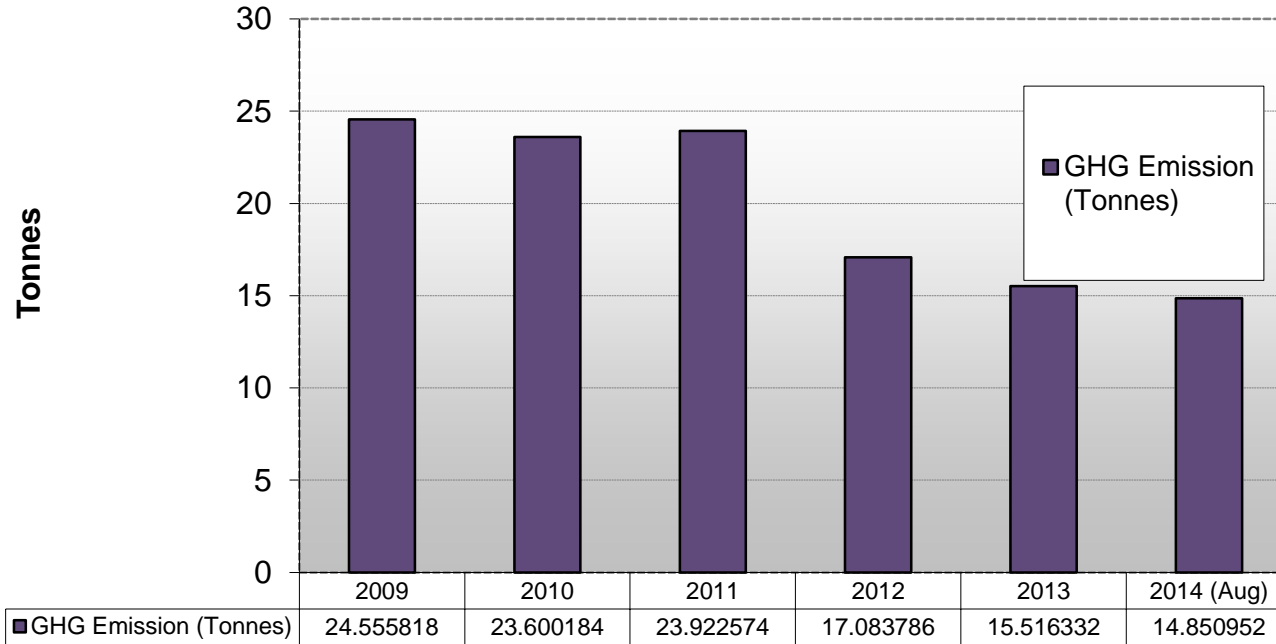
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2008-2013	644.7	492.1	317.6	220.9	97.94	33.14	26.93	36.53	141.5	299.4	474.6	621.7
2014	644.2	576.3	341.8	210.4	22.48	20.3						
08-13 Avg	283.9	283.9	283.9	283.9	283.9	283.9	283.9	283.9	283.9	283.9	283.9	283.9
2014 Avg	302.6	302.6	302.6	302.6	302.6	302.6	302.6	302.6	302.6	302.6	302.6	302.6

Average KWH per Day



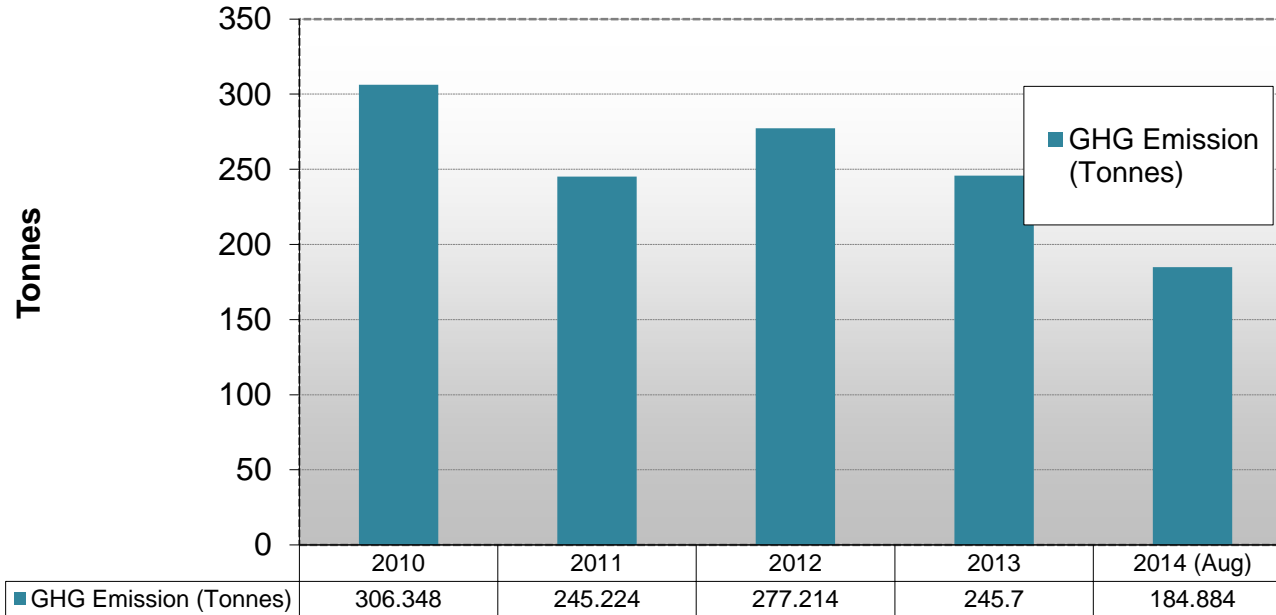
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2007-2013	5266	5054	4639	5139	5902	6084	6196	6569	5376	5132	5086	4942
2014	3891	4380	4444	4556	5071	5764	5545	5491				
07-13 Avg	5449	5449	5449	5449	5449	5449	5449	5449	5449	5449	5449	5449
2014 Avg	4893	4893	4893	4893	4893	4893	4893	4893	4893	4893	4893	4893

GHG Emissions - Scope 1 - Natural Gas



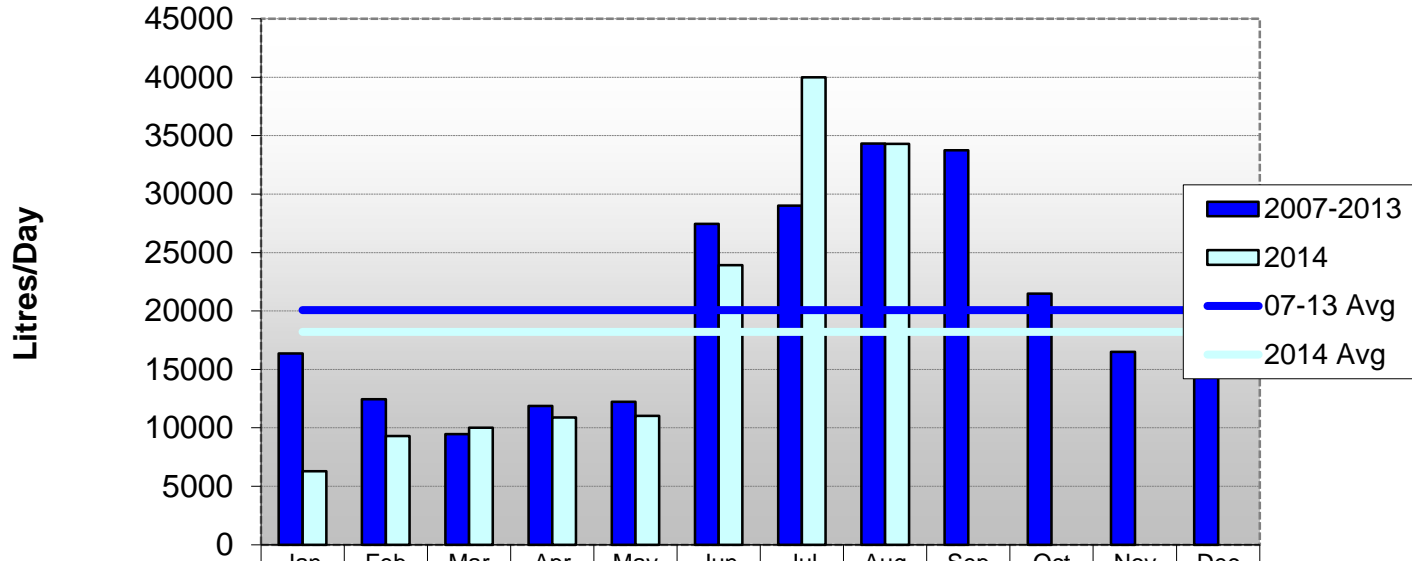
Source: Canadian Association of Petroleum Producers, [Calculating Greenhouse Gas Emissions](#), Publication number 2003-0003, April, 2003

GHG Emissions - Scope 2 - Electricity



Source: EPA, US inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2008. Annex 2 (fossil fuel combustion), P. A-75. U.S. Environmental Protection Agency, Washington, DC. U.S. EPA #430-R-10-00

Average Water Consumption Litres per Day



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2007-2013	16350	12442	9450.3	11867	12233	27452	29021	34321	33742	21475	16488	15934
2014	6286	9310	10000	10882	11034	23920	40000	34286				
07-13 Avg	20065	20065	20065	20065	20065	20065	20065	20065	20065	20065	20065	20065
2014 Avg	18215	18215	18215	18215	18215	18215	18215	18215	18215	18215	18215	18215

FY15 Results

Action Step	Responsibility	Due By
<ul style="list-style-type: none">Implement and measure the results of at least 3 employee-driven volunteer initiatives. Draft list includes:<ol style="list-style-type: none">Celebrate/recognize Earth Day (April)Summer Clean-upTree Planting event in Mississauga (fall)Celebrate Earth Day (April)Other – per committee	Committee	<ul style="list-style-type: none">Successful Earth Day activities (2014)Summer clean-up deferred due to timing/Bond transitionVery successful tree planting in November<ul style="list-style-type: none">50 volunteers300 trees planted620 total to-date (#11 rank)Green vendor fair linked to Caregiving held in December

Compostable Cutlery – Pilot Results & Metrics

- Pilot program run in conjunction with Earth Day
- 900 pieces of plastic diverted from landfill; replaced with compostable products
- Represents 2.5 days worth of plastic cutlery consumption
- Annual waste reduction being realized by replacing all plastic cutlery with compostable:
 - Knives: 14,000
 - Forks: 28,000
 - Spoons: 23,000
 - Total: 65,000
- Approx. incremental cost: \$3,700 (\$5,200 vs. \$1,500)

Proposal

Objective

- Replace all plastic cutlery with compostable and divert 65,000 pieces of plastic from landfill

Funding – Option 1

- Increase overall cafeteria prices to cover the incremental cost of \$3,700
- Rough math: Increase each meal (excl. drinks) by \$0.10

Funding – Option 2 (Recommended)

- Eliminate “free” disposable cutlery
- Encourage use of washable flatware
- Make compostable pieces available for purchase (at cost \approx .06 per piece)

Earth Day – April 22, 2014



green

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Earth Day
April 22

Join Maritz Green for some Earth Day activities.

-  Watch videos commemorating Mother Earth playing all day in the café.
-  For a week, compostable cutlery will be available in the café so we can all do our part to reduce landfill waste.
-  Stay tuned on how else you can help Planet Earth. Watch out for an email communication on this.

COMPOSTABLE
BY 10/11/2015

FY16 EMS

Objectives & Action Plan

FY16 Objectives

1. Continue to measurably improve employee involvement in building-wide environmental practices – FY16 focus on recycling.
2. Implement pilot to replace all plastic cutlery in Cafeteria with compostable alternatives; determine long-term feasibility.
3. Continue to foster and improve employee awareness of and participation in Bond Canada's environmental practices and initiatives.
4. Ensure ongoing access by clients or other key stakeholders to Bond's environmental management system details and reporting.
5. Continue monitoring company GGE and energy usage to maintain historical trend data and facilitate measurable reductions if/when feasible.

FY16 Action Plan

Action Step	Responsibility	Due By
Maintain myBond intranet site – provided update details of the Company’s FY16 EMS plan	Stuart Sugar Marketing	Update by June 15 th , 2015
Update new employee Orientation presentation with FY16 content	Stuart Sugar P&V	Update by June 15 th , 2015
Conduct 2 management reviews of Bond’s EMS plan and results	Stuart Sugar	Nov. 30 (Review #1) April 30, 2015 (#2)
Maintain EMS information and results on Bond website – update to FY16 plan	Stuart Sugar	Update by June 15 th , 2015

FY16 Action Plan

Action Step	Responsibility	Due By
<ul style="list-style-type: none"> Update gas, electricity & water usage to include latest usage data Determine 2014 Scope 1 & 2 Greenhouse GE 	Stuart Sugar	Oct. 31 st
<ul style="list-style-type: none"> Monitor results of plastic cutlery replacement in cafeteria – including costs of stainless steel replacement & compostable cutlery usage and cost/profit Determine feasibility of additional reduction in non-recyclable/non-reusable materials in Cafeteria and associated metrics (i.e., styrofoam) 	Committee Janet Duff	<ul style="list-style-type: none"> Ongoing – March 31st, 2016
<ul style="list-style-type: none"> Work with committee and facilities to improve recycling practices with more visible receptacles & signage Determine method(s) of measuring improvements 	Committee Janet Duff	<ul style="list-style-type: none"> Dec. 31st, 2015

FY16 Action Plan

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<ul style="list-style-type: none">Implement and measure the results of at least 3 employee-driven volunteer initiatives. Draft list includes:<ol style="list-style-type: none">Tree Planting events in Mississauga (spring & fall)Reduce employee commuting days and greenhouse gases during Pan Am and Parapan Am GamesHoliday eco-fairContinue efforts to recycle and reduce waste	Committee	<ol style="list-style-type: none">Spring: May 29, 2015 Fall: October 30, 2015August 18, 2015December 18, 2015December 31, 2015

FY 16 EMS Results - TBD

FY16 Results

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6900 Maritz Drive
Mississauga, ON L5W 1L8
905 696 9400
www.bondbrandloyalty.com