

SUSTAINABLE DEVELOPMENT POLICY

Métatube (1993) inc, whose mission is **GROWTH BASED ON PARTNERSHIPS** with its team, collaborators, and clientele, chose to fully integrate this sustainable development policy within its organization to ensure continuous improvement.

Our policy aims to regulate all of the procedures within the organization.

Métatube's commitment is to:

- **Offer a safe working environment.** At Métatube, Health and Safety principles related to the resources are fully integrated into the operations. The highest possible standards are observed by the workers in accomplishing their tasks.
- **Offer ongoing training programs to its employees** enabling them to improve their skills and knowledge to better meet the clientele's expectations and needs by offering them high-quality services.
- **Allow** employees to get recognised training through the *Programme d'apprentissage en milieu de travail PAMT* (Workplace Learning Program).
- **Join** the federally legislated Pay Equity Program, for the sake of fairness for all employees.
- **Introduce** employees to the process of sustainable development and have them commit to it by implementing awareness-raising measures, giving them information, and encouraging their participation in integrating and applying good sustainable development practices.
- **Develop good relationships** with the community by participating in fundraising events for several non-profit organizations (NPO).
- **Maintain** a good profitability to ensure the organization's sustainability by increasing its turnover and investments, and by optimizing costs while offering high quality services.
- **Improve its social contribution** by remaining a leader in its industry, therefore allowing to consolidate the existing jobs and to create new ones.
- **Coordinate** its delivery operations to optimize employee travel, and to reduce its greenhouse gas emissions (GHG).
- **Offer** meeting points to workers to facilitate car-pooling.
- **Purchase responsibly** by prioritizing local suppliers who adopt best practices in sustainable development.


M. François Gagné, président

18 juillet 2016
Date