



Our Sustainable Development Charter reflects and holds us accountable for our activities, the principles of long-term respect for the physical, social and economic environment, and sound governance. Our charter is the expression of a voluntary commitment to continuously improve in these areas, with the program being fully supported by the Management.



Our organization specializes exclusively in the design and manufacturing of steel transmission towers and substation structures, telecommunication towers, rock anchors as well as various metal assemblies in order to meet the needs of our customers.

Locweld Inc. has joined the ECORESPONSIBLE Program to promote, accelerate and facilitate the integration of sustainable development principles and the implementation of environmentally responsible practices in all its activities.

Locweld Inc. wishes to actively contribute to building a better world, without compromising that of future generations. This charter is the expression of a voluntary approach in a perspective of continuous improvement, supported by the Management and its employees.

The approach is based on the major international guidelines for social responsibility and the 17 sustainable development objectives of the United Nations (UN).



## OUR ORGANIZATIONAL APPROACH

The strategic planning of our organization, based on the methodological approach of continuous improvement, began in 2017 with the *Hoshin Kanri* model, which has been strengthened over the years. By adhering to the ECORESPONSIBLE program, and with the help of the organizational diagnosis, we have aligned the concept of sustainability with our priorities, which will be well integrated into the corporate Master Plan that is being developed.



### OUR VISION

Establish Locweld as the sustainable leader in our industry while providing the best experience for our clients.



### OUR MISSION

Our mission is to manufacture the highest quality transmission towers on the continent, contributing to a clean, resilient and more reliable power grid for the people and communities we serve.



### OUR VALUES

- **INTEGRITY:** Means Doing the right thing, always with respect, honesty and transparency.
- **RESPECT:** Means treating those around us the way we want to be treated: With courtesy, empathy and dignity.
- **EXCELLENCE:** Achieved through a culture of continuous improvement and innovation.
- **ATTENTION:** Our clients and colleagues are always top of mind and at the heart of our decisions. What is best for them is best for us.
- **COMMUNICATION:** Allows us to create mutual understanding and work together effectively to achieve our goals.
- **HEALTH & SAFETY:** Our top priority. We protect ourselves and others, and we invest in prevention each and every day.

## OUR COMMITMENTS:

### GOVERNANCE:

Adopt a culture of Continuous Improvement

### ECONOMIC:

Constantly innovate to ensure the company's sustainability

### SOCIAL:

Be a first choice employer

### ENVIRONMENTAL:

Invest in the future

## SCOPE AND RESPONSIBILITIES

This charter is the ultimate responsibility of the President of Locweld Inc. The Executive Committee ensures that all managers and employees actively contribute to the program, and follows up on the progress through a detailed Master Plan.

The Sustainable Development (SD) Committee, composed of representatives from all departments, has the mandate to support the objectives established by the Executive Committee and described in this charter. The SD process is coordinated by:

*Paola Gomez, Continuous Improvement Consultant*

## SIGNATURES AND IMPLEMENTATION DATE

This charter came into effect on May 15th, 2023..

*Pierre Lavoie, Président*

*Terry Gilliland, Chef des opérations*

*Maurice Brunet  
Vice président ingénierie & gestion de projet*

*Deanne Cyr  
Vice présidente ventes & estimation*