

SUSTAINABILITY KEY PERFORMANCE INDICATORS (KPIs)

LABOUR PRACTICES & HUMAN RIGHTS

Percentage of employees who completed an annual performance review	100%
Percentage of employees under a collective bargaining agreement	0%
Percentage of women employed in relation to the whole organization	44%
Percentage of women in top executive positions (excluding boards of directors)	20%
Lost time injury (LT I) frequency rate for direct workforce <i>(total number of lost time injury events) x 1,000,000 / total hours worked company wide</i>	4.1
Lost time injury (LT I) severity rate for direct workforce <i>(number of days lost due to injuries) x 1,000 / total hours worked</i>	0.4
Training hours per employee	5
Total training hours	1,251
Percentage of new employees who signed-off on Employee Handbook	100%

ETHICS

Ethics-related incidents or legal actions	0
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ENVIRONMENTAL

Preservation of trees (#)	43,179
Landfill space saved (ft3)	204,532
Energy consumption (MWh)	6,869
Hazardous waste (L)	1,204.50
Hazardous waste (kg)	133,780
Post-consumer recycled board (%)	21%

AIR EMISSIONS

Volatile Organic Compounds (VOCs) (kg)	8,409
NOx (kg)	353
PM2.5 (kg)	27

**Some of our environmental data is not yet company-wide.
Bellwyck is working to improve environmental data collected efforts in 2021.*

SUSTAINABILITY KEY PERFORMANCE INDICATORS (KPIs)

LABOUR PRACTICES & HUMAN RIGHTS

Percentage of employees who completed an annual performance review	100%
Percentage of employees under a collective bargaining agreement	0%
Percentage of women employed in relation to the whole organization	45%
Percentage of women in top executive positions (excluding boards of directors)	25%
Lost time injury (LT I) frequency rate for direct workforce <i>(total number of lost time injury events) x 1,000,000 / total hours worked company wide</i>	0
Lost time injury (LT I) severity rate for direct workforce <i>(number of days lost due to injuries) x 1,000 / total hours worked</i>	0
Training hours per employee	5
Total training hours	1,429
Percentage of new employees who signed-off on Employee Handbook	100%

ETHICS

Ethics-related incidents or legal actions	0
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ENVIRONMENTAL

Preservation of trees (#)	36,622
Landfill space saved (ft3)	173,472
Energy consumption (MWh)	5,959
Hazardous waste (L)	142,655
Hazardous waste (kg)	2,330
Post-consumer recycled board (%)	0.98%
AIR EMISSIONS	
Volatile Organic Compounds (VOCs) (kg)	12,878
NOx (kg)	232
PM2.5 (kg)	*TBA

* Information to be uploaded once available.
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