



LAPORTE

CSR REPORT

2020



CORPORATE SOCIAL RESPONSIBILITY REPORT

MISSION

Established in North America and Europe, Laporte's mission is to offer **high-value engineering services** to pharmaceutical, agrifood, and bioindustrial plants.

PURPOSE OF THE CSR REPORT

- To provide Laporte's stakeholders (employees, clients, suppliers, partners) with a **framework** to illustrate management's **commitment** to **current societal, environmental and governance issues** related to the company's activities.
- Affirm Laporte's **responsibility** as a provider of engineering consulting services offering **sustainable** and **responsible solutions** to its clients.
- Commit to **monitoring the objectives** mentioned in the CSR Report with a mandate towards **continuous improvement** of the firm's activities.

HEALTH & SAFETY

The engineering industry is dangerous, especially during start-up phase. From defective equipment and adjusting control sequences, to testing cleaning and sterilization procedures and working within a tight start-up schedule, anything can happen.

- **Laporte is committed to continuing its efforts to strengthen health and safety policies and training for personnel to create a safer working environment for its engineers closely collaborating with its clients.**
 - For example, Laporte sends a weekly memo detailing a key concept of occupational health and safety to its entire internal and external network.
- **Laporte is committed to maintaining third party reference vendors who provide an evaluation framework for its company's occupational health and safety programs against criteria determined by hiring clients.**
 - For example, Laporte is registered with ISNetworld, ContractorCheck and CogniBox for its North American activities.
- **Laporte is committed to measuring the level of implementation of the occupational health and safety programs amongst its employees and to adopting the measures if non-compliance occurs.**
- **Laporte is committed to developing its technical and regulatory expertise in project risk analysis to continue to offer high quality consultation services for bioindustrial projects.**
- **Laporte is committed to supporting its employees regarding health and safety in all situations and circumstances.**
 - In particular by a management intervention in the event of non-compliance with safety measures on a site or in a factory.

ENVIRONMENT

Our planet is currently under severe environmental risk and we are concerned with these threats. At Laporte, we have the technical expertise to reduce the environmental footprints and impacts of our clients' projects in many adverse situations and areas.

- Laporte is committed to showing ingenuity and effort to implement energy-saving processes and reduce waste on client projects.
- Laporte is committed to promoting innovative projects and developing its expertise to offer sustainable solutions to its clients.
- Laporte undertakes to comply with the laws in effect and to put in place available and appropriate means of prevention to reduce the environmental impacts of projects.
- Laporte is committed to assessing the environmental cost of staff travel and putting in place replacement or mitigation measures.
 - Whether for trips between home and office, or trips to get to clients.

ETHICS

We are ethical professionals serving our clients, and this allows us to make impartial decisions for the benefit of our clients.

- Laporte undertakes to prohibit any privileged relationship and any rebates or commissions from builders, contractors or other groups involved in its projects.
- Laporte's engineers are committed to respecting the laws and regulations that govern the practice of engineering in their respective provinces, states and countries.
- Laporte's shareholders undertake to respect the best ethics in business and the requirements related to the code of ethics of professional engineers and to promote the interests of the company, to act at all times in the best interest of the company and to ensure that their personal conduct does not tarnish the image of the company, as described in article 17.4 of the shareholders agreement.
- Laporte undertakes to review its Code of Ethics and the policies associated with this code annually or as needed.

DIVERSITY & INCLUSION

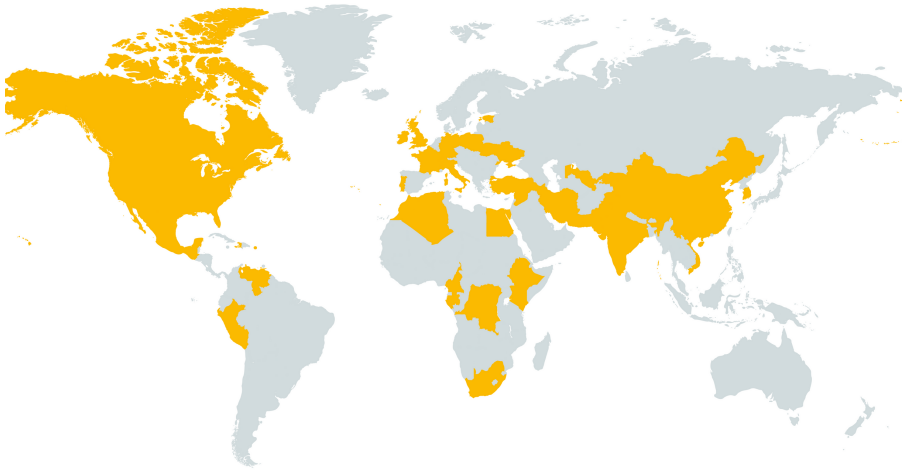
We have experienced strong organic growth over the past 20 years. This growth would not have been possible without the contribution of employees of all available skills, despite their origin. We are an equal opportunity employer, but at Laporte that means so much more to us. Our focus on developing a talented and experienced team has led to valuable contributions from employees from all over the world. We also distinguish ourselves with a very strong female presence (more than a third) even though operate in a traditionally male-dominated field.

- Laporte is committed to prohibiting any discrimination, whether based on national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status, disability or conviction for an offence for which a pardon has been granted.
- Laporte is committed to providing everyone with fair career advancement opportunities within the firm and promote its employees' professional development.
- Laporte is committed to providing a harassment-free work environment and promoting a safe and supportive culture within the firm.
- Laporte undertakes to bestow at least one position to a person who identifies as female on the board of directors every year.
- Laporte is committed to promoting a culture of work-family balance within the firm.

GOVERNANCE

Laporte is a private company controlled 100% by its directors. We have sustained the company by integrating younger shareholders who can buy shares at an affordable cost and benefit from advantageous financing. As all of our subsidiaries are owned 100% by Laporte, the shareholders own shares in the overall holding company, Laporte & Associates, creating real synergy between the various entities of the company. We have implemented a plan to ensure the representation of each region in proportion to its level of activity.

- **Laporte is committed to remaining a private company owned only by shareholder-employees.**
- **Laporte is committed to continuing to offer favorable conditions to integrating young shareholders in order to ensure the sustainability of the company and to encourage entrepreneurship.**
- **Laporte is committed to having a board of directors and a group of shareholders that reflect the diversity of the company.**



CULTURAL ORIGINS
OF LAPORTE EMPLOYEES

+40

**DIVERSITY IS OUR
STRENGTH**

We are fortunate enough to work with individuals from all over the world who help to strengthen our openness, whether on a business or personal level.

LAPORTE IS RECIPIENT OF



**PRIX CONCILIATION
TRAVAIL-FAMILLE**

WHICH PAYS TRIBUTE TO ORGANIZATIONS THAT ESTABLISH GOOD MANAGEMENT PRACTICES TO FACILITATE THE RECONCILIATION OF FAMILY AND PROFESSIONAL RESPONSIBILITIES OF THEIR STAFF (2016)



LAPORTE IS RECIPIENT OF

PRIX MAURICE POLLACK

WHICH REWARDS THE EXCEPTIONAL ACTIONS OF A COMPANY IN ITS COMMITMENT TO FOSTERING ETHNOCULTURAL DIVERSITY (2017)