



Creating Lasting Impact

Environmental,
Social & Governance
2023





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Our Commitment

At PRIMED Medical Products, we are committed to integrating environmental, social and governance into our business practices; we collaborate with our suppliers and partners to encourage them to embrace these principles. Our dedication to fostering a sustainable future for all our stakeholders is deeply ingrained in our four guiding pillars.

Environmental Sustainability

We actively work to minimize our environmental impact through engaging in sustainable and innovative practices throughout our supply chain.

Community Engagement

Partnering with our communities and healthcare organizations, PRIMED lives its mission of protecting people from harmful substances and infectious disease. We actively engage with and support the well-being of the communities we serve to make a difference in the lives of individuals.

Governance & Accountability

Transparency, integrity, and accountability are the foundations of PRIMED's business practices. We take responsibility to uphold laws and regulations, maintain strong governance practices and foster ethical conduct throughout our organization.

People

PRIMED believes in promoting social equity to create a workplace that embraces diversity, equal opportunities, fair labour practices, safe working conditions and respects the human rights of all employees. We prioritize the well-being of our employees to create a workplace culture that inspires our values.

Through these commitments, we strive to make a meaningful and lasting impact on the world today and for generations to come.



environmental

PRIMED is dedicated to improving resource efficiencies in its operations, demonstrating a commitment to environmental sustainability. The company strives to adopt practices throughout its supply chain which lessen its environmental impact and promote more environmentally responsible processes.

Energy Efficiency

PRIMED's head office is located in Alberta's first net-zero, LEED Platinum Certified commercial building, which also incorporates many design features to aid in the protection of the environment.

The building, which hosts one of the largest solar panel systems in Alberta, is strategically orientated to maximize the solar radiation received, equating to the production of 213 kW annually.

Efficient use of wood rather than concrete, along with minimization of on-site waste, allowed for 95% waste diversion to be achieved upon completion of construction of the building.

To provide heating and cooling to the building, PRIMED's head office uses 32 geothermal wells as an eco-friendly source of energy with 360% efficiency in heating and 600% efficiency in cooling.

Equipment used within PRIMED's manufacturing facilities is designed to incorporate energy-efficient features to minimize its carbon emissions.

Bulk Recycling Solution

Evolve x PRIMED is a bulk recycling solution for health regions and governments with excess PPE inventory that is expired or unusable.

The program collaborates with facilities to divert end-product from landfills by recycling the product instead.

Waste Management

Solid waste generated during the production process is recycled at PRIMED manufacturing plants.

To reduce waste and its environmental impact, PRIMED uses recyclable packaging for its products.

Product Design

PRIMED offers a biodegradable nitrile exam glove that achieves 90% biodegradability in 490 days versus 0.5% for standard nitrile formulations over the same timeframe.

By switching its gowns from collar tags to chest stamps, PRIMED estimates it will save almost 85,000 sqm in paper waste over the next five years.

PRIMED uses vacuum packed gowns which allow for smaller case sizes, resulting in less waste and reduced fuel consumption for more energy-efficient transportation.

Scraps from the manufacturing process of PRIMED's CPE film gowns are collected and re-melted to create more CPE film material, which can be used for future gown production.

The company continues to do research for a more direct sustainability impact through the use of compostable and biodegradable materials.





social

PRIMED understands social responsibility is crucial to the success of the company. By embracing social responsibility, PRIMED strives to positively contribute to the well-being of its staff, customers, and communities. PRIMED is committed to fostering a diverse, inclusive, and safe culture for its employees while also promoting those values within its communities through meaningful and impactful interactions.

Diversity, Equality, and Inclusivity

PRIMED actively promotes inclusive hiring practices, welcoming all individuals regardless of race, colour, religion, sex, national origin, sexual orientation, gender identity, disability, age, veteran status, or any other creed.

PRIMED has naturally cultivated gender equality, with women making up 79% of the company's workforce and 43% of its Executive Leadership Team.

As an equal opportunity employer, PRIMED ensures fair pay and opportunities for all employees globally.



Employee Well-Being

PRIMED is recognized as one of Canada's Best Managed Companies by Deloitte – Platinum Standard and an Alberta Top 80 Employer, solidifying its position as an employer of choice.

The company provides comprehensive employee benefits, including medical insurance, retirement and savings planning, maternity/paternity leave, attractive bonuses, and mental well-being programs such as Employee Assistance Programs (EAP). Employees are encouraged to utilize the company's year-round fitness programs supplemented by its Wellness Program which provides reimbursement to employees for eligible family care, fitness, and/or sports activities expenses.

An employee-exclusive gym is located within the building for individuals to utilize at their convenience, promoting employees to prioritize their physical and mental health.

Leadership development programs are available to employees as opportunities for personal and professional growth and development.



PRIMED offers a Dependent Student Scholarship Program to employees' dependents working towards obtaining a post-secondary degree or diploma.

Health and safety procedures and practices are enforced within PRIMED's manufacturing plants, based on best-in-class practices and local regulations, to monitor and reduce the risk of injuries.

Quality objectives established by PRIMED's Quality Assurance and Regulatory Team call for less than 29 health and safety incidents within the company's Canadian manufacturing plants, with ongoing goals to reduce the number of incidents each year. PRIMED provides its employees opportunities to voluntarily register for first aid/CPR training courses, with the hope of instilling confidence in certified individuals to be able to respond to emergency situations both inside and outside the workplace.

An automated external defibrillator (AED), Naloxone kit, and first aid supplies are readily available within the building for use in the event of emergencies or minor injuries.

Community Engagement

PRIMED actively engages with the community through its employee give back programs and volunteerism initiatives which allow individuals to have paid days off to perform community services.



The company's 110 Days of Giving program has been successfully implemented within its head office, with hopes of extending to its other locations, and involves volunteer opportunities with local non-profit organizations including, but not limited to, food banks, animal shelters, food delivery services, blood drives, and youth development programs.

With PRIMED's mission to protect people from harmful substances and infectious disease, the company is eager to contribute to charitable organizations through donations of PPE worldwide.

Indigenous Reconciliation

PRIMED is recognized as Reconciliation Champions who recognize and support a commitment to Indigenous equity and social benefit.

PRIMED is partnered with MSS Ltd., a proudly Indigenous-owned business, offering high quality medical PPE to businesses to promote supply chain equity, drive economic development and self-determination for Indigenous communities, and achieve sustainable growth for all.

PRIMED has successfully bridged Indigenous and traditional mainstream supply chains through mutual respect and collaboration, heightening the visibility of Indigenous businesses and growing Indigenous influence throughout Canada's healthcare supply chains.

PRIMED invests in resources to promote a renewed economic Reconciliation relationship between Indigenous Peoples and Canadians, including transformative educational courses through The First Nations University of Canada geared towards anti-racism, diversity and inclusion awareness, and Reconciliation education.





governance

PRIMED upholds high standards of business ethics and strongly encourages transparency, integrity, and accountability as the foundation of its operations. The company takes responsibility to uphold laws and regulations, maintain strong governance practices, and foster ethical conduct throughout the organization. This goes beyond the company's expectations for itself, extending those same expectations to its suppliers and partners.

Business Ethics

Implementation of anti-corruption and anti-bribery policies enforce the company's zero-tolerance stance towards corruption in the workplace and business activities.

The company provides a clear channel for anonymous reporting through its whistleblower policy, encouraging employees to voice concerns in a responsible and effective manner.

PRIMED aims to foster a collaborative team where employees can raise serious concerns within the company, rather than overlooking the problem.

PRIMED's Quality Assurance and Regulatory Team ensures the company continues to conduct its business in accordance with appropriate jurisdictional regulatory requirements, product quality and performance standards, and with due diligence to provide customer safety.

Responsible Supply Chain

PRIMED's stringent vendor qualification process includes evaluating a vendor's quality system requirements and social compliance to ensure the use of ethical business practices.

PRIMED holds its suppliers accountable for meeting global ESG standards through annual desktop audits.

Supplier declarations are gathered to confirm PRIMED's suppliers comply with corporate social responsibility (CSR) standards.

PRIMED maintains a Supplier Code of Conduct, prioritizing responsible procurement and sourcing, thereby seeking suppliers who share the same core values.





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