

# Gazzola Paving



## Diversity & Social Responsibility Plan

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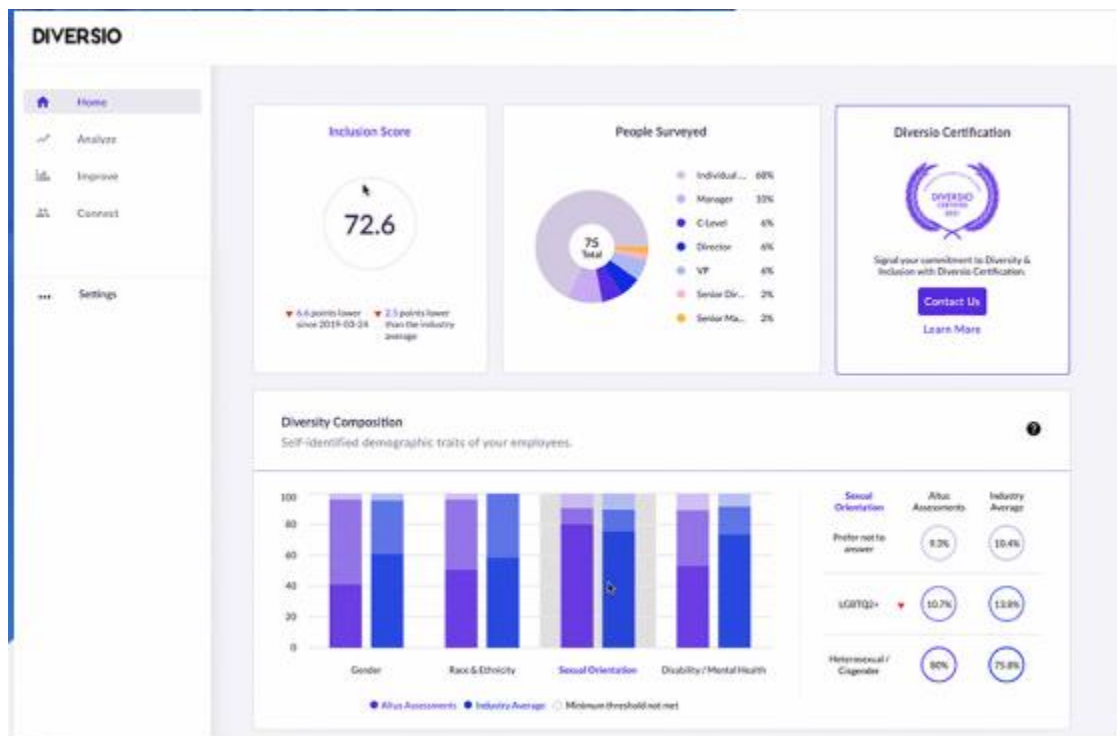
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## 1. Gazzola Paving Limited Diversity & Social Responsibility Commitment

Gazzola is committed to this journey to become an even more diverse and inclusive employer. We strive to be a best-in-class organization by not only demonstrating a diverse and inclusive culture, but by actively supporting inclusive businesses in our supply chain that are making equal efforts to continually improve.

To succeed in becoming more diverse, and to allow us to properly set appropriate KPI targets and establish a diversity baseline, Gazzola has explored initiating an advisory partner such as **Diversio** to aid in measurement of our current employee impressions. Once this effort is completed in the fall of 2023 this will offer us concrete, data-driven insights about the diversity & inclusion at Gazzola. By better understanding our diversity and inclusion efforts and setting a baseline we can help by implementing solutions with the help of our management team and with support of our Board of Directors we will driver further measuring change and inclusion.

Gazzola is excited to get survey our initial employee survey results back and begin to share the current our Diversio Inclusion Score and our action plan to continually improve our results.



With many moving pieces to an effective ESG Policy, Gazzola recognizes total perfection can never be achieved but with the ownership group and management commitment to continual improvement of the key elements we can control we can always improve in the journey to be a better employer, business partner, neighbour and corporate citizen.

## 2. Building an IHSA COR Certified Health & Safety Culture

Gazzola is committed to delivering world-class performance in Health and Safety and Environmental Management across all operations.

Gazzola maintains its own Health and Safety Department tasked with guiding and overseeing the compliance of company-wide policies and continually enhancing our IHSA COR Certification Program

Gazzola field employees receive three safety orientations per year, a pre-season, a midseason refresher and a winter season.

Weekly Safety Talks are sent out company-wide by the Health and Safety Manager.

Industry-specific Topics of concern are put forward to each regional office and employee.

Daily toolbox discussions are held on every jobsite and acknowledged by each employee.

COVID-19 Policy remains at the forefront of the Executive and Management Teams focus, mandating vaccination for all employees.

Migrating Health & Safety tasks to digital is priority to reduce workloads on employees and improve real-time reporting of results



### GAZZOLA PAVING LIMITED Health & Safety Policy

At Gazzola Paving Limited we place the utmost importance on the health, safety and well-being of our employees. Senior management recognizes the right of workers to work in a safe and healthy work environment, taking every reasonable precaution for the protection of workers in the workplace. To demonstrate this commitment Gazzola Paving Limited has established the corporate goal of maintaining a safe and healthy workplace. Consistent with this value, is the company's commitment to the successful recovery of injured and ill employees by assisting in their early and safe return to work through implementation of our Return to Work Program.

The Occupational Health and Safety Act and Regulations, the provincial legislation applicable in our operations, is an important piece of legislation that sets the standards for occupational health and safety in the province of Ontario. Gazzola Paving Limited is committed to meeting or exceeding all of the regulations, duties, and the standards set by the Occupational Health and Safety Act.

The Occupational Health and Safety Act is founded upon the Internal Responsibility System. This is a system based upon the overlapping and concurrent duties, noted below, of corporations, officers, directors, managers, supervisors and workers. At each level of our organization the employer, managers, supervisors and workers must understand their duties and responsibilities as they relate to health and safety and work in full compliance with the Occupational Health and Safety Act and the applicable regulations.

Specifically, Gazzola Paving Limited as employer, is ultimately responsible for worker health and safety. The management of Gazzola Paving Limited is committed to, and promises that every reasonable precaution will be taken for the protection of the workers.

Supervisors are responsible for the health and safety of workers under their supervision and are responsible to ensure machinery, equipment and personal protective devices are safe, and in compliance with established safe practices and procedures. Supervisors will also provide employees with adequate introduction and training programs so that all Gazzola Paving Limited employees are qualified to do their job safely.

Every employee shall use safe work practices on all assignments, work in compliance with the law, and work with established policies and procedures regarding health and safety. We encourage every employee to not only be concerned about their own occupational health and safety, but also to ensure healthy and safe work practices on the part of their co-workers. We recognize the worker's responsibility to report all hazards and unsafe acts/conditions and forbid reprisals against workers fulfilling their responsibility.

The continued success of Gazzola Paving Limited is dependent upon our long standing professional reputation for providing quality products and services in a safe and timely manner. We ask you to do your part and work together with your fellow employees and management in complying with the objectives of our corporate health and safety policies and the provisions of the Occupational Health and Safety Act. Gazzola Paving Limited seeks to encourage a cooperative attitude and approach to health and safety in the workplace by all persons. Maintaining effective communications, a proactive, consultative and cooperative approach to health and safety by workers, superintendents, foremen, management, worker health and safety representatives and outside parties will ensure that our objectives of maintaining a workplace free from hazards, injury and illness can be achieved.

  
Virgil Gazzola, Vice-President

March 17, 2022  
Date

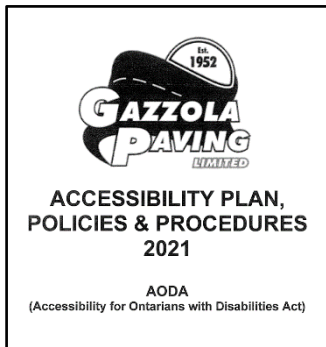
**2022 Health & Safety Action Plan**

<b>Item</b>	<b>Objective</b>	<b>Action</b>	<b>Resource</b>	<b>by</b>	<b>Target Date</b>
1	<b>On-going goal of improving Health and Safety Reporting and Tracking</b>	Continue rolling-out all of our site safety forms electronically on 4S for easier reporting and tracking	Meetings & Communication between Gazzola's H&S Department & 4S	H&S Department	June 2022
		Improved annual near miss and first aid reporting as a result of electronic reporting	4S electronic H&S Management System	All employees	December 2022
2	<b>Passing COR 2020 Standard Audit</b>	Implement the COR audit corrective action plan items compatible with new COR 2020 standard	COR audit action plan	Management	September 2022
		Conduct and pass our COR internal audit next year using the new COR 2020 Standard	<ul style="list-style-type: none"> <li>• Audit tools</li> <li>• Document review</li> <li>• Site observations</li> <li>• Interviews</li> </ul>	COR Internal Auditor	September 2022
3	<b>Expanding our Hazard Assessment Registry</b>	Objective includes inserting new additions or updates to our Workplace Task Standards (WTS) system that speak to hazards specific to the Asphalt Plant & QC Lab	<ul style="list-style-type: none"> <li>• WTS</li> <li>• Observations &amp; Inspections</li> <li>• JHSC approvals</li> </ul>	H&S Department	December 2022
4	<b>Maintain our Zero critical injury rate</b>	Additional awareness be spent in Orientations, Tailgate Talks and training concerning space and time when working with equipment /vehicle around property and workers on the work sites	4S Online Training	Management	December 2022
		Continue to monitor accident reports for further trends and common caused to allow for effective proactive changes to the Health and Safety system	4S Statistics Reporting	Management	December 2022
		Continue to educate on the importance of Violence and Harassment in the Workplace (through Orientations, Tailgate Talks, Safety Meetings, etc.) with an emphasis on mutual respect of one another	4S Online Training	Management	December 2022
5	<b>Job-site Emergency drill</b>	Perform a emergency drill on a project where Gazzola is the general contractor	Project Crews	H&S Coordinator	August 2022

### 3. Promoting and Inclusive and Diverse Workforce

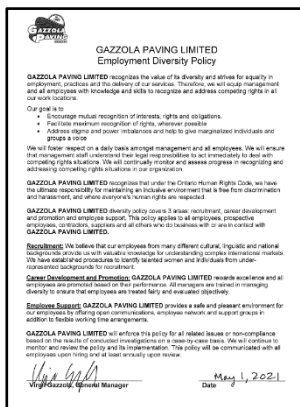
Gazzola Paving Limited recognizes the value of its diversity and strives for gender equality in our employment practices. We make this pledge in recognition that we work in a sector in which groups of employees can sometimes be under represented but that improvements can and should be made to be more inclusive. Our goals are to train all leadership, management and employees to facilitate maximum recognition of rights, wherever possible • Encourage mutual recognition of interests, rights and obligations, and address stigma and power imbalances to help give marginalized individuals and groups a voice. As a leadership team, continually monitor and measure our key Diversity and Inclusion KPIs to improve our Diversity Certification Scores and enhance our certification level. The entire Gazzola Paving Limited leadership team is committed to this journey and pledge we will equip management and all employees with knowledge and skills to recognize and address any imbalances will a goal to ultimately create an even more diverse and inclusive workforce we can be proud of each day.

#### Gazzola's Key Inclusion & Diversity Initiatives



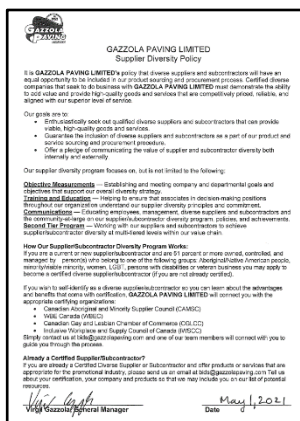
Gazzola is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

[GAZZOLA'S AODA POLICY \(click here\)](#)



Gazzola recognizes that we live in a diverse world and employee diversity should be no different. Gazzola first published an Employee Diversity policy in 2021 and strives for equality in employment practices and the delivery of our services. We are committed to equip management and all employees with knowledge and skills to recognize and address competing rights in all our work locations.

[GAZZOLA'S EMPLOYMENT DIVERSITY POLICY \(click here\)](#)



Gazzola is proud to have first published a Supplier diversity policy in 2021. Every supplier will have an equal opportunity to be included in our product sourcing and procurement process. Certified diverse companies that seek to do business with Gazzola must demonstrate the ability to add value and provide high-quality goods and services that are competitively priced, reliable, and aligned with our superior level of service.

[GAZZOLA'S SUPPLIER DIVERSITY POLICY \(click here\)](#)

We are proud that on January 1, 2022 Vern Gazzola, declared his recognition of the need for a more women in the construction industry at both management levels and in the field, and has proudly signed on to the UN Women Empowerment Principles Pledge and has empowered our leadership team.

Along with our Health & Safety Training the 2022 Spring Orientation we also introduced for the first time to our management and the field, unconscious bias training to provide awareness, promote the right behaviours and ultimately mitigate any potential gender bias, notably in the hiring and recruiting process.

[GAZZOLA'S PLEDGE TO WOMEN'S EMPOWERMENT \(click here\)](#)

**CEO Statement of Support for the Women's Empowerment Principles**

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.


Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

CEO Name: VERN PETER GAZZOLA

Name of the company: GAZZOLA PAVING LIMITED

Date: 1/1/2022 CEO Signature: 

\*Please use the latest free version of Adobe Acrobat Reader for "Fill and Sign".

## 4. Governance

**Policies and procedures are nothing without oversight. Our Leadership team follows a strict governance policy. We maintain ethical standards established for bidding procedures, procurement of subcontractors, material and equipment.**

Gazzola utilizes clear internal policies and procedures, modelling institutional governance requirements to assist the ownership group in guiding the business;

Gazzola has introduced for the first time in 2022, an Employee Code of Conduct Policy to go along with our Health & Safety Policies. While an Employee Code of Conduct is not explicitly part of the IHSA COR program, we feel is important to implement improvements and govern our ESP Program at all levels of the organization;

Third parties will continually be retained by Gazzola with expertise around measurement, audit and reporting as required – whether for inclusivity monitoring or financial reporting which will be subject to external audit on a yearly basis.