

ESG's 2025 Commitments

Great
Place
To
Work®

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SEP 2024-SEP 2025
CANADA

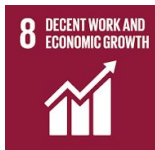


Empowering Brands.
Shaping Experiences.

Social

Employee Growth and Development

Responsibility	Commitments	How will we achieve the Commitments?
Human Resources	Achieving an annual internal employee promotion rate of 60%.	<p>NLS is dedicated to the enhancement and building out of new programs to educate our employees. The NLS Learning Institute offers courses for different levels and needs of NLS employees throughout the year. Our dedicated team is already hard at work developing innovative and new content to keep our learners excited and engaged for 2025.</p> <p>Many of our leaders across all levels at NLS began their careers as entry level positions. This is something we are proud of, and our goal in 2025, is to have an internal promotion rate of 60%, which we will achieve by providing our employees with the continued tools and education they need to succeed.</p>
Human Resources Operations	Successfully completing continuous improvement certification training with every NLS employee.	100% of our employees, will have access to Lean Six Sigma learning opportunities. NLS understands the importance of continuous improvement and will invest in its teams across the organization in order for employees to professionally develop and be recognized for their contributions.



Social

Diversity, Equity and Inclusion

Responsibility	Commitments	How will we achieve the Commitments?
DE&I Committee	Progressing our diversity initiatives by advocating and celebrating our uniqueness, belonging, and inclusion platform.	<p>NLS will continue to progress our DE&I initiatives through providing monthly employee education and annual diversity leadership for our Managers. We will continue to partner with the Canadian Centre for Diversity and Inclusion (CCDI) for best-in-class support and resources.</p> <p>In 2025, 100% of our people leaders will participate in our annual internal Inclusive Leadership Training designed to develop the skills and knowledge necessary to advocate for diversity, equity and inclusion in NLS. Leaders across all our locations will collaborate to identify conscious steps that leaders can take to be an advocate for workplace inclusivity.</p>
Human Resources	Paving the pathway for the next generation to be supported with learning and growth opportunities.	In 2025, NLS will launch the STEM/ Supply Chain Scholarship Program. We are happy to support learning opportunities of our employees' children in the fields of Science, Technology, Engineering and Mathematics and Supply Chain.



Social

Women's Employee Resource Group and Immigration Support

Responsibility	Commitments	How will we achieve the Commitments?
Women's ERG	Achieving 50% or more for women in leadership roles.	<p>NLS' Women's Employee Resource Group will implement a variety of initiatives, including mentorship programs, wellness workshops, and networking events to foster a strong community of women professionals.</p> <p>By offering resources and creating opportunities for growth, the objective will break down barriers and promote an inclusive environment where every woman can thrive.</p>
Human Resources	Supporting new Canadians to achieve their career and personal objectives.	<p>NLS is committed to creating an inclusive and supportive work environment. NLS provides immigration resources to assist employees with understanding the avenues available to them to extend their working visa and apply for their permanent residency.</p>



Environment

Giving Back to the Community

Responsibility	Commitments	How will we achieve the Commitments?
Health and Wellness Committee	Achieving 1000 volunteer hours in the community. Growing the NLS ESG Committee to include six (6) additional employees to lead and assist with the development and completion of the initiatives.	NLS will continue to enhance our charitable efforts through our partnerships with organizations like Soles4Souls, Big Brothers Big Sisters and MS Canada. In 2025, the NLS team will continue identifying charitable opportunities that resonate with NLS' and our clients' values and goals. As we grow our ESG Committee to include employee representation from all levels, our goal is to engage employees committed to the 2025 ESG commitments.



Environment

Facility and Employee Initiatives

Commitments		How will we achieve the Commitments?
Operations	Leveraging automation within the supply chain to promote economic growth and sustainability initiatives for current and upcoming facilities. New facilities will be constructed to support renewable energies.	NLS continues to research and implement new environmentally friendly initiatives. By improving our recycling initiatives, reducing waste and purchasing sustainably sourced materials, NLS will divert waste from landfill and contributing to a healthier, more sustainable planet for future generations.
Engineering		As NLS continues to expand its facility base, so too will its environmentally friendly opportunities increase. With our planned new technology, some of the facility improvements will include. MHE battery chargers and battery technology that will reduce their electricity consumption by 30% compared to traditional chargers.
Health and Wellness	Reduce waste to landfill through the expansion of our charitable partnerships with our clients and Soles 4 Souls.	Increasing the availability of EV parking spots as well as community gardens at one additional location.
	Launching the 2025 NLS Environmental Awareness Campaign.	Through employee and community giving campaigns to donate lightly used footwear and clothing and working in partnership with the existing and future clients, NLS' support for Soles4Souls will double in 2025.
		In 2025, the inaugural Employee Environmental Awareness Campaign will be launched to foster a culture of responsibility and care for our natural world. Simple yet effective practices, will be done throughout the year to engage employees and provide hands-on learning experiences.

Governance

Policies and Safety

Responsibility	Commitments	How will we achieve the Commitments?
Human Resources Finance	Ensuring 100% of employees acknowledge the existing and new policies, and complete annual training on the Employee Code of Conduct.	By fostering a culture of transparency and accountability, having a strong employee and supplier code of conduct supported by a whistleblowing reporting line will play a vital role in maintaining ethical standards and promoting trust for all stakeholders.
Health and Wellness Health and Safety	Expanding the NLS Learning Institute to include mental health course content for all employees. Reducing the Lost Time Frequency and Severity rates by 10%.	The approach to safety at NLS consists of three key areas of focus: physical and mental health and employee wellness. Through the in-person training sessions, safety talks, the mental health and wellness partners, and a senior leader company-wide safety steering committee, the approach continues to be successful. Employee feedback helps guide the platform to ensure each person operates in the safest manner.



Governance

Monitoring and Improvements

Responsibility	Commitments	How will we achieve the Commitments?
Steering Committee	Monitoring, communicating, and reporting on our annual ESG achievements.	Throughout the year, our ESG Committee will track and revisit our ESG Commitments. We are proudly creating a legacy of generosity and compassion, by inspiring others to join in the effort to build a better, more equitable world.
Human Resources	Listening to our employees. It's the cornerstone of the NLS culture.	Through the NLS Pulse Surveys, The Voice of NLS program and continuous improvement initiatives, we will continue prioritizing active listening and implementing strategies that reflect the collective voice of our team, paving the way for a prosperous and inclusive future.

