



Sustainability

Snapshot



At HealthPRO Canada, we believe that we have an obligation—to our customers, our communities, our employees, and the environment—to operate our business sustainably.

Our sustainability practices prioritize environmental sustainability, social responsibility, as well as stakeholder interests, striving to create long-term value while maintaining a positive impact on the communities we serve.



Governance



9 Person Sustainability Council

To help advance its corporate sustainability initiatives, in 2023 HealthPRO Canada established its Corporate Sustainability Council which is comprised of nine multidisciplinary subject matter experts from across the organization.



National Member-led Sustainability Committee

In 2023, HealthPRO Canada launched its Member-Led Sustainability Committee (MLSC) which is currently comprised of more than 20 dedicated participants, including sustainability experts, representing healthcare organizations across the country. The MLSC meets six times per year and focuses on discussing best practices, sharing pain points, and developing practical solutions.



Sustainability Policy

HealthPRO Canada has a formal sustainability policy that helps guide our operations as it pertains to social and environmental activities.



Transparency

HealthPRO Canada's sustainability commitments are both documented in policy form internally and available on our website.



Climate Action



145
Trees Planted

In 2023, HealthPRO Canada sponsored the planting of 145 trees on behalf of its employees.



15,000+
Bottles Diverted
From Landfill

Thanks to our water filtration system, more than 15,000 plastic water bottles have been diverted from landfill.



100%
FSC Paper

We encourage employees to be mindful of their paper use. When printing is appropriate, only 100% Forest Stewardship Council (FSC) certified paper is used. FSC is recognized across industries as the leading sustainable choice.



Facility Greening



10
EV Charging Stations

HealthPRO Canada's office is **LEED Gold Certified** and our office parking lot is equipped with ten charging stations to make charging and choosing your electric vehicle (EV) easier.



16
Bike Racks

Our facility is close to public transportation hubs which helps facilitate active transportation including walking and biking, and we have 16 bike racks for safe storage.



Composting Initiative

HealthPRO Canada's composting initiative helps ensure that organic waste is diverted from landfills, reducing our contribution of methane gas to the atmosphere.



Heated Sidewalks

Our heated sidewalks enhance winter safety while significantly reducing the reliance on salt, mitigating environmental pollution in the form of added chloride to municipal waterways, and exemplifying a commitment to sustainable and eco-friendly practices.



Promoting Biodiversity

COMING 2024: Our facility's rooftop will house beehives, playing a crucial role in promoting biodiversity and supporting local ecosystems through pollination. Honey from the hives will be converted into products donated to local charities.

Diversity and Inclusion



81% Of Management Roles At HealthPRO Canada Are Held By Women

Women make up 81% of management roles at HealthPRO Canada, with women making up 56% of the executive leadership team.



Gender Neutral Bathrooms

HealthPRO Canada is committed to diversity and inclusion in all areas of its operations including providing gender neutral washroom facilities.



Employee Resource Groups

We actively encourage and foster the forming of Employee Resource Groups (ERGs) by providing a platform for employees to celebrate their unique selves and contribute to a more inclusive and diverse workplace culture.



 Indigenous Works

HealthPRO Canada has established a partnership with Indigenous Works to increase HealthPRO Canada employees' cultural competency around Indigenous history, colonization and truth and reconciliation.



Accessibility

Our office is equipped to accommodate mobility-impaired individuals with its single-level, ground-floor layout which includes workstations of varying heights, styles and sizes.

Community Involvement



Supporting Indigenous Vendors

HealthPRO Canada intentionally and proactively supports Indigenous vendors and artists as a means to foster economic reconciliation.



4,800
Litres Of Milk
Purchased

Since 2022, HealthPRO Canada has raised more than \$12,000 dollars for the Oakville Kerr Street Mission. Through its “adopt a shelf” campaign, we’ve helped support their Choose Fresh program. To date, we’ve donated the equivalent to 420 lbs of butter, 4,800 litres of milk, and 215 pounds of meat.



\$2,080
Raised For Breast
Cancer Research

In 2022, our Pink Hair Dare and 50/50 fundraisers raised more than \$2,000 for breast cancer research.



Employee Health & Wellbeing



World-Class Health Benefits

Our commitment to healthcare sustainability means that the health of our employees is a top priority. Our employees receive world-class extended health and wellness benefits, including substantial mental health coverage, from their first day. HealthPRO Canada empowers its employees to lead healthy lives, professionally and personally, through flexible work schedules and work-life balance.



Hybrid Work

HealthPRO Canada is committed to a hybrid work policy that encourages staff to work remotely three days per week. This has the added benefit of reducing carbon emissions associated with office commuting.



Indoor Air Quality

Through the facility's Building Automation System (BAS), optimal indoor air quality is ensured for all workers, eliminating the risk of "Sick Building Syndrome." This system is automatically activated to circulate fresh air into the office space once the 900 PPM threshold is reached. Waste reduction is also prioritized by changing air handler filters only once the pressure differential reading surpasses an optimal limit.



Live Indoor plants

Our commitment to enhancing staff wellbeing includes using plants to improve air quality.



Responsible Procurement



Our Sustainability Scorecard assesses a supplier's sustainability maturity against environmental, social and economic criteria.



HealthPRO Canada has developed digital tools to help members evaluate the carbon footprint associated with their purchase of specific pharmaceutical products, including Metered Dose Inhalers (MDIs) and anesthetic gases.



Our quarterly **Sustainability Rounds Pathway Series** webinars educate our members on social and environmental sustainability topics that lead to positive impacts to the health and resilience of the environment, our communities and the healthcare sector.



The Canadian Council for Aboriginal Business (CCAB) has designated HealthPRO Canada as an Aboriginal Procurement Champion.



HealthPRO Canada has a portfolio of more than 300 products that are reusable, biodegradable or otherwise have a low carbon footprint.



A global entity founded by HealthPRO Canada and Health PROC Europe, Health PROCure is working to unite public and private healthcare buyers from across Europe and North America.