

Uniag Cooperative's social commitment

Context

Corporate social responsibility concepts are an integral part of Uniag Cooperative's raison d'être. Whether through its programs, projects or participation in various initiatives and events, sustainable development is an integral part of the cooperative's mission and values.

Values in Action

Uniag Cooperative's approach to social responsibility is naturally in line with its fundamental values: **rigor**, **integrity**, **solidarity** and **commitment**. Rigor guides our approach to implementing sustainable practices, while integrity ensures transparency and ethics in all our actions. Solidarity strengthens ties with producers, partners and local communities, guaranteeing a shared positive impact. Finally, Commitment manifests itself in the determination to actively contribute to a more responsible and sustainable future for all.

The Strength of a Network

Uniag Coopérative's commitment to responsibility is not limited to its own actions, but is part of a wider dynamic within the network, in partnership with suppliers such as Sollio Agriculture and BMR. Working with our committed partners reinforces the network's positive impact on a local and national scale.

In this way, Uniag seeks to minimize its own ecological footprint and increase the positive social impact of its activities. Uniag Cooperative's Statement of Social Commitment is intended to provide a framework, based on these principles and respecting the organization's capabilities, for practices, procedures, day-to-day actions and strategic management. This statement replaces the Corporate Responsibility Policy adopted in January 2022. Employee participation in the process is encouraged and required, as they are expected to apply the cooperative's values and make socially responsible choices in their professional activities, in compliance with the Code of Ethics.

Our commitment is broken down into several key areas, supported by specific policies. These are detailed below.

1. Environmental responsibility

We are committed to :

- Promoting sustainable agricultural practices that respect the environment.
- Strive to reduce our carbon footprint through the use of environmentally friendly technologies and renewable energy wherever possible.

- Conduct environmental compliance audits for each of our sites, establish action plans and ensure their implementation and follow-up to minimize our ecological impact.
- Actively participate in the **AgriRécup** program, hosting drop-off points at several of our sites for the recovery of agricultural plastics, plastic pesticide containers and other hazardous products.
- Promote the recovery of residual organic materials and contribute to soil fertility while respecting the environment.

2. Social Responsibility

We are committed to :

- Supporting the well-being of our employees by offering safe, fair and inclusive working conditions, with benefits that contribute to their quality of life:
 - A retirement savings plan (RRSP) with Uniag contributions;
 - Group insurance : drug, life, disability, health care and telemedicine;
 - An Employee Assistance Program (EAP);
 - Access to the Cooperative Investment Plan (CIP) (exclusive to Quebec);
 - Discounts (employee prices) in our branches;
 - Comprehensive, personalized training;
 - Access to various corporate agreements;
 - An OHS (Occupational Health and Safety) culture, with committees and training in line with its **General Occupational Health and Safety Policy**.
- To ensure a harassment- and violence-free workplace, and to combat domestic violence, as described in the **Workplace Harassment and Violence Prevention Policy**, which includes a commitment on domestic violence.
- Contribute to the development of local communities by investing in social projects and supporting local initiatives and projects, through the application of our **Donations and Sponsorships Policy**.
- Promote equal opportunities and combat all forms of discrimination.

3. Economic Responsibility

We are committed to :

- Provide high-quality products and services to our members and customers, while ensuring the economic viability of our cooperative.
- Practicing transparent and responsible financial management.
- Constantly innovate to meet the evolving needs of our producers and improve our competitiveness.
- Apply sustainable and fair practices in our supply chain. In order to have a positive impact on local development, we give priority, whenever possible, to sourcing from companies and businesses in the territory we serve, or located in Quebec or Ontario. We advocate proximity with our members, but also with our suppliers, and maintain lasting, respectful relationships with them.

4. Ethical Responsibility

We are committed to :

- Adopt the highest ethical standards in our operations.
- Respect current laws and regulations, and promote compliance among our partners, particularly with regard to the Act to Combat Forced Labor and Child Labor in the Supply Chain.
- Ensure transparent and honest communication with all stakeholders.
- Protect the data of our members and customers in accordance with our **Privacy Policy**.
- In accordance with the recommendations of **professional orders**, we are committed to offering products and services that meet the highest standards of quality, supported by the ongoing training of our teams. We also place farm well-being and sustainability at the heart of our priorities.
- We are committed to rigorously complying with all applicable federal and provincial regulations concerning the safety and quality of agricultural products. Our products and services are offered in strict **compliance with the requirements of regulatory bodies** such as the Ministère de l'Environnement et de la Lutte contre les changements climatiques (MELCC) and the Pest Management Regulatory Agency (PMRA). We also provide **ongoing training** for our teams to ensure best practices and high-level professional support for our members.

5. Commitment to the Future

The cooperative model responds to the economic challenges of a group of individuals who share common needs, and whose strength is that of the group and collective ownership. Uniag Cooperative, in compliance with cooperative rules, pays surplus dividends to members based on their volume of purchases. This allows us to reach the greatest number of member users, rather than favoring the wealth of a restricted group of individuals. In addition, we are committed to :

- Support the research and development of innovative and sustainable agricultural practices.
- Educate and inform our members about best practices in management and sustainable agriculture.
- Be proactive in managing future environmental and social challenges, adapting our strategies and actions accordingly.
- Participate in the **Fonds Coopératif d'Aide à la Relève Agricole**, a three-year training program that provides financial support to young people in the next generation of farmers.

Network initiatives

Several Sollio Agriculture initiatives have positive repercussions for Uniag and its members. For example

- Sustainable Practices: Sollio Agriculture promotes the adoption of sustainable agricultural practices, such as the use of eco-responsible products or training in regenerative agriculture.
- Technological Innovation: Sollio's efforts in technological innovation, such as digital tools for farm management, support member producers in adopting sustainable practices.
- Ethical and Social Commitment: Sollio's commitment to ethics and social responsibility, such as their support for community initiatives or programs to reduce greenhouse gas emissions.

These Sollio Agriculture initiatives translate into concrete benefits for Uniag Cooperative and its members. This ongoing collaboration with Sollio Agriculture enables Uniag to remain at the forefront of innovation and social responsibility, drawing on a strong and committed network to maximize the positive impacts on agriculture and local communities.

Our relationship with key players such as Sollio Agriculture strengthens the overall impact of our actions.

Conclusion

At Uniag Cooperative, we firmly believe that our success is intrinsically linked to our ability to act responsibly and sustainably. We are determined to do our part for a better future for our producers, our communities and our planet.

Implementation and Follow-up

Uniag Cooperative's social commitment, once approved by the Board of Directors, is reviewed annually by the Protection Committee and adapted as required. It is shared with all the cooperative's employees and available on its website.

During its annual review, the Protection Committee can set priorities, establish specific objectives and evaluate their achievement.