

GRI Content Index

Disclosure Number	Disclosure Name	Response, Link or Additional Information
GRI 2: General Disclosures 2021		
1. The Organization and Its Reporting Practices		
2-1	Organizational details	<p>Purolator Holdings Ltd. (Purolator)</p> <p>Purolator's headquarters is based out of Mississauga, Ontario, Canada.</p> <p>Across Canada, Purolator operates more than 190 buildings, including hubs, depots, retail locations and offices.</p> <p>Purolator Holdings Ltd. is owned by Canada Post (91%), Rainmaker Investments Inc. (7%) and Other (2%).</p>
2-2	Entities included in the organization's sustainability reporting	2022 Canada Post Annual Report , Management's Discussion and Analysis, page 1
2-3	Reporting period, frequency and contact point	<p>Reporting period: January 1, 2022 – December 31, 2022</p> <p>Reporting cycle: Annual</p> <p>Contact point for questions regarding the report: info.csr@purolator.com</p>
2-4	Restatements of information	<p>In 2022, we re-stated both our 2020 and 2021 GHG emissions inventories. In 2022, we expanded our GHG emissions inventory to include additional Scope 3 emission categories.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, page 35</p>
2-5	External assurance	Purolator currently does not have a policy that requires external assurance related to the annual sustainability report.
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	<p>Purolator is an international courier and logistics provider that operates principally in Canada and the United States.</p> <p>\$2.8 billion revenue in 2022</p> <p>Operates more than 190 buildings including hubs, depots, retail locations and offices</p> <p>Operates more than 6,000 vehicles</p> <p>104 Purolator Shipping Centres</p> <p>2,000+ Authorized Shipping Agents</p> <p>240+ drop boxes</p> <p>46 kiosks</p> <p>37 parcel lockers</p> <p>3 Urban Quick Stops</p> <p>Purolator Facts & History</p>

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GRI 2: General Disclosures 2021		
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	2022 Sustainability Report , About Purolator, page 2
		2022 Sustainability Report , Climate Change and GHG Emissions, Greening Our Buildings, page 40
2-7	Employees	14,200 full-time employees in 2022
		2022 Sustainability Report , ESG Performance, page 53
3. Governance		
2-9	Governance structure and composition	<p>Purolator’s highest governance body is the Board of Directors. The Board of Directors is responsible for the stewardship of the organization. It comprises three committees – the Audit Committee, the Environmental, Social and Governance Committee, and the Human Resources and Compensation Committee. Executive-level members of the organization report to our President and CEO. The President and CEO communicates ESG policies, programs and performance to the Board and Board committees and, through town hall meetings, to employees.</p> <p>The overall responsibility for the implementation of Purolator’s ESG strategy is led by the Senior Vice President, People and Culture and the Senior Vice President, General Counsel and Corporate Secretary. Both Senior Vice Presidents report directly to the President and CEO.</p> <p>Leadership & Governance – Corporate Governance</p> <p>Leadership & Governance – Committees – Board of Directors and Committee Membership</p> <p>2022 Sustainability Report, Sustainability Governance and Management, Organizational Governance Structure, page 9</p>
2-10	Nomination and selection of the highest governance body	Leadership & Governance – Committees – Board of Directors and Committee Membership
2-11	Chair of the highest governance body	Lloyd Bryant, Board Chair
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Board of Directors is responsible for the stewardship of Purolator. That stewardship consists primarily of the duty to manage, or supervise the management of, the business and affairs of the Corporation and, where material or otherwise significant to the Corporation, the business and affairs of the Corporation’s subsidiaries.</p> <p>The Audit Committee oversees the risk management process, which includes potential legal risks and enterprise risk management. The Committee’s charter includes review with the Corporation’s Chief Legal Officer on all potential legal risks to the Corporation or its subsidiaries that could, if they were to materialize, have a significant adverse effect on the Corporation. The charter also includes reviewing compliance and strategic risks facing the Corporation and the actions taken to monitor and manage those risks.</p> <p>Purolator conducts ongoing stakeholder consultations with both internal and external stakeholders on ESG topics. Our executive-level leadership regularly participates in meetings and consultations throughout the year on material topics and provides feedback and progress to the Board and Board committees.</p> <p>In 2022, Purolator conducted a materiality refresh with the help of a third party and updated the materiality matrix featured in the 2022 Sustainability Report.</p> <p>Leadership & Governance – Corporate Governance – Board Mandate</p> <p>Leadership & Governance – Committees – Audit Committee Charter</p>

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GRI 2: General Disclosures 2021		
3. Governance		
2-12	Role of the highest governance body in overseeing the management of impacts	2022 Sustainability Report , Materiality, page 15 2022 Sustainability Report , Stakeholder Engagement, pages 16–17
2-13	Delegation of responsibility for managing impacts	The Board of Directors is responsible for the stewardship of Purolator Holdings Ltd. (the Corporation). That stewardship consists primarily of the duty to manage, or supervise the management of, the business and affairs of the Corporation and, where material or otherwise significant to the Corporation, the business and affairs of the Corporation's subsidiaries. The overall responsibility for the implementation of Purolator's ESG strategy is led by the Senior Vice President, People and Culture and the Senior Vice President, General Counsel and Corporate Secretary. Both Senior Vice Presidents report directly to the President and CEO. Leadership & Governance – Corporate Governance – Board Mandate 2022 Sustainability Report , Sustainability Governance and Management, Organizational Governance Structure, page 9
2-14	Role of the highest governance body in sustainability reporting	Purolator's sustainability report is reviewed and approved by the President and CEO.
2-15	Conflicts of interest	Leadership & Governance – Policies – Code of Business Conduct and Ethics , page 10
2-16	Communication of critical concerns	Quarterly Board of Director meetings
2-17	Collective knowledge of the highest governance body	Leadership & Governance – Board of Directors
2-18	Evaluation of the performance of the highest governance body	The Board of Directors is responsible for the stewardship of Purolator. That stewardship consists primarily of the duty to manage, or supervise the management of, the business and affairs of the Corporation and, where material or otherwise significant to the Corporation, the business and affairs of the Corporation's subsidiaries. Leadership & Governance – Board of Directors
2-19	Remuneration policies	Information regarding remuneration policies is not currently available. Leadership & Governance – Committees – Human Resources and Compensation Committee Charter
2-20	Process to determine remuneration	Information regarding remuneration policies is not currently available. Leadership & Governance – Committees – Human Resources and Compensation Committee Charter
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	2022 Sustainability Report , Message from the President & CEO and Board Chair, page 4
2-23	Policy commitments	Purolator is federally regulated and has implemented management practices to protect the health and safety of its employees, its customers, and the communities it serves. Purolator is working with internal and external stakeholders to manage and mitigate environmental risks, particularly those related to climate change. Purolator has a Code of Business Conduct and Ethics that has been approved by the Board of Directors and the President and CEO. Our Code of Business Conduct and Ethics reinforces our values by articulating the standards of conduct expected of Purolator employees in areas such as legal compliance, anticorruption, conflicts of interest, political activities, competitive practices and more. Leadership & Governance – Policies – Code of Business Conduct and Ethics 2022 Sustainability Report , Ethical Conduct, page 11

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GRI 2: General Disclosures 2021		
4. Strategy, Policies and Practices		
2-24	Embedding policy commitments	Leadership & Governance – Policies – Code of Business Conduct and Ethics 2022 Sustainability Report , Ethical Conduct, page 11
2-26	Mechanisms for seeking advice and raising concerns	<p>Purolator employees are required to report any violations of the Code to their immediate supervisor or through Purolator’s confidential submissions process. The Confidential Submissions Policy applies to all employees who witness or become aware of any wrongdoing.</p> Leadership & Governance – Policies – Confidential Submissions Policy 2022 Sustainability Report , Ethical Conduct, page 11
2-27	Compliance with laws and regulations	<p>Purolator is committed to high professional standards for its environmental practices in its construction, its operations and the delivery of its services. Purolator acknowledges its responsibility to manage the environmental effects associated with its operations, is committed to addressing climate change risks and strives for continuous improvement in environmental management and pollution prevention in all business activities. Our management approach includes an Environmental Policy that outlines how the policy should be implemented.</p> <p>In 2022, Purolator did not receive any fines related to non-compliance with environmental laws and regulations.</p> <p>The Environmental Policy can be viewed on our website. Work will continue in 2023 to update and revise our Environmental Policy.</p> 2022 Sustainability Report , Ethical Conduct, page 11
2-28	Membership associations	<p>Purolator is a member of several associations, including:</p> <p>Business and Governance: Canadian Trucking Alliance (CTA) Ontario Trucking Association (OTA) Customs Trade Partnership Against Terrorism (CTPAT) Partners in Protection (PIP) NAFA Fleet Management Association International Air Transport Association Siemens Pomerleau</p> <p>Sustainability: Pembina Institute – Urban Delivery Solutions Initiative Electric Mobility Canada (EMC) MaRS Discovery District Brookfield Global Integrated Solutions</p> <p>Social: Purolator Tackle Hunger program community engagement partnerships Corporate sponsorships to support communities Cleveland Clinic Morneau Shepell Ready, Willing and Able Our Children’s Medicine Canadian Centre for Diversity and Inclusion Pride at Work</p>

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GRI 2: General Disclosures 2021		
5. Stakeholder Engagement		
2-29	Approach to stakeholder engagement	2022 Sustainability Report , Materiality, page 15 2022 Sustainability Report , Stakeholder Engagement, pages 16–17
2-30	Collective bargaining agreements	2022 Canada Post Annual Report , Management’s Discussion and Analysis, Capabilities, Our Employees, Purolator Segment, pages 22–23
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2022 Sustainability Report , Materiality, page 15
3-2	List of material topics	2022 Sustainability Report , Materiality, page 15
GRI 200: Economic		
201: Economic Performance		
3-3	Management of material topics	Canada Post Corporation’s Annual Report is prepared for the year ended December 31, 2022, for Canada Post Corporation and its subsidiaries – Purolator Holdings Ltd. (Purolator), SCI Group Inc. (SCI) and Innovapost Inc. (Innovapost). These companies are collectively referred to as the Canada Post Group of Companies or the Group of Companies. Segments are based on the legal entities, Canada Post, Purolator, SCI and Innovapost. 2022 Canada Post Annual Report , Management’s Discussion and Analysis, Outlook for 2022, Purolator Segment, page 61 2022 Sustainability Report , Climate Change and GHG Emissions, pages 35-42 2022 Sustainability Report , Helping Our Neighbours, pages 45–52
201-1	Direct economic value generated and distributed	2022 Canada Post Annual Report , Management’s Discussion and Analysis, Outlook for 2022, Purolator Segment, page 61 2022 Sustainability Report , ESG Performance, Economic Performance, page 55
201-2	Financial implications and other risks and opportunities due to climate change	This information is currently unavailable. We plan to conduct a climate risk assessment to evaluate potential risks and opportunities, such as increased costs from carbon taxes, shifting consumer preferences and the demand for low-emission products and services.
203: Indirect Economic Impacts		
3-3	Management of material topics	A significant portion of Purolator’s indirect economic impact is contributed through the Purolator Tackle Hunger program. Purolator made a promise to help alleviate food insecurity when we launched the Purolator Tackle Hunger program in 2003, and the tradition of supporting our communities continues. Our community investment efforts seek to promote local community engagement and development and to benefit our communities through food and monetary donations and volunteering. Since 2003, we’ve been committed to tackling hunger in Canada and making a difference in the communities where we live and work. Purolator Tackle Hunger is an initiative that’s all about people helping people. This employee-led grassroots initiative has helped deliver more than 20 million pounds of food to families across Canada. 2022 Sustainability Report , Helping Our Neighbours, pages 45–52
203-1	Infrastructure investments and services supported	Delivering the future – Purolator’s National Hub 2022 Sustainability Report , Our Strategy, pages 13–14

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GRI 300: Environmental		
302: Energy		
3-3	Management of material topics	<p>We operate a network of more than 180 buildings, including hubs, terminals, retail locations and corporate offices. Our property managers support us in compiling quarterly and yearly reports on energy performance and consumption. Purolator works with property managers and other partners to identify energy savings opportunities and implement retrofits in our facilities.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p>
302-1	Energy consumption within the organization	<p>Actual energy consumption data was provided for each facility. If energy consumption data was not available, it was estimated based on the average emission intensities for similar facilities in the same province. If there was insufficient data to make a meaningful estimate, province-based emission intensities were sourced from NRCAN.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, ESG Performance, page 55</p>
302-3	Energy intensity	<p>Our science-based target and 2030 interim goals are set using a 2020 emissions baseline.</p> <p>Our 2022 energy intensity metrics are: Energy intensity (per square metre) – 1.41 Total floor area – 454,625 GHG emissions intensity (per square metre) – 1.08</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, ESG Performance, page 55</p>
302-4	Reduction of energy consumption	<p>Purolator is highly invested in increasing renewable energy use in Canada. To meet our target of reducing emissions from electricity by 100% by 2030, we have developed a renewable energy strategy that increases our use of renewable electricity year-over-year until 2030. In 2022, we took large steps towards this goal. We have purchased renewable energy certificates (RECs) from Bullfrog Power to offset all non-renewable electricity use in our Millennium Ridge Retail Centre in Sherwood Park, Alberta. We have also continued to purchase RECs to offset emissions related to purchased energy throughout each of our Nova Scotia and Saskatchewan facilities. As a result, these areas all operate on 100% green electricity.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, ESG Performance, page 55</p>
305: Emissions		
3-3	Management of material topics	<p>Since 2007, Purolator has undertaken to develop a comprehensive greenhouse gas (GHG) emissions inventory for our Canadian business. Facilities GHG emissions data pertains to Purolator’s Canadian operations, which represents more than 97% of our operations by square footage. Fleet GHG emissions data includes our U.S. operations. Purolator has elected to use the Operational Control Approach described in the GHG Protocol Corporate Standard and the International Organization for Standardization’s (ISO) Specification 14064-1.</p> <p>In 2022, we completed third-party verification of our GHG emissions inventory.</p> <p>The following methodologies were used to calculate our GHG emissions-related disclosures. The Global Warming Potential (GWP) rates used in this exercise are the 100-year time horizon values drawn from the International Panel on Climate Change (IPCC), Fifth Assessment Report (AR5) dated 2014. AR5 includes the most recent GWP factors available and is currently recommended by WRI for use in GHG emissions inventory calculations. Purolator reviews the GWP annually as part of the inventory development process. GHG emissions included in the calculation are carbon dioxide, methane and nitrous oxide gases. Purolator uses a 2020 emissions baseline.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p>

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GRI 300: Environmental		
305: Emissions		
305-1	Direct (Scope 1) GHG emissions	<p>In Purolator’s GHG emissions inventory, direct (Scope 1) emissions primarily originate from the on-site combustion of fuels, used for operation of buildings and mobile emissions from fleet directly operated by Purolator. For Purolator’s owned and rental fleet, Geotab was used to source fuel consumption data. For vehicles that did not have Geotab installed, the fuel consumption was estimated based on fuel use by similar fleet vehicles. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions.</p> <p>The emission factors were sourced from the 2021 National Inventory Report. Energy consumption actuals were provided for each facility. If energy consumption data was not available, it was estimated based on the average emission intensities for similar facilities in the same province. If there was insufficient data to make a meaningful estimate, province-based emissions intensities were sourced from NRCAN.</p> <p>The energy consumption was multiplied by the associated provincial emission factor to calculate the CO₂e emissions. The emission factors were sourced from the 2021 National Inventory Report.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, ESG Performance, page 54</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Indirect energy (Scope 2) emissions were quantified based on purchased electricity consumption at Purolator facilities. They are considered “indirect” because the actual GHG emissions associated with the generation of electricity originate off-site at a power station. Energy consumption actuals were provided for each facility. If energy consumption data was not available, it was estimated based on the average emission intensities for similar facilities in the same province. If there was insufficient data to make a meaningful estimate, province-based emissions intensities were sourced from NRCAN.</p> <p>The energy consumption was multiplied by the associated provincial emission factor to calculate the CO₂e emissions. The emission factors were sourced from the 2021 National Inventory Report.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, ESG Performance, page 54</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>For 2022, we expanded the number of Scope 3 categories for which we tracked emissions and are reporting.</p> <p>Indirect (Scope 3) emissions included in Purolator’s inventory were those associated with upstream and downstream emission sources. A comprehensive approach was taken in the development of the 2022 GHG emissions inventory, and all material sources were included in the inventory.</p> <p>Subcontracted ground fleet also includes third-party vehicles, owner-operated vehicles and rail. For subcontracted and third-party ground, distance-based activity data was used to calculate the fuel consumption. For owner-operator vehicles, spend-based activity data was used to calculate the fuel consumption. For rail, a combination of distance travelled, square footage utilization and weight was used to calculate the fuel consumption. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions. The emission factors were sourced from the 2021 National Inventory Report.</p>

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GRI 300: Environmental		
305: Emissions		
305-3	Other indirect (Scope 3) GHG emissions	<p>Three subcontracted air carriers were included in the 2021 inventory. For two of the carriers, fuel consumption data was used to calculate the total CO₂e emissions. Emission factors were sourced from the 2021 National Inventory Report. Air Canada provided the total CO₂e emissions specifically for Purolator, using IATA Recommended Practices for CO₂ allocation. Upstream ground fleet emissions and electricity emissions were calculated based on associated consumption data. The emission factors were sourced from the U.S. Department of Energy, using GWP rates drawn from the International Panel on Climate Change (IPCC), Fifth Assessment Report (AR5) dated 2014.</p> <p>Business travel includes air travel, car rentals, taxi use and business travel using personal vehicles. For personal vehicle use and air travel, distance-based activity data was used to calculate the fuel consumption. For car rentals and taxi use, spend-based activity data was used to calculate the fuel consumption. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions. The emission factors were sourced from Exiobase.</p> <p>For personal vehicle use, spend-based activity data was used to calculate the fuel consumption. The fuel consumption was multiplied by the associated emission factor to calculate the total CO₂e emissions. The emission factors were sourced from the 2021 National Inventory Report.</p> <p>For business air travel, distance-based activity data was used. Emission factors based on passenger-kilometres were applied, sourced from DEFRA GHG Reporting Conversion Factors 2021. In 2022, municipal solid waste and recycling was collected by five separate waste haulers, covering approximately 60% of Purolator facilities. We are working with our property managers to improve waste data collection for future iterations of the inventory.</p> <p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, Circular Economy and Waste, pages 43–44</p> <p>2022 Sustainability Report, ESG Performance, page 54</p>
305-4	GHG emissions intensity	2022 Sustainability Report , ESG Performance, page 55
305-5	Reduction of GHG emissions	<p>2022 Sustainability Report, Climate Change and GHG Emissions, pages 35–42</p> <p>2022 Sustainability Report, ESG Performance, page 54</p>
306: Waste		
3-3	Management of material topics	<p>Our property managers compile our annual waste management report. They work with several waste haulers to consolidate landfill and waste diversion data. Property managers have oversight of waste streams for different locations.</p> <p>2022 Sustainability Report, Circular Economy and Waste, pages 43–44</p>
306-1	Waste generation and significant waste-related impacts	<p>The majority of the waste generated in our terminals comes from cardboard, plastic and wood pallet waste. These are categorized under non-hazardous waste. We are currently working with our property management and waste haulers to implement comprehensive recycling programs in our facilities.</p>

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GRI 300: Environmental		
306: Waste		
306-2	Management of significant waste-related impacts	<p>Purolator has a Hazardous Waste Procedure. The objective of the procedure is to establish requirements for the management of materials that are deemed hazardous waste under the relevant legislation. These materials are typically generated by the cleanup of discharges produced in the garage or terminal as non-product output in the course of normal operations or maintenance, or generated from damaged or undeliverable Dangerous Goods not returnable to the original consignor. This procedure is to be followed for facility registration (where required), shipping documentation, storage, handling and disposal of these materials. This procedure applies to all Purolator employees, facilities and workplaces. Purolator has outlined a Non-Hazardous Waste Procedure to ensure that practices are in place to minimize the generation of non-hazardous waste and ensure that disposal is carried out in an environmentally safe and acceptable manner. The procedure applies to all Purolator employees, facilities and workplaces.</p>
306-3	Waste generated	<p>Upstream and downstream packaging are excluded as the data is not currently tracked. In 2021, we began working with our property managers to improve the completeness and reporting of our waste data, which helped us identify and address waste collection inefficiencies. We were able to identify and categorize the various waste streams that contribute to our overall waste diversion and landfill data. This work continued in 2022 and will also continue in 2023.</p> <p>Total waste generated in 2022 – 7,407 tonnes</p> <p>2022 Sustainability Report, Circular Economy and Waste, pages 43–44</p> <p>2022 Sustainability Report, ESG Performance, page 55</p>
306-4	Waste diverted from disposal	<p>In 2022, we launched a new and improved recycling program, which includes new recycling services, improved bins and signage, and training. This program was first deployed in our facilities that generate the most waste, and has increased our waste diversion by over 20% across our 125 facilities. As a result, our total waste diversion for 2022 was 60%, putting us on a strong path to 70% reductions by 2030.</p> <p>Waste diverted from landfill in 2022 – 4,660 tonnes</p> <p>In 2023, the waste diversion program will continue working with facilities across Canada, implement standardized tools for sorting of waste and recycling, and pilot reduce, reuse, and circular solutions.</p> <p>2022 Sustainability Report, Circular Economy and Waste, pages 43–44</p> <p>2022 Sustainability Report, ESG Performance, page 55</p>
306-5	Waste diverted to disposal	<p>Waste directed to landfill – 2,747 tonnes</p> <p>2022 Sustainability Report, Circular Economy and Waste, pages 43–44</p> <p>2022 Sustainability Report, ESG Performance, page 55</p>
308: Supplier Environmental Assessment		
3-3	Management of material topics	<p>As part of our new emissions reduction strategy, we plan to engage with our suppliers to measure, track and reduce our Scope 3 emissions. The updated Supplier Code of Conduct and Procurement Policy continued to be developed in 2022 and will continue into 2023. In 2023, we are planning to launch new processes to evaluate the environmental impact of our vendors during the Request for Proposal (RFP) phase.</p> <p>2022 Sustainability Report, Ethical Conduct, page 11</p> <p>2022 Sustainability Report, Stakeholder Engagement, pages 16–17</p>
308-1	New suppliers that were screened using environmental criteria	<p>Information regarding new suppliers is currently unavailable. We will be reviewing disclosure requirements to address this on a yearly basis as we work with our internal stakeholders to capture and track this data.</p>

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GRI 400: Social		
403: Occupational Health and Safety		
3-3	Management of material topics	2022 Sustainability Report , Health and Safety, pages 23–24
403-2	Hazard identification, risk assessment and incident investigation	Purolator has implemented a Hazard Prevention Program procedure to outline the process Purolator will use in the development, implementation and monitoring of a program for the prevention of hazards in compliance with the requirements of the Canadian Occupational Health and Safety Regulations. The Hazard Prevention Program includes an implementation plan, a hazard identification and assessment methodology, and a hazard identification and assessment including ergonomics-related hazards, preventive measures, employee training and Hazard Prevention Program evaluation. The scope of the procedure applies to Purolator employees, facilities and workplaces. Purolator has a Workplace Injury & Hazardous Occurrence Reporting Procedure to ensure employees receive proper treatment for injuries in the course of their work and to ensure accidents are reported and investigated to prevent recurrence.
403-3	Occupational health services	This information is currently unavailable. As this information becomes available, Purolator will consider disclosing it in future reporting.
403-4	Worker participation, consultation and communication on occupational health and safety	Purolator acknowledges its responsibility to protect employees from occupational injury and illness, and this responsibility will take precedence over operating objectives. We commit to consulting with workers and encouraging their participation in the initiatives of the H&S Policy Committee and respective Workplace Health and Safety Committees. By involving workers in the development of our health and safety policies and procedures, we will work together to create a workplace that is physically and psychologically safe.
403-5	Worker training on occupational health and safety	<p>Purolator has several policies and procedures related to worker training. These include vehicle safety, personal protective equipment, motor vehicle backing, the Personal Safety Intervention Program and many more.</p> <p>In 2022, we developed a new health and safety strategy that focuses on this foundational approach. As part of this new strategy, we have augmented our core health and safety programs:</p> <ul style="list-style-type: none"> • Workplace Health and Safety Committees and Representatives standard training module • Defensive Driving training program • Incident reporting and investigations management software and training • Behaviour-based safety: Behaviour Observation and Feedback tool <p>2022 Sustainability Report, Health and Safety, pages 23–24</p>
403-6	Promotion of worker health	<p>Purolator has a Healthy Workplace Policy and is committed to developing and sustaining a healthy workplace, which includes the physical, psychological, and social environment in addition to personal health practices. A healthy workplace requires company-wide participation, and it is a responsibility shared between employees and employer. At Purolator, all employees are encouraged to exercise control of their own health and to participate in programs and initiatives available to them.</p> <p>As part of our efforts to build health and safety capacity, we are developing our Workplace Health and Safety Committees and Representatives using a new training module. Using their frontline experience and influence, our Committees and Representatives play a critical role in the organization as Health and Safety Ambassadors, providing support in increasing health and safety awareness, reducing risk and improving overall compliance.</p> <p>In 2022, we also launched our new Purolator Health initiative. This was developed based on direct feedback from a Wellness Survey shared with all employees and their dependants. Developing this initiative with a collaborative lens ensured inclusivity and has allowed us to leverage experts across the organization to increase utilization and awareness of existing health offerings. From this we can also help our target audience understand and value self-care, and develop new initiatives driven by stakeholder input to address gaps.</p> <p>2022 Sustainability Report, Health and Safety, pages 23–24</p> <p>2022 Sustainability Report, Health and Wellness, pages 25–28</p>

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GRI 400: Social		
403: Occupational Health and Safety		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	<p>Purolator has a Health and Safety Action Management procedure. The objective of this procedure is to detail the process for managing H&S Actions, including findings and actions resulting from any Purolator H&S non-conformance, non-compliance, or Opportunity for Improvement (OFI).</p> <p>2022 Sustainability Report, Health and Safety, pages 23–24</p>
403-8	Workers covered by an occupational health and safety management system	<p>100% of our employees and contractors are covered under the occupational health and safety (OH&S) management system. Purolator’s OH&S management system is internally and externally audited.</p> <p>Purolator has a procedure to outline the process to be used for any external OH&S audits, including any third-party audits. The scope of this procedure applies to any external OH&S audit that Purolator arranges to have conducted. The scope will also require the external methodology used by any external auditor to be consistent with ISO 19011 – Guidelines for Auditing Management Systems.</p>
403-9	Work-related injuries	<p>The lost-time injury frequency rate (LTIFR) is calculated as: the number of lost-time illnesses and injuries * 200,000 hours/the total number of hours worked by employees. LTIFR measures how many lost-time incidents have occurred year to date, measured as a frequency. This includes lost-time injuries. Contractor data and fatalities are excluded from this metric because they are currently unavailable. We will be reviewing disclosure requirements to address this on a yearly basis as we work with our internal stakeholders to capture and track this data. The motor vehicle collision frequency rate is based on the number of collisions per 100,000 kilometres driven.</p> <p>In 2022, we focused on large scale development of our incident management software with the use of myCority. This refreshed tool, to be released in 2023 will be more streamlined with clearer data entry fields, an easier-to-use graphical user interface (GUI) and improved data outputs to support trending. Additionally, a new myCority training module for incident reporting and incident investigation will equip managers with the right knowledge and skills to deal with incidents more effectively in the field.</p> <p>2022 Sustainability Report, Health and Safety, pages 23–24</p> <p>2022 Sustainability Report, ESG Performance, pages 53–54</p>
404: Training and Education		
3-3	Management of material topics	<p>Purolator is committed to the growth and development of all employees through investment in internal and external development activities that align with individual and organizational objectives. In line with our Diversity & Inclusion Principles, we are committed to providing fair access to training opportunities for all eligible employees. We support a continuous learning culture and encourage employees to commit to their self-development and improvement. Purolator is committed to offering training and development opportunities to all Purolator employees. Specific requirements for internal and external training are identified within the respective sections of our Training and Development Policy, which is listed on our internal website and is available to employees.</p> <p>2022 Sustainability Report, Employee Experience, page 19</p>
404-1	Average hours of training per year per employee	12 hours per employee. This information is currently unavailable by employee gender or level.
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Across the country, we have 16 learning and development centres of excellence and hundreds of e-learning kiosks, for timely and consistent training of our frontline employees. Other high-profile programs include Lean Six Sigma continuous improvement training, a mentorship program and a leadership development program.</p> <p>2022 Sustainability Report, Employee Experience, page 19</p>
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our employees receive a mid-year and annual performance and career development review.

Disclosure Number	Disclosure Name	Response, Link or Additional Information
GRI 400: Social		
405: Diversity and Equal Opportunity		
3-3	Management of material topics	<p>Purolator is committed to employment equity along with diversity and inclusion. This means pursuing employment equity compliance requirements and making every effort to move beyond reasonable progress by recognizing and addressing barriers experienced by a variety of groups, including, but not limited to, members of designated groups such as women, Indigenous people, persons with disabilities, visible minorities, the LBGTQ2S community and newcomers to Canada. As part of this commitment, Purolator complies with required initiatives governed by the Canadian <i>Employment Equity Act</i>. Purolator also has an Employment Equity and Diversity Policy that is provided to our employees.</p> <p>2022 Sustainability Report, Diversity, Equity and Inclusion, pages 29–32</p>
405-1	Diversity of governance bodies and employees	2022 Sustainability Report , ESG Performance, page 53
407: Freedom of Association and Collective Bargaining		
3-3	Management of material topics	<p>Purolator bargains in good faith with our union partners. We communicate regularly with our employees in joint national committee and field meetings. The number of employees covered by collective agreements is reported in the Canada Post Corporation’s Annual Report. Our three bargaining agents are Teamsters, Public Service Alliance of Canada and Unifor. Teamsters represents employees in operations as well as certain clerical and administrative employees. Public Service Alliance of Canada represents clerical and administrative employees in the province of British Columbia. Unifor represents clerical and administrative employees in the province of Quebec. Purolator has several HR policies applicable to our unionized employees. These include policies related to leaves of absence, short- and long-term disability, retirement, and savings and benefits.</p> <p>2022 Canada Post Annual Report, Management’s Discussion and Analysis, Capabilities, Our Employees, Purolator Segment, page 22</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We are not currently aware of any operations or suppliers in which the right to freedom of association and collective bargaining may be deemed at significant risk.
418: Customer Privacy		
3-3	Management of material topics	<p>Our privacy program includes regular reviews of our policies, procedures, employee training, data management and privacy risk mitigation practices.</p> <p>Leadership & Governance – Policies – Code of Business Conduct and Ethics</p> <p>2022 Sustainability Report, Ethical Conduct, page 11</p> <p>2022 Sustainability Report, Data Protection and Cybersecurity, page 12</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information regarding customer privacy breaches is currently unavailable. We will be reviewing disclosure requirements to address this on a yearly basis as we work with our internal stakeholders to capture and track this data.

SASB Index

Code	Metric	Unit of Measure	2022 Disclosure
Greenhouse Gas Emissions			
TR-AF-110a.1	Gross global Scope 1 emissions	Metric tonnes (t) CO ₂ e	132,826
TR-AF-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	2022 Sustainability Report , Climate Change and GHG Emissions, pages 35–42
Labour Practices			
TR-AF-310a.1	Percentage of drivers classified as independent contractors	Percentage (%)	8.1%
Employee Health and Safety			
TR-AF-320a.1	Total recordable incident rate	Rate	12.97
Supply Chain Management			
TR-AF-430a.1	Percentage of carriers with BASIC percentiles above the FMCSA intervention threshold	Percentage (%)	BASIC percentiles (FMCSA) do not apply.
TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes		471,780
	Scope 1	Metric tonnes (t) CO ₂ e per ton-kilometre	109,112
	Air		0
	Ground		109,112
	Rail		0
	Ocean		
	Scope 3	Metric tonnes (t) CO ₂ e per ton-kilometre	181,334
	Air		79,646
	Ground		99,583
	Rail		2,105
	Ocean		

Code	Metric	Unit of Measure	2022 Disclosure
Accident and Safety Management			
TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	Discussion and analysis	2022 Sustainability Report , Health and Safety, pages 23–24
TR-AF-540a.2	Number of aviation accidents and incidents	Collisions per 100,000 km driven	Purolator does not operate any airplanes.
TR-AF-540a.3	Number of road accidents and incidents	Number	1,676
TR-AF-540a.4	Safety Measurement System BASIC percentiles for:	Percentile	BASIC percentiles (FMCSA) do not apply.
	Unsafe driving	Percentile	
	Hours-of-service compliance	Percentile	
	Driver fitness	Percentile	
	Controlled substances/alcohol	Percentile	
	Vehicle maintenance	Percentile	
	Hazardous materials compliance	Percentile	
Activity Metrics			
TR-AF-000.C	Number of employees	Number	14,200