

SUSTAINABLE DEVELOPMENT PLAN

Since 2020, the year of the pandemic, Monette Express, its shareholders, managers, and employees have undertaken initiatives based on the principles of sustainable, socially responsible, and environmentally conscious development. With a near-total shutdown of daily operations during the pandemic, we have observed a visible economic, social, and environmental shift. Our facilities, our work, and our activities—both internal and external, private and public—are all imbued with these values, which are now firmly rooted in our actions. This is our commitment.

OUR ACTIONS

- State-of-the-art new facilities

Since 2024, our new facilities have used only energy-saving systems. These include low-energy LED automatic lighting, standard manual doors, building insulation meeting 2024 standards, and clean natural gas heating.

- Offsetting GHG emissions

Since 2023, we have been searching for a viable and reliable truck with fuel consumption other than traditional fuel. Market research is underway with the various prototypes available on the market.

- Recycled instead of discarded

All non-reusable items recovered for our clients or ourselves are assessed for a second life or appropriate recycling before being sent to a landfill. We have several partners for the resale of used furniture, both commercial and residential. When a second life is not possible, we have a sorting process to send each item to an appropriate recycling facility.

In addition, we have industrial containers for recycling cardboard, paper, plastic, and metals at our facilities.

- Water containers

Since our industry demands a high level of physical energy, water consumption is more frequent than for the average person. Therefore, we provide reusable water containers for our employees. We have installed water stations with automatic filtration, eliminating the need for plastic containers.

OUR VALUES

- Working with local people

We work with suppliers in Quebec. Whether it's for our equipment, clothing, or supplies, we require our suppliers to use responsible practices such as the recovery and reuse of ink cartridges, the recycling of vehicle oils and fluids, tires, and energy consumption. We encourage suppliers with a local and diverse team and a management plan that is equal to or better than our own.

- Cultural Diversity

We believe in cultural diversity. We have staff of various nationalities working for and with us. Moroccan, Cuban, Iraqi, Congolese, British, French, and Portuguese are some of the nationalities of the employees who work for us.

- Support for Young Students and Continuing Education

We hire students and train them to be independent, diplomatic, and leaders in the transportation and customer service fields. We encourage and pay for heavy truck driving courses and for training in the installation of Teknion integrated furniture. • Sponsorships of municipal youth sports teams

We sponsor the purchase of sports jerseys and tournaments for youth hockey teams. This provides support for young people and their parents at certain tournaments and also helps the young players identify with the team.

- Donations of high-quality used chairs and electronic equipment to selected public schools.

- Transportation and financial support for organizations such as the YMCA, Moisson Québec, and Ducks Unlimited Canada

OUR GOVERNANCE

Board of Directors and Management composed of shareholders committed to investment and with performance-based compensation

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