

Real World
Impact



Social & Environmental Responsibility
Impact Report - 2018





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Social and Environmental Responsibility (SER) Statement

A note from our SER Coordinator - Julia Scullion

For a long time businesses have been able to completely disassociate from the world that they thrive in. Profit has surpassed the best interests of people and environment alike, often times destroying everything in its path. Thankfully, things are changing.

As a manufacturer we realize we are responsible for negative environmental and social impacts. However, we are trying to be part of a movement that acknowledges these undesirable impacts in order to pursue a better future for all of us. Businesses of all shapes and sizes need to encourage each other to take the first step, and keep moving. Not only should the private sector be participating in this movement because it's the right thing to do, but we need to recognize that we do not have a choice anymore.

Our planet is in desperate need of our help. Ignoring this call for help is no longer an option for any of us.

Our Vision

Redefine what a successful business is:

Do work that matters. Be directed
and shaped through a social and
environmental conscience.

SOCIAL RESPONSIBILITY - 2018

In 2018 we were able to donate over \$200,000.00 towards social and environmental causes and projects.



Environmental Justice - **51%**



Social Justice - **15%**



Solar Panels in China - **15%**



Our Trees for Schools Program - **13%**



Local Giving - **6%**

Facility

Even though our facilities are relatively small, they are a burden on the environment which is why we have implemented the following:

- Thanks to our solar panels and improvements in our energy efficiency, we have reduced our reliance on the “electricity” grid by 18% since 2016.
- We manufacture a substantial amount of our products in China and have installed over 300 solar panels at our Chinese partner facility, which provides almost 100% of their electricity. A lot of China’s energy is still derived from burning coal. For this reason, it was very important to us that we equipped our facility with a cleaner alternative energy source.
- We are currently implementing an improved waste and recycling system so that our landfill diversion rate is as high as possible and any new materials to recycle are easy to identify. In addition to our standard recycling program, we also recycle batteries, markers, printer cartridges, milk bags, foil wrappers and e-waste in our Arthur, Ontario facility.
- As many companies are aware, within the last two years, China has stopped accepting North American commercial recycling. This means that a lot of what we could recycle in the past, is no longer accepted. Instead of shifting this material back into the landfill sites, we collect and ship these materials to a third party recycling facility at our expense. Items include shrink wrap, bubble wrap and industrial plastic bags.

We have installed solar panels at our Chinese partner’s facility. It’s a first in the community and currently generates almost 100% of their power.



Certified B Corporation® in 2018

We accomplished one of our long term goals in 2018 by getting B Corp™ certified. It was a proud moment for us to be included amongst such a group of conscious and responsible companies. Being a Certified B Corporation® means we are held accountable to our employees, our community and our environment, while continuing the journey to become a more responsible company. If you are not familiar with B Corps™, we encourage you to look into this inspiring movement, and to include more B Corps™ in your purchasing decisions.

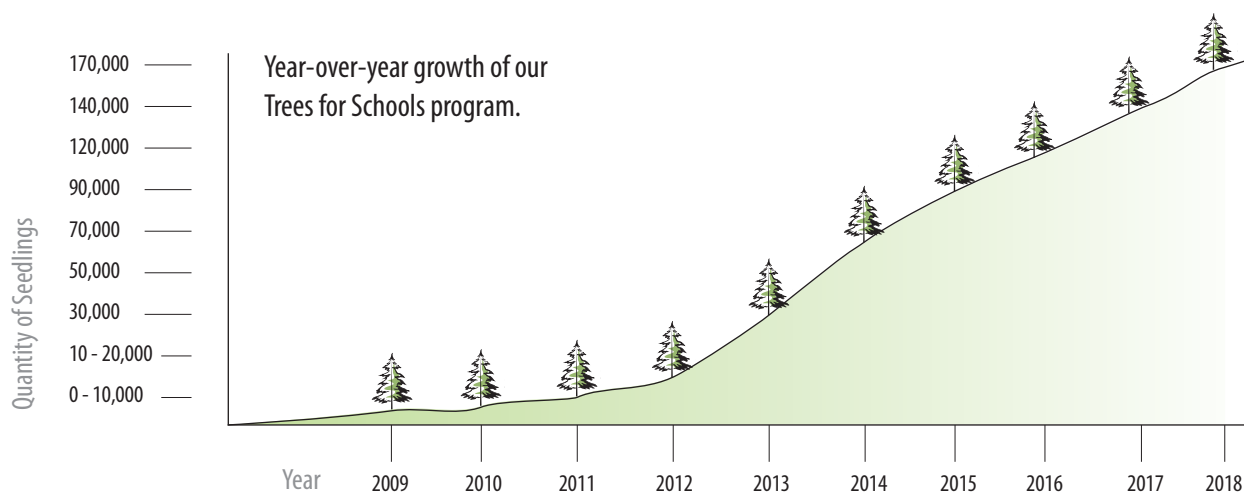




Trees for Schools

Trees for Schools is a program that we created in 2009. Every year, in celebration of Earth Day, we provide schools around Ontario with tree seedlings and wildflower packets.

Over the past 10 years we have donated over 165,000 seedlings and 6,500 wildflower packets from London to Napanee. Research shows that children have a variety of mental and physical health benefits when they are exposed to nature, which is why we want kids to have the opportunity to get their hands dirty each year through tree planting and making memories in nature.



**165,000 seedlings
donated through
Trees for Schools**



Product

Manufacturing and shipping our products results in negative impacts on the earth. That is why we are committed to objectively consider and analyze what we put into our products in order to make sure they are causing no unnecessary harm to people or planet. We are tackling this by:

- Incorporating Responsible Design Requirement Standards, which essentially means that if certain standards aren't reached throughout our design process, the product cannot be made or alternative materials need to be used
- We have nearly reached our goal of removing all PVC from our product line, and hope to remove 100% by the end of 2019
- We have made a commitment to removing 90-100% of our packaging plastic by 2020

Play video to see how we've reduced the packaging for our Deluxe Chart Stand (CS700)



**Since July 2018
16,155 feet of shrink
wrap has been replaced
with reusable wraps**



Giving

The organizations that we partner with are all working toward the same goal: social and environmental justice, advocacy and equality.

Organizations like, Donors Choose, Indspire and The Jane Goodall Institute's Roots and Shoots program, focus their efforts on educating children, so that they will be better prepared to inherit the world that we leave for them. By teaching kids about what they are capable of, and then equipping them with the tools they need to succeed, there is no dream too big. We aim to contribute 1% of sales each year to causes and projects that promote social and environmental justice.





China School Donations

Every year since 2013, we have supported and visited numerous elementary schools in remote areas of China. Upon learning that many of these schools lacked clean drinking water, we equipped them with water purification systems which freed students from having to carry drinking water to school. Other items donated include: fire extinguishers, schools supplies and other basic necessities.

To date, we have donated \$25,642.00 towards these and other projects in Chinese schools.



Kaylyn Belcourt, our President, visiting schools in China (2018).



Protected Land

The 100 acres of protected land that Copernicus now inhabits in Arthur, Ontario was purchased in 1972 by our founder, George Phillips.

George farmed the land for many years but once he started Copernicus Educational Products, he and his son, Jim, began to naturalize it in the early 1990's. Since then they have planted over 60,000 trees. In 2018 we undertook a wetland restoration project at the back of the property through the conservation organization Ducks Unlimited. This 100 acres, in conjunction with other lands purchased by Copernicus, totals 550 acres of land that is protected in perpetuity. Land conservation is important to us because we know that the world's wildlife and natural spaces are at risk due to increasing development and human influence. If we don't protect wilderness while it still exists, it won't be long until it's gone for good.



Protected grassland are currently home to threatened species such as the Bobolink songbird and the Monarch Butterfly



The Copernicus Nature Trail



Jim Phillips (Copernicus co-founder) taking in the view of a recent wetland restoration project on Copernicus property in 2018.



Copernicus Community

The average person will spend at least a quarter of their waking hours at work throughout their lifetime. We try to make Copernicans feel that this time is well spent and try to achieve this with the following programs:

- Every employee is included in a company profit sharing program
- We are a proud supporter of Living Wage
- Group RRSP – company matching contribution to a maximum of 2%
- Tuition Aid - \$1000 per year per employee for work related training/ education
- Every employee is entitled to 20 hours per year of paid volunteer time
- Try something you've always wanted to do - \$100 per year to take that leap
- Mug Allowance – reduce the amount of waste by purchasing your own travel mug and be reimbursed - \$40.00 per year
- Book Allowance – “Expand Your Mind” with a good book, reimbursement of \$20.00 per year. Must be non-fiction including books pertaining to development (self or job related) or health and wellness.
- Every month there is a delicious lunch provided to staff
- Twice a week a healthy snack is provided to everyone in the company
- Snowshoes – sign out a pair of snowshoes during the winter months and enjoy the outdoors
- Suggestion Box – tell us your ideas to make Copernicus better, prizes awarded
- Encourage employees to de-stress by walking the Copernicus Nature Trail during their working day





SER employee notice board



Every employee is encouraged to submit their ideas in the company Suggestion Box



Pizza Party luncheon!



Copernicans can take advantage of our Fairtrade coffee and book program



Copernicus is increasingly focused on the impact we have on the environment, our employees and the access that school children have to nature. Being a member of B Corp™ shows us the path that could be taken to build out our beliefs into something special and at the heart of everything we do.

Since 2008, Copernicus has spent over **\$1,202,683 CDN** supporting social and environmental causes and projects.

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