



# Corporate Social Responsibility

2020 – 2021

**ALDO**  
GROUP



# The company of the future: sustainable, inclusive & resilient

2020 and 2021 will be remembered forever. The COVID-19 pandemic turned our lives upside down like no other event has before. The retail business, in which the ALDO Group had been operating for close to 50 years, was put to the challenge in what already was a turbulent time for our industry.

Across the world, this global crisis changed the way we work, consume, lead and think. In recent months, our company has undergone one of the biggest transformations in its history and we are now determined to build an even more agile and diversified organization.

Our commitment to the environment and to our community has never changed. It reflects the values that have shaped our company and our vision for the future.

**What guides all our decisions is our purpose: to create a world of love, confidence and belonging.**

This purpose is reflected in our products, in our business practices, in the way we treat our associates and in our sense of responsibility towards social and environmental concerns that relate to our planet.

It's therefore with great pride I present this brochure, which outlines our current corporate commitments as well as the progress we've made over the past few years in social responsibility at the ALDO Group.

*David Bensadoun,*  
CEO of the ALDO Group

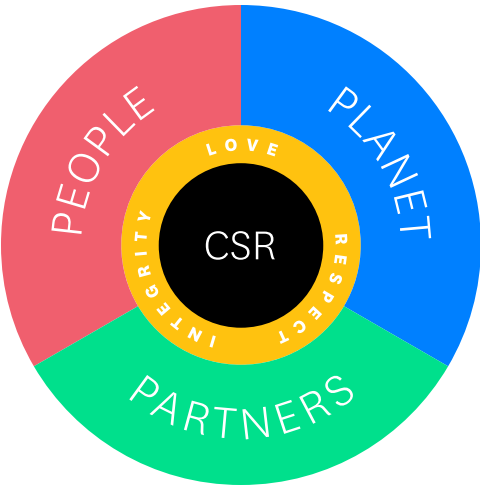


## Our philosophy

### CORPORATE SOCIAL RESPONSIBILITY

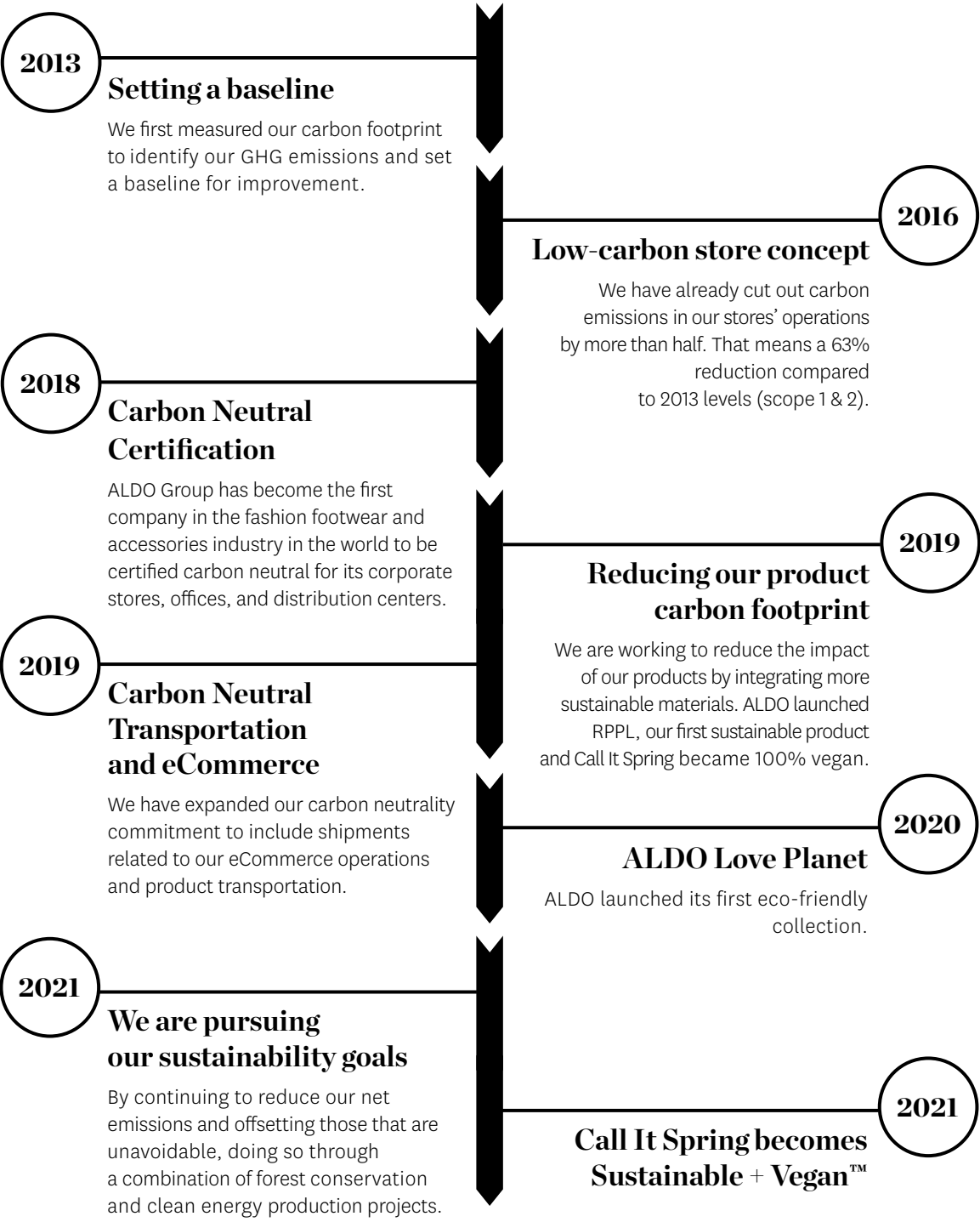
We launched a five-year corporate social responsibility (CSR) strategy in 2016, focused on three pillars that reflect our commitment to our stakeholders, to the environment and to society.

To learn more about our social responsibility strategy and actions, visit <https://responsibility.aldogroup.com/>



# Climate change: The ALDO Group stands by its commitment

The effects and consequences of climate change have never been clearer, and the need for solutions never greater. We are determined to maintain our commitment to building a low-carbon future.



# Ambitious & science-based targets

Our ambition is to achieve net-zero emissions (Net 0) by 2050.

BY 2030, WE AIM TO REDUCE	OUR TARGET
<div>60%</div> <div>OF OUR CO<sub>2</sub> EMISSIONS</div> <div>Scope 1 &amp; 2</div>	<div>REDUCE 30% OF CARBON EMISSIONS</div> <div>PER PAIR OF SHOES BY 2030</div> <div>In comparison to 2016 levels</div>

We have participated in the Carbon Disclosure Project (CDP) since 2020 and disclose our carbon emissions.



## We took part in the World Climate Summit

In November 2021, Jonathan Frankel, Senior Vice-President of APS at the ALDO Group, travelled to Glasgow, Scotland to take part in the World Climate Summit. He participated in the panel *Lead by Example - Harnessing Innovation Towards a Carbon Neutral Fashion & Textile Industry* to discuss how the fashion industry can work towards reducing its environmental footprint and how collaboration between manufacturers, designers and consumers is key to reaching carbon neutrality.

## Collaboration is key

We are a member of multi-stakeholder associations that foster partnerships for concerted climate action across our industry.



In 2021, the ALDO Group joined more than 600 companies in co-signing the international We Mean Business coalition’s open letter to the leaders of the world’s largest economies, calling on them to reinforce their climate goals at the crucial G20 and COP26 discussions.





# Making a difference, one pair of shoes at a time

By developing new materials with a lower impact on the planet, integrating recycled components into our collections and offering eco-friendly packaging, we work every day to achieve our sustainability goals.

## ALDO Love Planet

In 2020, ALDO launched its first collection of eco-friendly shoes and handbags. What sets them apart? They are designed and put together with more sustainable materials, and so is their packaging! Their soles incorporate recycled plastic or algae biomass, their linings are made from recycled nylon and their outer shells from recycled plastic bottles, water-based polyurethanes or leathers certified by the Leather Working Group.



## CleanStep™

ALDO engineered a new sustainable way to create soles, introducing CleanStep™, a unique technology that uses a mixture of virgin thermoplastic rubber and algae biomass. Algae being one of fastest-growing plants on earth without requiring fossil fuel or arable land to grow, CleanStep™ helps reduce our carbon emissions and filter polluted water.



## Call It Spring: Now 100% Vegan

Since the launch of its SS19 collection, Call It Spring has made a major shift to where its shoes, handbags and accessories are now entirely animal-free. We ensure all our products are free of animal components- even in our adhesives - and that our manufacturing processes are vegan.





## Eco-friendly materials

Recently, Call It Spring decided to go one step further by integrating even more certified recycled materials into its collections. For example, post-consumer plastic bottles are turned into yarn to make new textiles, reducing the use of limited resources like virgin plastic.

2020

The brand became **PETA-Approved Vegan**, a seal of trust we're immensely proud of!



### B.E.D Foam™ insoles

B.E.D Foam™ comfort technology insoles are made from 30% post-consumer waste (recycled mattresses or cushions).

### Environmentally friendly packaging

Our shoeboxes are 100% recycled, are recyclable and are approved by the FSC. To this day <sup>1</sup>, Call It Spring has:

- > Recycled 2,409,701 plastic bottles
- > Saved 299,925,797 kg of CO<sub>2</sub> emissions
- > Cleaned 26,303,942 litres of water
- > Given a second life to 35,274 lb of waste
- > Saved 116 mattresses

<sup>1</sup> Updated in September 2021





# Celebrating diversity and promoting inclusion

Creating a world of love, confidence and belonging is at the heart of our corporate culture. We strive to cultivate a diverse work environment founded on respect.

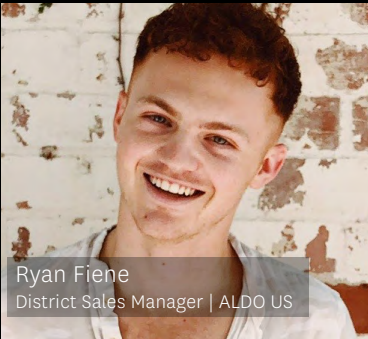
## Diversity & inclusion training

Education is one of the first steps to bring about sustainable change in an organization. In the fall of 2020, an online training course on diversity and inclusion in the workplace was launched at the ALDO Group. More than 76% of our head office associates have completed the course as of December 2021.



Since 2019, we have offered our associates a wealth of resources on LGBTQ2+ inclusion, such as webinars, virtual meetings and e-learning tools through our collaboration with Pride at Work.

Meet our Pride at Work ambassadors:



We're also participate in ambassador committees with various organizations across Canada to fuel conversations about issues and barriers faced by members of the LGBTQ2+ community in the workplace.



## ACE program: promoting talent from all backgrounds

The ALDO Group recently launched the ALDO Career Experience a.k.a. ACE. This program offers eligible ALDO, Call It Spring and GLOBO store associates from all over North America the opportunity to join our teams at the head office for an internship.

Our goal is to foster diversity and inclusion at the head office by increasing the number of positions filled by associates with store experience who wish to grow within the company. We're proud to say that, from our 2021 cohort, half were offered to full-time positions at the head office!

clients sont les plus beaux au



## Our offices and stores: a reflection of our commitment

Our intention to reduce our carbon footprint and to care for our community starts with our head office and stores.

### New campus

In 2020, the ALDO Group's head office moved back to its former offices on Hodge Street in Saint-Laurent. The space, which reflects the new reality of the company, is bright, open, and welcoming – reflective of the values of the organization.

During the summer of 2021, more than 50,000 bees were hard at work in our “Bee Kind” hive located on the roof of our head office. The unique honey produced has been sold in our cafeteria and all profits donated to local charities.



### A great place to work!

Associate quality of life is paramount to us, so we have implemented several initiatives:

- > We subsidize one month of public transit to head office associates who commit to using this service for a period of 12 months.
- > We offer associates a wellness program, an on-campus fitness centre, virtual or on-site fitness classes and more.
- > We place great emphasis on flexibility and work-life balance. Our associates can adopt a hybrid way of working between home and campus.
- > We provide access to subsidized daycare spaces for associates with children through partnerships with two daycare centers in Saint-Laurent.



### Our stores

We have reduced our emissions by implementing sustainable improvements in our store operations:

- > We have improved the energy efficiency of our stores by retrofitting them with energy-efficient lightbulbs, smart sensors, temperature controls, and energy management systems.
- > We source renewable energy for our stores, when possible.
- > We said goodbye to single-use plastic bags by adding a handle to our shoeboxes.
- > We provide our store teams with all the tools they need to facilitate on-site recycling.
- > We have developed sustainable packaging principles that focus on recyclability and optimizing design to eliminate unnecessary waste.



# Community involvement

Despite the pandemic, the employees of the ALDO Group continued to pull together to give back to the community through the social causes we support.

## The legendary Dans la rue van completely revamped!

The ALDO Group's relationship with Dans la Rue, a Montreal organization that looks to help and empower homeless and at-risk youth, stretches back more than 20 years.

In 2019, 95 of our associates took part in the Purpose Ride, a charity bike ride organized by the ALDO Group. Together, they raised \$104,570 to revamp the Dans la rue van which drives around Montreal and offers a warm meal and a helping hand to those that need it. The "new" vehicle hit the streets of Montreal in the fall of 2021. It is now more spacious, comfortable and pollutes 30% less!

Regularly, several ALDO Group associates volunteer for Dans la rue. Among other things, they participate in the van's nighttime tours throughout the streets of Montreal.



© ANNIE-ÈVE DUMONTIER

EVERY YEAR

## 15 Paid Volunteering Hours

are offered to full-time office associates to encourage them to give back to a cause that is dear to them.

# BRANDS FOR CANADA

## Fight against poverty: 25,000 items donated

In 2020, we made a major donation to Brands for Canada, an organization that helps people at risk or living in poverty. The items, mostly shoes, handbags, accessories and shoe care products, came from our samples and surplus inventory. They were redistributed to more than 30 charitable organizations across Canada to help fight inequality and poverty. This would not have been possible without the dedication of our distribution centre associates.

## Make It Count: one kind gesture at a time

### APS

The Make It Count team is made up of associates from our ALDO Product Services department and their goal is to make a difference in our community, one gesture at a time. Associates have undertaken several initiatives throughout the year to bring smiles to the faces of many children.

- > FALL 2020: 60 backpacks filled with essential items were donated to young immigrants who had recently arrived in Saint-Laurent.
- > HOLIDAY SEASON 2020: \$7,500 were raised for the Montreal Children's Hospital via a virtual holiday concert.
- > SPRING 2021: Over 20 large bags of essential items were distributed to various charities.
- > SUMMER 2021: 50 children were sent to summer camp for a week.
- > HOLIDAY SEASON 2021: \$5,235 were raised for the Montreal Children's Hospital via a virtual holiday concert, along with a haul of toys for children of all ages.



## Feeding the potential of all children

### GLOBO

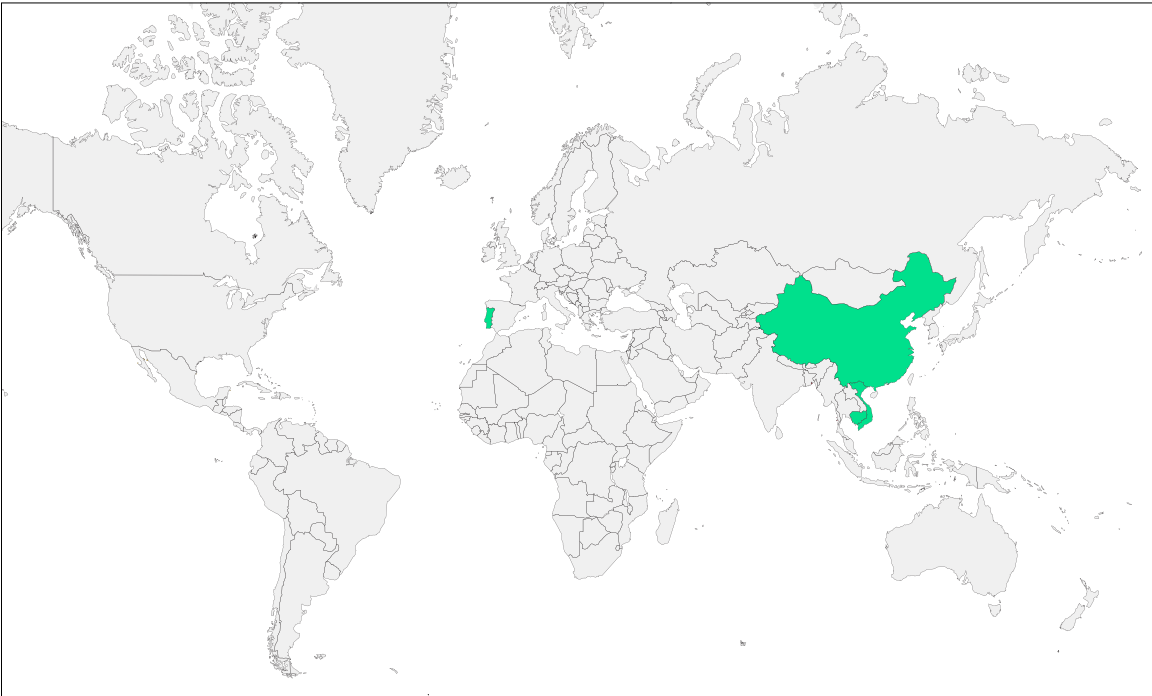
GLOBO has been an official partner of The Breakfast Club since 2020. In the first year of the collaboration, through the sale of face coverings, GLOBO raised more than \$12,000 for the organization. In 2021, they hit their ambitious goal of raising \$25,000 thanks to point-of-sale donations, net proceeds from the sale of reusable bags, and part of Banff Trail (a GLOBO private brand) shoe sales. The funds raised help feed children in need before their day at school, so they can have an equal opportunity to learn and to reach their full potential. The ALDO Group is proud to contribute to such a great cause!



# Responsible sourcing

The ALDO Group is proudly based in Montreal and works with international suppliers.

Below is a map of our primary sourcing regions:



We are committed to developing business partnerships based on transparency, trust and collaboration. It all starts with selecting suppliers who share our vision of ethical sourcing and comply with our code of conduct.



## Adherence to social & environmental standards

We believe it is our responsibility to help our suppliers strengthen their management practices in order to drive sustainable and widespread change in our supply chain.

As members of the Sustainable Apparel Coalition (SAC), we use the Facility Environmental Module (FEM) and the Facility Social and Labour Module (FSLM) of the Higg Index as a basis for our social and environmental monitoring programs.



The first fashion  
footwear and accessories  
company in the world  
to be **certified**  
**climate neutral.**

