

Website Statements and Iconography

Recruitment Process



Equal Opportunity Statement

Piddi Design is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, colour, sex, religion, sexual orientation, gender expression, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by provincial and federal law. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Piddi Design makes hiring decisions based solely on qualifications, merit, and business needs at the time.

Environmental Statement

Ensuring environmental safety

As an organization responsible for designing and setting up retail displays and spaces, we are committed to ensuring the utmost safety and highest product quality for our customers. To ensure we deliver the highest quality product, we have the following in place:

- Installation manual for our installer
- Identifying health and safety risks as part of our health and safety program
- Providing a hotline where customers can provide their feedback and concern

Targets:

- Achieve 0 complaints about customer safety issues from 2022 onwards
- Conduct safety briefings for 80% of our installers by 2023

Advancing energy-efficient practices

We recognize the importance of minimizing our energy consumption and greenhouse gas (GHG) emissions. We have implemented the following measures to reduce our energy consumption and minimize our emissions:

- Training of employees and workers on minimizing energy consumption during work
- Using energy-efficient office equipment
- Using an energy-efficient data cloud storage system to store corporate documents
- Using energy-efficient lighting, including LED and motion-sensor lights in our office

- Providing employees with the option to work from home to reduce emissions from employee commute

Targets:

- Train 100% of new employees on minimizing energy consumption from 2022 onwards
- Achieve 80% energy-efficient lighting in our office by 2023

Minimizing pollution in our workshop

Pollution control is one of our top priorities. As an organization largely involved in fabrication, we acknowledge that we are involved in processes that may generate pollution, such as dust pollution from millwork. We minimize pollution through the following actions:

- Providing personal protective equipment (PPE) to our employees and workers
- Implementing vents and dust collectors to filter dust and particulates generated during work
- Having eyewash stations in our workshop

Targets:

- Provide 100% of impacted workers and employees with PPE from 2022 onwards
- Achieve 0 pollution events in 2022

Managing chemicals and hazardous substances

The health and safety of our employees and workers are paramount to us. To maintain a healthy and safe working environment for our workforce, we have implemented the following actions:

- Strict procedures on the management of chemicals
- Having spill kits in the event of spills
- Contracting a waste company to dispose of our hazardous waste, such as paint, in a safe manner

Targets:

- Achieve 0 spills in 2022
- Have 100% of our hazardous waste be properly disposed of from 2023 onwards
- Train 20% of our employees and workers on the use of spill kits and emergency response protocols by 2023

Working towards circularity

As a fabricator, we acknowledge that our work processes generate a considerable amount of waste. We are inspired by the concept of circularity and strive to improve our actions on reducing, reusing, and recycling in our day-to-day operations. Therefore, we have the following actions in place:

- Contracting waste and recycling companies to dispose of our waste in a safe manner
- Recycle where we can, including our cardboard, old laptops, and scrap metal

Targets:

- Train 100% of our employees and workers on proper disposal and recycling procedures by 2022
- Increase our recycling rate by 20% by 2023

Scope of application

This Policy is applicable to our entire workforce. This includes our employees, contractors, subcontractors, and all other personnel doing work for PidDi Design.

Review mechanism

This Policy is reviewed at least annually by management and is updated whenever necessary to ensure that our commitment remains in line with changes in operations or local regulations.

Document version no.	Date of implementation/ review	Next date of review
V1	01/11/2021	01/11/2022

Responsibility

The management is responsible for upholding, maintaining, and communicating this Policy across our workforce. The management ensures that all new employees are to have read and acknowledged this Policy in their onboarding program. All employees and workers are to have read and adhere to this Policy. Updated policies are communicated to all members of PidDi Design through email.