



**taggdesigninc.**

Environment, Social and  
Governance Report

**2025**

# Introduction

On behalf of our company, welcome to Tagg Design Inc's (TAGG's) second annual Environmental, Social, and Governance (ESG) Report.

Ever since we began this sustainability journey, establishing ESG frameworks and commitments has led to us becoming more organized. Guided by our values and policies, this methodical approach has brought us closer as a team and helped by shining a spotlight on areas needing improvement.

You might think that there isn't much a small sign company can do to improve in our sustainability initiatives, but last year we earned a Gold Medal from Ecovadis - placing us among the top 5% of sustainable companies across the world!

Even still we're not resting on our laurels, and have been continuing to learn and improve, from employee perspectives to policies and procedures, while always keeping ethics and sustainability in mind. Our awareness of environmental concerns has grown to become full circle - we regularly incorporate this thinking and consideration into our decision-making, such as material sourcing and product selection including for office upgrades.

We wouldn't have reached this point if it was not for the combined efforts, suggestions and feedback of our team. We want to continue pushing ourselves to drive sustainable change - big or small. It's this desire that makes us go beyond what any other sign company is willing to do.

Sincerely,

Rosemary Swanek  
Founder, President & CEO



taggdesigninc.

# Land Acknowledgement

*We would like to recognize, respect and honour the land that we are on, which has been the site of Indigenous residence since time immemorial.*

*We acknowledge that our headquarters is located on the traditional Indigenous territories that include the Mississaugas of the Credit, the Wendat, the Anishnaabeg Nation, the Chippewa and the Haudenosaunee Confederacy.*

*We also acknowledge that the City of Toronto is covered by Treaty 13 with the Mississaugas of the Credit.*

## **Learn More:**

City of Toronto Indigenous Affairs Office

<https://www.toronto.ca/city-government/accessibility-human-rights/indigenous-affairs-office/>

*Our above Land Acknowledgement was based heavily on the guidelines and text provided on this page.*

Assembly of First Nations

<https://afn.ca/>

*An organization that aims to protect and advance the indigenous and treaty rights and interests of First Nations in Canada.*

Crown-Indigenous Relations and Northern Affairs Canada

<https://www.canada.ca/en/crown-indigenous-relations-northern-affairs.html>

*Resources from the Government of Canada*

Native Land

<https://native-land.ca/>

*An interactive map showing traditional Indigenous territories, languages and treaties in North America and across the world.*

*Mother Earth has been kind and patient with us, and we have stretched her loving resources beyond her limits. Now is the time to stop this destruction and devastation on her and give kindness and respect back to her or there will be no healthy future for our children or grandchildren.*

*- Judy DaSilva, member of Grassy Narrows First Nation, Treaty 3 (Ontario)*

# Our Commitment to Sustainability

TAGG is committed to building sustainability into the life cycle of all products we develop. We prioritize final products that are durable, repairable, re-usable and recyclable. This has environmental benefits as it keeps materials out of landfills, and economic benefits as a product can be used and refurbished for a long time without becoming obsolete.

As a guide, wherever possible we:

- Use production processes like screen or digital printing.
- Use recyclable packaging and minimize plastics.
- Design products to respect the long-term integrity and maintenance of the built environments that they are installed in.
- Source materials and manufacturing locally within our city and province, reducing transportation emissions and contributing to the local economy.



**In 2025, TAGG continued to refine our environmental policies and training in many areas that align with the UN Sustainable Development Goals:**



- Re-evaluating and committing to emissions/energy usage targets
- Continued adherence to our car pooling policy



- Continued measures for waste control
- Training employees on handling and disposal of hazardous materials



- Incorporating changeability into sign design projects
- Prioritizing refurbishment and reuse of existing sign structures to reduce waste
- Purchased a renewable solar backup power system



## Sign Systems and Reusability

As part of our sustainability commitment, TAGG prioritizes designing sign systems that prevent unnecessary damage to buildings by allowing the reuse of its mounting structure when messaging gets changed up!

This saves time, labour, materials; and minimizes waste.

# New KPI Approach

When we released our first ESG report a year ago, we began tracking our KPIs using charts and comparing the yearly figures versus the previous year. Continuously evaluating our KPI data led us to pursue frequent improvements in our sustainability efforts. However, it quickly became apparent that due to the small size of our organization, many factors beyond our control, including climate, contribute significantly to major fluctuations in yearly data making this approach unsuitable and unreliable for judging improvements.

To give an example - a particularly cold winter would cause a notable increase in Scope 1 emissions, or a particularly warm one a notable decrease, neither of which entirely reflects on our environmental efforts and is therefore unreliable data for KPI comparisons.

## *What exactly does this mean?*

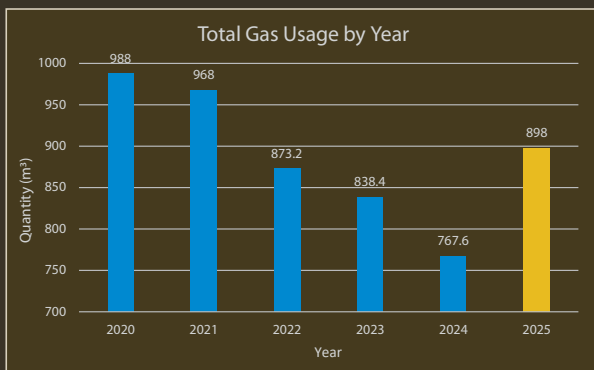
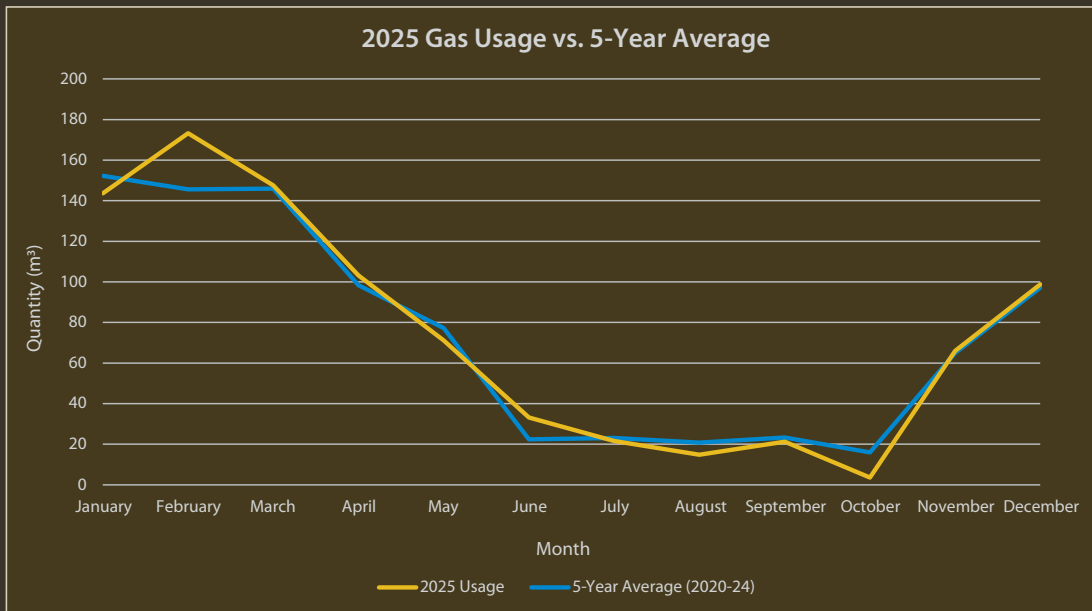
After conversations with a data analyst professional, it was suggested that we change our model to consider the average usage over the past 5-year period (2020-2024) in order to even out these yearly fluctuations and provide a better base of comparison for our KPI figures.

**This will allow us to better set targets going forward.**

We will continue to monitor the usefulness of this approach as we continue to collect and analyse the data coming in.

# Environmental Figures

## Scope 1 Emissions: Gas Usage



Month	Quantity (m³)
January 2025	143.6
February 2025	173.2
March 2025	147.6
April 2025	103.2
May 2025	71.2
June 2025	33.2
July 2025	21.6
August 2025	14.8
September 2025	21.2
October 2025	3.6
November 2025	66.0
December 2025	98.8
<b>Total</b>	<b>898.0</b>

### Scope 1 Analysis:

**887 m<sup>3</sup>**

2020-2024 usage  
5-year average

**898 m<sup>3</sup>**

2025 usage

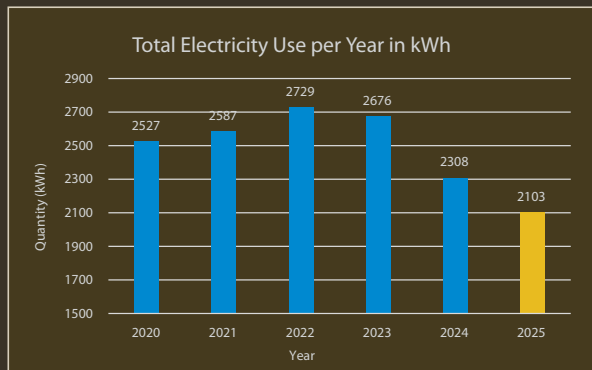
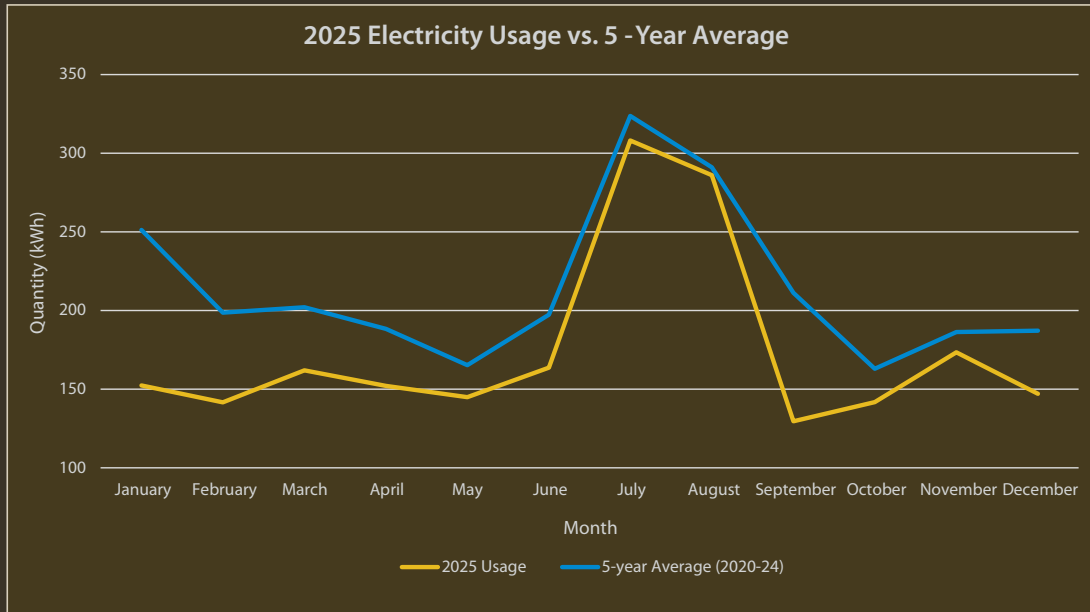
**+1.22%**

2025 vs. 5-year average

Due to the fact that TAGG operates in a small facility, usage will fluctuate significantly due to weather conditions. In 2025, an exceptionally cold February and cooler spring temperatures meant our gas usage statistics are higher than average.

Our new approach to KPIs shows that despite this, we were still within an acceptable range: a 1.22% increase compared to a 17% increase if comparing to 2024's numbers alone.

## Scope 2 Emissions: Electricity Usage



Month	Quantity (kWh)
January 2025	152.4
February 2025	141.6
March 2025	162.0
April 2025	152.0
May 2025	144.9
June 2025	163.7
July 2025	308.1
August 2025	286.1
September 2025	129.7
October 2025	141.8
November 2025	173.5
December 2025	147.1
<b>Total</b>	<b>2102.8</b>

### Scope 2 Analysis:

**2565 kWh**

2020-2024 usage  
5-year average

**2103 kWh**

2025 usage

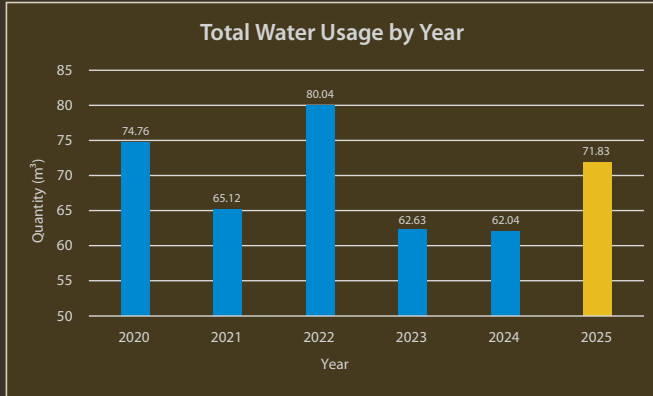
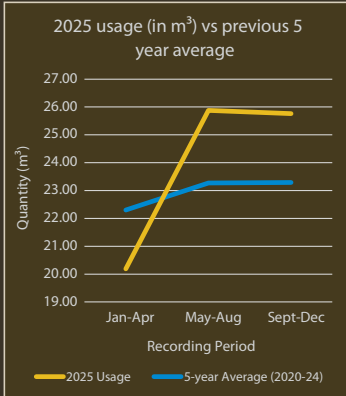
**-22%**

2025 vs. 5-year average

As with the Scope 1 emissions figures, the small size of TAGG means that our Scope 2 figures are also subject to the same statistical challenges.

Nonetheless, we are showing a 22% decrease in electricity usage from the previous 5-year average. This is likely due to increased awareness of our environmental policy, as well as related actions to reduce electricity use.

# Water Usage



Month	Quantity (m³)
January 2025	5.07
February 2025	5.42
March 2025	4.02
April 2025	5.68
May 2025	5.48
June 2025	6.28
July 2025	7.4
August 2025	6.72
September 2025	7.68
October 2025	6.92
November 2025	5.68
December 2025	5.48
<b>Total</b>	<b>71.8</b>

## Water Usage Analysis:

**64.8 m<sup>3</sup>**

2020-2024 usage  
5-year average

**71.8 m<sup>3</sup>**

2025 usage

**+ 4%**

2025 vs. 5-year average

Due to data from 2023 and 2024 being affected by widespread ongoing failures with the City of Toronto water meter transmitters, usage statistics in those years are estimates.

We are including all data here in the interest of transparency.

As our data collecting continues in upcoming years, the accuracy will improve.

Also to note, according to the City of Toronto Utilities statistics, TAGG is using approximately 22% less water per year than similar properties. This may make major improvements difficult as water conservation measures have always been in place.

# Social and Governance Actions

In 2025, TAGG continued to refine policies and build on our successes, guided by the UN Sustainable Development Goals:



- Purchased specialized office chairs to ensure an ergonomic working space for all employees
- Continually embed and reinforce good health and safety practices on every job



- Purchased goods and services from women-owned businesses, aligned with corporate objectives
- Member of WBE Canada which advocates for women-owned businesses in the supply chain



- Formalized employee onboarding, compensation for additional working hours and vacation time
- Revisited our policies and sourcing strategies to ensure that products made in Canada are prioritized



- Maintaining a culture of respect in the workplace
- Training of employees on discrimination and harassment frameworks, as well as best practices



## New Office Chairs

We've recently upgraded our office with new chairs from ErgoCentric, an all-Canadian company based in Mississauga. Not only are their products ergonomic, and the company local, but they are also UL GreenGuard certified at the Gold level, meaning that their products are verified for low chemical emissions!

## Social and Governance Figures

21

Average training hours per employee

29

Total number of training sessions

63

Total hours spent on employee training

100%

of employees trained

0

Employee complaints

99%

Employee attendance rate

In 2025, our training programs were expanded to include fifteen additional training sessions, on top of those already established.

This resulted in a significant increase in employee training hours, as reflected above - an increase of 19% compared to 2024.

# 100%

of employees are members of visible minorities

# 33%

of employees are female

# 66%

of employees are on the autism spectrum

# 66%

of employees identify as LGBTQ+

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# 1.5%

Total expenditure on diverse businesses in 2025

# 6%

Total expenditure on diverse businesses in 2024

# Taking Advantage of the Sun!

Recently, we had purchased a portable battery and solar panel system as a key part of our emergency preparedness plans. Chosen over a noisy, polluting backup generator, it has a 2 kWh capacity and both AC and DC power output.

In the event of a long power outage, it allows us to be self-sufficient and stay operational, as well as having utility as a reliable power supply on remote job sites.

Plus, any power generated by the portable solar panels is completely renewable and emissions-free.

It's a small step towards sustainability, but a practical one. There is still much for us to learn. This introduction to solar power has us considering opportunities to generate more of our own renewable power in the future.



## What can we do to further our environmental, social and governance goals in the future?

Actions that we are considering or beginning to implement include:

- Expansion of company policies to address current ethical and sustainability issues, such as modern slavery and generative AI use. Suppliers will also be informed of our expectations.
- Expanding our offerings of locally sourced products to reduce the environmental impact of the supply chain and educating clients on these benefits.
- Increasing our purchases from minority-owned businesses (Indigenous, women and under-represented groups) by expanding our network of diverse suppliers to procure from.
- Investigating Clean Energy Credits as a method to offset TAGG's emissions.
- Learning about local environmental initiatives taking place that we can contribute to.
- Researching our options for expanding our solar power collection.
- Incorporating more education on our Sustainable Product Life Cycle commitment in our marketing and sales materials.

# New Homes for Electronics

As we updated our office equipment this past year, we ensured that the old devices would remain useful by finding individuals in need to take them. TAGG re-homed computer monitors, keyboards, smart phones, office chairs and various computer accessories.

This keeps them from going straight into our landfills while benefiting people in our community.



Maintain our  
electricity usage within

**5%**

of past 5-year average.

Maintain our  
gas usage within

**5%**

of past 5-year average.

Maintain our  
water usage within

**5%**

of past 5-year average.

# About Us

Having been in the sign business since 1988, our president brings her years of experience towards managing signage projects for clients, bringing them high-visibility designs, clear branding representation, and practical hardware implementations. TAGG's unique Internet sign portal allows clients to approve, maintain and replace signs throughout various sites, across many locations, all without the need for travel.

Since 2005, TAGG's infection prevention solution, Tagg Clean-Hands® Sanitizing Stations, has been trusted by healthcare across Canada. They allow facilities or businesses of any size to show their commitment to preventing disease transmission.

TAGG believes in sourcing locally, which contributes to local economic growth and minimizes avoidable transportation emissions. In fact, our Tagg Clean-Hands® product line is entirely made in Canada with Canadian steel and components.

We are certified as a woman-owned business under WBE Canada, members of Infection Prevention and Control Canada (IPAC Canada), the Ontario Sign Association, the Sign Association of Canada (SAC-ACE), the International Sign Association, and the Organization of Canadian Nuclear Industries (OCNI). We are also in good standing on ISNetworld and currently have a Gold certification from Ecovadis.

## Member Organizations



Follow us:



We do more than just signage.  
Read more at [www.taggcleanhands.com](http://www.taggcleanhands.com)

Our Infection Control Symbol Package  
is freely shareable to remove barriers to  
access these important resources.

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