



# **Sustainable Development Report**

**SOLISCO**





Maison 1608 by Solisco  
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Printed in Canada by Imprimerie Solisco Inc.  
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# Sustainable Development Report

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# Solisco, expertise in print

One of Canada’s largest printers, Solisco remains on the cutting edge in the graphic communications industry, and has diversified its service offering to become an integrated business partner for its clients.

We offer a complete range of services including prepress procedures, web and sheet-fed printing, using a variety of press varnishes, binding, prototype and test development, colour management, quality control, and project management.

## Printing

Our printing service uses cutting-edge technology. Thanks to brand-new equipment and its impeccable maintenance, our print products are flawless.

## Strategy, content and design

Courtesy of Maison 1608, our in-house content and design agency, we offer turnkey brand content creation services, from content ideation to the printing process.

## Logistics

Solisco has tools to effectively reach your target audience, thereby maximizing your return on investment. Using your data, Solisco develops smart marketing strategies for its clients.





# Our environmental mission

At Solisco, the environment is our central focus. As are the actions we take to respect it! For us, every job is an opportunity to be creative, and to make a real difference. Since we know how much of an impact we have on our ecosystem, protecting the environment is one of Solisco’s key values.

## Mission

To be at the forefront of relevant and intelligent print, from design to printing to distribution.

## Vision

Backed by its team and guided by its values, Solisco is constantly expanding its expertise to be an invaluable business partner and a driving force behind its clients’ growth.

## Values

To produce relevant and intelligent print and to achieve its goals, Solisco puts the following values into practice, which help to make the company a leader in the industry.

**Expertise**  
**Sustainability**  
**People**



# A word from our leaders

## Alain Jacques — President

As cofounder and president of Solisco, I am pleased to present a sustainable development report that reflects the work of our family business. By making a fully integrated green strategy central to our operations, we prove, year after year, that the paper industry is here to stay.

Our mission is to meet the needs of our clients, and those of the planet. We’re accomplishing these two goals at a time when environmental policies are crucial to our planet’s health.

But we’re not there yet. It is important that we rethink the way we work, and that we promote transparency with our corporate partners. We get the same clear picture from all of our teams: our priority is combining sustainable development with the sustainability of our business.

Our in-house culture encourages us to continue investing in green technologies, in robotics, and in artificial intelligence. We’re still doing that, and still taking the important step of talking to our clients, our suppliers, and our employees so that we can align sustainability policies and meet everyone’s expectations.

Solisco is proud of how far it has come, thanks to its comprehensive vision of a green future. The firm is recognized for its leadership in the paper industry, proving that a partnership between innovation and sustainability points the way to a prosperous future.

## Steve Caron — Vice-President, Operations

Being the Vice-President of Operations for Solisco gives me the opportunity to lead our sustainable development strategy. I am very pleased to see the practical steps we’ve taken, including several investments in new technologies, come together across our production lines.

We should always be looking ahead. Change doesn’t happen in a vacuum. I am proud to say that we have stayed one step ahead of our clients’ needs. By innovating and standardizing our processes to meet today’s environmental challenges, we can anticipate the standards of the future and be prepared to take on any project.

We are also constantly optimizing our resources and managing our waste efficiently while committing to replanting trees through the PrintReleaf program, and complying with strict Forest Stewardship Council® (FSC) standards.

At Solisco, by integrating innovation, respect for the environment, and social responsibility into all of our activities, we are determined to be leaders in sustainability.



## Alex Jacques — Director, Manufacturing Operations

My team in the field and I are doing all we can to optimize our resources to better serve our clients. From reducing paper and ink waste, to energy use enhancements, we know how important it is to reflect on our environmental impact at every step in our processes.

For a number of years, we have been part of the Hydro Québec Solutions Efficaces program. This initiative allows us to reduce our daily energy use across all of our plants automatically.

What’s more, because of our investments in cutting-edge technology, like the Speedmaster CX 104, and our ongoing efforts to use robotics and artificial intelligence, we enhance our workers’ daily lives, as well as the bottom line for our clients whose needs can change, from one day to the next.

This competitive advantage helps us to manage our teams in a healthier way, and to do still more for our clients, and for our planet.



## Amélie Côte — Director, Strategic Planning and Marketing

My work at Solisco means that I’m able to promote our ecoresponsible products by providing our clients with profitable solutions.

Incorporating ecology and innovation into our projects is in our DNA. I work closely with our clients on a daily basis to provide them with sustainable marketing strategies that combine the circular economy with ecodesign, whether for magazines, packaging, catalogues, or any other identified type of marketing item.

Our in-house resources, like the Maison 1608 agency, listen carefully to our clients’ needs and are always thinking about how they can improve their performance while fulfilling their commitments.

It’s my privilege to support our various clients in their transition to sustainable, powerful products that leave a strong impression on readers with minimal repercussions on the environment.





# Our commitment



## Sustainability in print

Solisco wants to build a better world and believes that sustainability is the key to ensuring a better quality of life. This is achieved by protecting our environment and ensuring the survival of our forests.

We believe in the power of relevant and intelligent print, in sustainable development, and in the capacity people have to adapt.



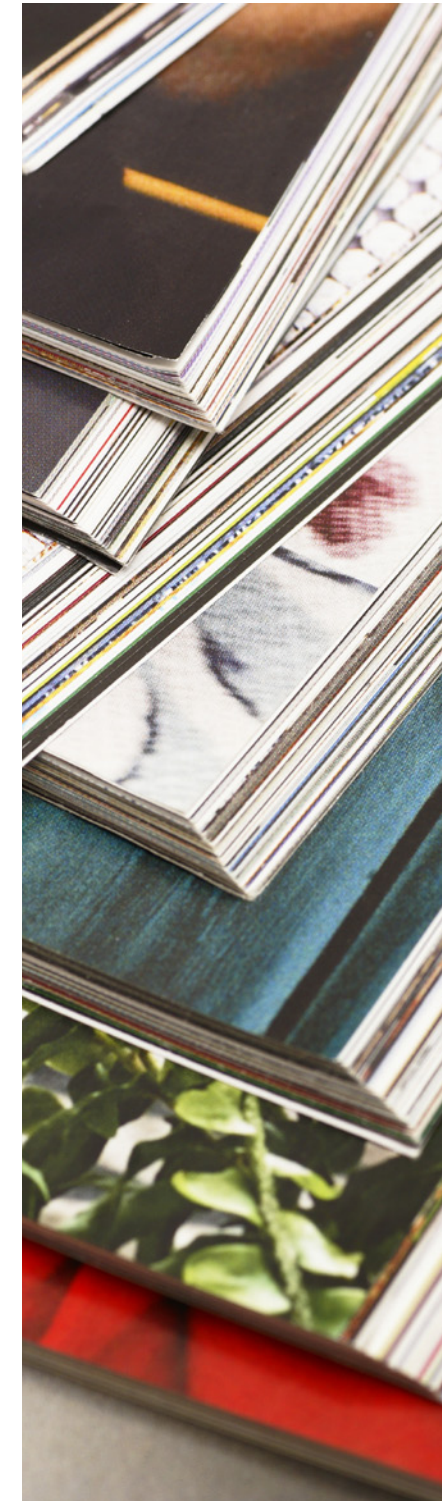
# 100%

of the waste produced in the printing process is recycled after use in our facilities.



# The three pillars of our commitment to the environment

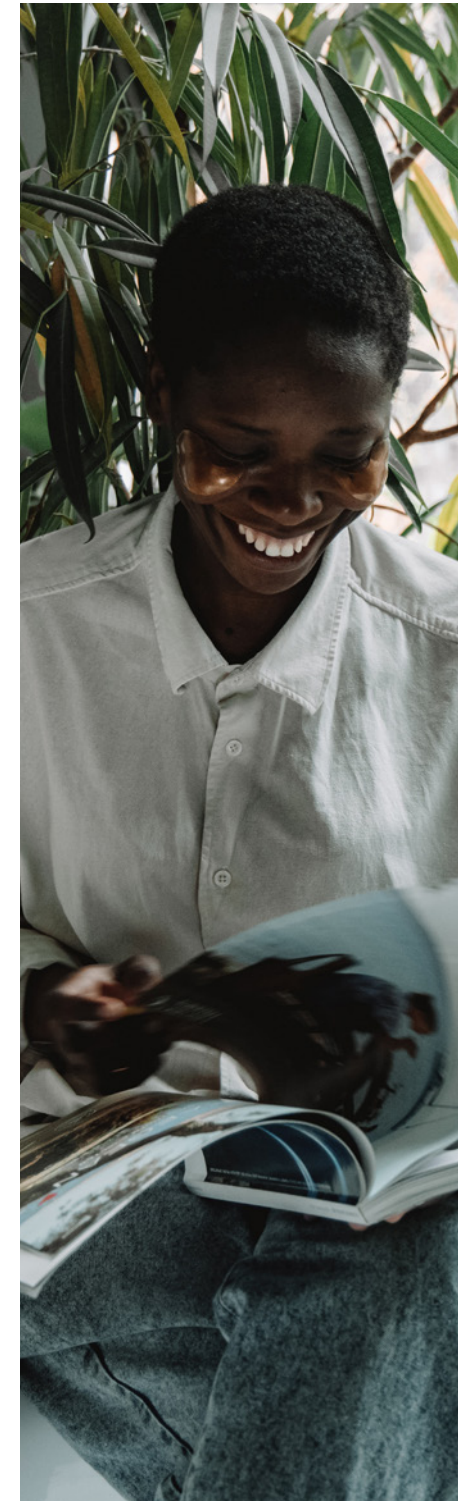
## 1. Products



## 2. Planet



## 3. People





Products

For Solisco, sustainable business growth is just as important as environmental sustainability. Since 1991, the company has used raw materials in a smart, responsible way. Solisco knows how important its environmental role is, and works hard to adopt good practices for paper, ink, and energy use and recycling methods.

We are proud to bring our environmental mission to life through our work processes.

Our commitment

To promote sustainability, our practices go beyond the printed page: encouraging our suppliers and commercial partners to adopt initiatives that are respectful of the environment is also part of our mandate.

Through their use of FSC®-certified paper, in particular, we at Solisco are committed to working closely with our existing and future clients with regard to their own sustainable initiatives. This certification guarantees that our paper comes from sustainable sources, reinforcing our positive impact on the environment, and the responsible use of natural resources within the industry.

By incorporating actions that are respectful of our forests throughout our supply chain, we advance our mission of sustainable development, to build a future where economic prosperity goes hand in hand with protecting our planet.



# Our initiatives

## Our paper



Solisco is one of the proud Canadian printers to sign up for the Forest Stewardship Council® (FSC) and the Program for the Endorsement of Forest Certification™ (PEFC), which ensure sound sustainable forest management.

We also offer several recycled paper options and are recognized for the excellent quality of our printing on 100% recycled paper.

## Our inks



At Solisco, not only do we use heavy metal-free inks, but our inks also contain the highest percentage of plant-based ingredients possible without affecting print quality.

These include soybean and flax oil as well as resin derived from pine and fir trees.

To simplify recycling, all of our inks can be removed from paper. We use water-based inks, and our digital printing technology facilitates this practice. Additionally, none of the products used in our printing processes have been tested on animals.







# Planet

Because we know how important the role we play within our environment is, protection of the environment is one of Solisco’s key values.

We protect the environment through carefully selected and strategic partnerships, by making informed choices when it comes to suppliers, and through healthy work practices (energy use, recycling our inks, etc.). At the core of our practices are two environmental standards designed for sustainable forest management, including the Forest Stewardship Council® (FSC).

Programme for the Endorsement of Forest Certification™ (PEFC) complements this approach by also promoting the sustainable management of forests..

## Our commitment

At Solisco, we’re always monitoring technology for equipment upgrades with minimal environmental impact and new equipment to purchase that is carbon-neutral.

We also keep our eyes open for developments in green innovation to optimize our production lines. Our commitment to sustainability is expressed by our continued enhancement of processes, by increases in efficiency, and by our efforts to reduce their energy use.

Our company’s sustainable vision is a long-term one, because it prioritizes “just-in-time” production solutions and it consolidates jobs to reduce inventory.



# Our initiatives

## Our sustainability certifications



We're members of the prestigious international PrintReleaf program. This seal ensures that, for every quantity of paper consumed, an equivalent quantity of trees is replanted. As a result, each customer can ensure that their paper footprint is neutral, while supporting reforestation in a tangible way.

Additionally, 68% of Solisco's paper is FSC®-certified, a certification that complies with environmental, social, and governance requirements. The paper used is also monitored using a traceability chain, letting the consumer track the fibre from the forest to our final product.

## Our equipment



We've invested in converting our equipment to "penetration and oxidation drying," in other words, cold mode technology. Because eight of our presses use this method close to 90% of the time, we completely eliminate the energy use required to dry inks in thermal mode.

We know how important it is to keep an eye on how much power our equipment uses. We already have equipment that helps us in our ambition to reduce our ecological footprint, like our brand new Heidelberg Speedmaster CX 104. With its cutting-edge, energy-efficient components, it can reach production speeds of up to 16,500 sheets per hour. Energy savings and our promise of quality are equally important in the work we do every day.

## Our power



We know that our operations consume energy. But, since 2020, Solisco has been proactive in becoming more energy efficient. We took the opportunity to improve our energy efficiency, using the subsidy granted by the Hydro-Québec Solutions Efficaces program.

Changes to our daily operations, such as turning off the lights on our factory floors when they are not in use, allow us to continuously reduce our footprint.

## Our recycling



The useful life of printed documents doesn't end once the consumer has read them. They can be processed and reintroduced into the production cycle, reducing the need to use new materials. In addition to recycling its paper waste, Solisco recycles aluminum and surplus inks from its presses.

We know that not all of our surpluses are easily recycled. To prevent hazardous wastes being disposed of, we promote their reuse. Safely stored in a secured room, these surpluses are sold, so that they remain in the production loop, rather than in our soil.

## Local supply chains



Paper is our raw material. In order to mitigate the effects we have on the environment (air and water pollution, as well as noise pollution), we make using local supply chains a priority. Thanks to partnerships with local stakeholders, our paper comes from mills in Solisco's vicinity. This helps us minimize pollution that results from shipping. We encourage our clients to have their printing done locally.



Forest Stewardship Council

Origins: Canada  
Created in 1993



Programme for the Endorsement of Forest Certification

Origins: Europe  
Created in 1999



printreleaf.

FlintGroup





# 17%

Percentage of trees saved  
by using one ton of recycled paper.



# 3

## People

At Solisco, we believe our success depends on, and our greatest asset is, our team of more than 300 people. Our relationships are based on respect and courtesy. Efficiency and innovation guide each of our decisions. And quality points the way forward.

### Our commitment

At Solisco, we centre our commitments on our employees by building a workplace where quality of life is the top priority. We firmly believe in our brand as a good employer, providing opportunities for professional and personal development to each member of our various teams. Our Solisourire initiative reflects our promise of collective well-being, promoting team spirit and a close-knit community within the company.

To tackle the labour shortage, we adopt an inclusive approach using international hiring practices that enhance our cultural diversity and strengthen our capacity to innovate. We also aim to promote gender equality at every level in the organization, creating an inclusive atmosphere where everybody can grow and contribute fully to our success.



# Our initiatives

## Philanthropy



We are mindful of embodying and promoting our values both within its teams, and within the community. We practice philanthropy by providing financial assistance, products and services to organizations that share our values and whose purpose is to support child development, health, education, and the protection of the environment.

## Collaboration



Through training, peer coaching, professional development groups, and tools like the monthly *La Commère* newsletter (in which we celebrate our successes), this people-focused, nimble team helps everyone give the best of themselves. Success is a team effort, and everyone contributes to that success in their own way.

Twice a month, the human resources team visits every work shift as part of Solisco’s entrepreneurial *Solisourire* initiative to increase employee well-being in practical, popular ways. Whether at coffee time, or during a prize or gift draw, we talk to people, both on the plant floors and in the company’s offices, to make sure that everything is in place for everyone to excel, whatever their position may be.





# Valuable help from foreign workers

Within Solisco’s walls, it’s been understood for some time now. Just a few months after their arrival, many recently immigrated new employees have already made themselves indispensable. It has been a life-saving (and cultural) experience for a company that needed a workforce. A conversation with our Human Resources department, the proud representative of this colossal undertaking.



## Who are the foreign workers? Where have they come from, and how long have they lived in Quebec?

We hired 15 new employees, mainly from Morocco, but also from France, Mauritius, and Cameroon. They arrived between February and May, this year. One more will arrive shortly. These are people who have wanted to come to Quebec for many years, who wanted to build a better life for themselves or support the family they left behind, who were also looking for an entirely different professional challenge.

## What kinds of positions do they hold at Solisco?

Half of them are day labourers, working in materials handling. The others specialize in printing and have experience in the industry. We offered them full-time, year-round jobs, starting with a three-year contract that we will renew when it expires!

## Why did you seek this help from foreign workers?

The unemployment rate in the Beauce region is low, and a printing school no longer exists here, which means we lacked a skilled workforce.

These new employees, some with a lot of experience, are great resources who complement our teams perfectly. They are part of a recruitment mission led by the government and the Ministry of Immigration, Francisation and Integration.

## How are they brought here?

It’s really quite a difficult process; there are many forms to fill out and procedures to follow. We don’t meet the workers before they arrive here. Everything is done by videoconference. There’s the time difference to navigate... But this work is so gratifying!

This initiative focusses on people. We connect the workers to our existing teams. We follow up administratively with them and help them with their paperwork. We’re in constant contact with them.

## How do the workers help Solisco’s teams?

Having them work with us helps to ensure our continuity. They are super motivated. Some even feel that they owe us while, truly, they are the ones who complement what we do. They work really hard. In fact, they’ve increased the plant’s productivity so much, we’ve been able to add an extra shift!

## How is their integration coming along?

When they arrive, we do everything we can to help workers integrate. We took them to see a hockey game this winter, we organized a bowling tournament recently, and when the social club planned a baseball night, some of the workers showed interest in joining our company team! With respect to our existing work teams, we’ve held training sessions to prepare them for the arrival of these foreign workers, and we’ve extolled the advantages of having them join us.

We all talked a lot on WhatsApp prior to their arrival in Quebec. This group has renamed itself “The Family,” which shows how important these people are to each other. They’re not alone.

## Could more foreign workers be added to teams in the coming years?

We’re always assessing our needs, but, right now, we’re certainly very satisfied with this first trial. If we had it to do over, we’d definitely do this again.



# Creative and sustainable printing is in our nature

We print high quality products, we create relevant content and visuals, and we take advantage of smart business planning to guide our strategic decisions. What we do is respectful of people, and of the environment.



**SOLISCO**