

# 2025 CORPORATE SOCIAL RESPONSIBILITY REPORT



OUR MISSION IS  
TO PROTECT.

 [WWW.LAYFIELDGROUP.COM](http://WWW.LAYFIELDGROUP.COM)





El Torro Water District R9, Potable Water Reservoir, Southern California

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## MESSAGE FROM THE EXECUTIVE

As Layfield approaches 50 years of business, we are preparing for a world of exciting change, with new opportunities and technologies to support a prosperous future for all. Through Layfield's continued investment in people, technology, and innovations, we are committed to strong social governance and environmental protection.

Within the pages of this report, you will be introduced to our Corporate Responsibility strategy, aptly named 'WeProtect'. Through this strategy, Layfield aligns its core values with the protection of our people, our communities, and our environment. We firmly believe that when we serve these three effectively, we thrive together as a whole.

As you read through the Layfield Corporate Responsibility report, we hope to inspire you with the steps and direction Layfield has taken to enhance our understanding and knowledge of critical social, environmental, and governance matters.

Many of you have played a vital role in the development and growth of the Layfield team, and we extend our heartfelt gratitude to every one of you. Through the collective wisdom and experiences of the exceptional individuals we surround ourselves with, we have become who we are today.

Looking ahead, we possess unwavering confidence that the products and services offered by Layfield will continue to generate a positive impact. We remain committed to ongoing improvement and the advancement of our organization, positioning ourselves as industry leaders in sustainability.



**Annette Sauder**  
Chief Administrative Officer



“Layfield aligns its core values with the protection of our people, our communities, and our environment.”



# ABOUT LAYFIELD

## LAYFIELD'S JOURNEY: FROM HUMBLE BEGINNINGS TO GLOBAL IMPACT

Founded in 1978 in Edmonton, Alberta, Layfield embarked on a remarkable journey. What started as a modest venture in plastics manufacturing has blossomed into a multifaceted and dynamic organization that spans continents.

## OUR EXPANSION STORY: BOLD STEPS AND INNOVATION

With unwavering determination, Layfield charted an ambitious course. Across the USA, Canada and Australia, we established our presence, fueled by a relentless pursuit of growth. Our strategy? A blend of product innovation, strategic acquisitions, and a keen eye for market diversification. But our most valuable asset? Our people—the heartbeat of Layfield.

## LEADERSHIP ANCHORED IN VALUES

As we soared to new heights, we remained grounded in our core principles. The same values that propelled us from the outset continue to guide us today. Integrity, excellence,

and a commitment to quality define our path. At Layfield, we don't just serve industries; we elevate them.

## SUSTAINABLE SOLUTIONS FOR TOMORROW

In a world of shifting economies and technological leaps, Layfield stands tall. Our leadership position isn't just about numbers—it's about impact. We invest in quality individuals, recognizing that they are the architects of our success. Our products and services? They're more than transactions; they're building blocks for a sustainable future.

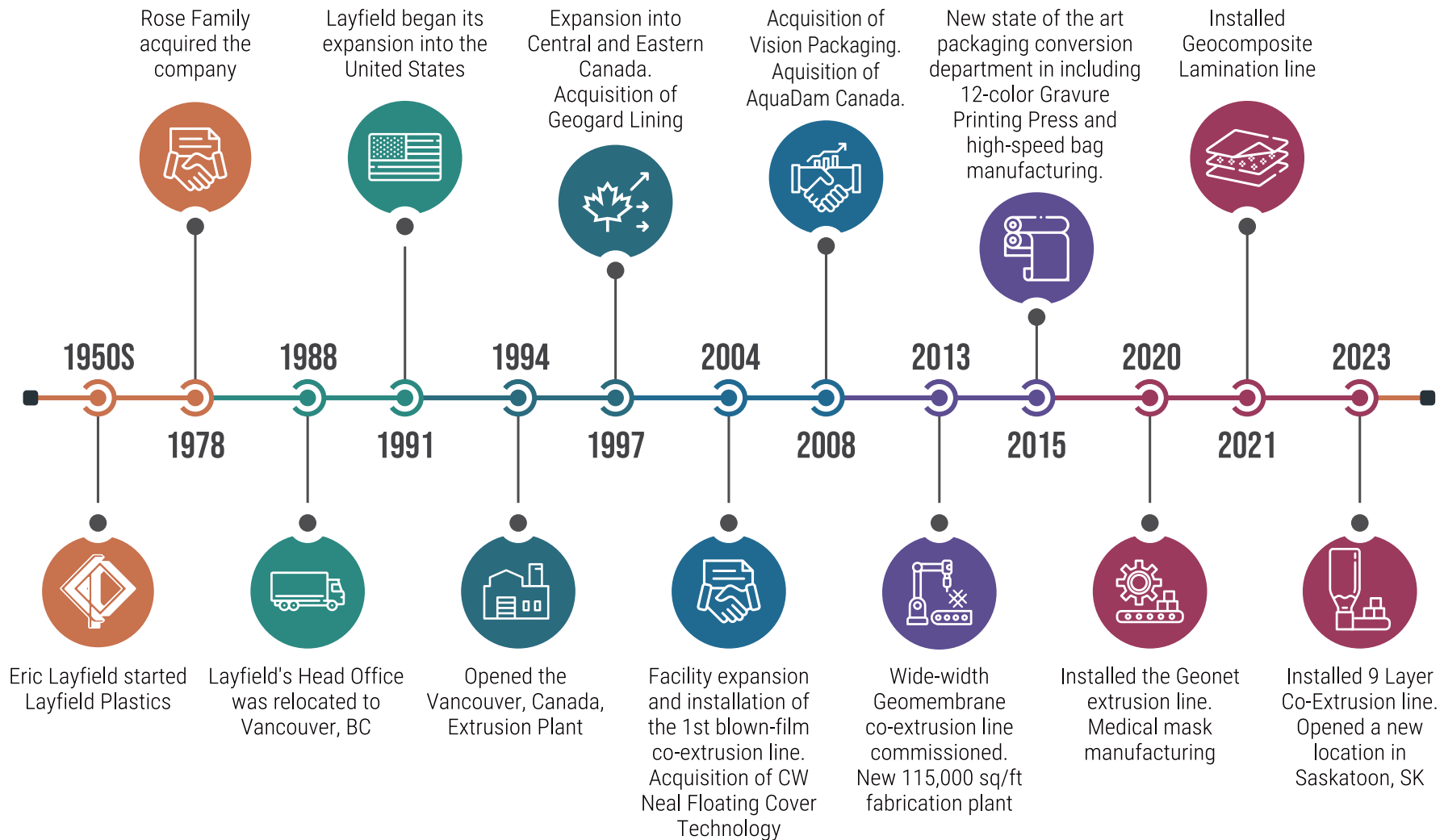
## A FAMILY LEGACY

Layfield isn't merely a corporation; it's a family. Our definition of success transcends quarterly reports. It's about the long-term health and growth of our organization. We measure success not only in financial terms but also in the enduring relationships we forge—with our people, our industries, and our shared vision.

As we look ahead, Layfield remains steadfast. Our mission is to create a legacy that resonates beyond our time. We invest not only in today, but in a future that aligns with our values. Together, we build bridges to possibility, anchored by the unwavering spirit that defines Layfield.



# A HISTORY OF GROWTH THROUGH INNOVATION







## OUR VALUES

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Layfield is committed to protecting our People, our Communities and our Environment while maintaining a corporate culture that ensures high ethical standards, driven to protect the safety and well-being of all our stakeholders.





# WE PROTECT.

## OUR PEOPLE, OUR COMMUNITIES, AND OUR ENVIRONMENT

At Layfield, we don't just create solutions; We Protect. Our legacy of leadership and innovation spans 45 years, and is built on a foundation of top talent, cutting-edge technology, and unwavering commitment. As you embark on your journey with us, let's explore the core values and the essence of our Corporate Responsibility strategy: 'We Protect'

### OUR PURPOSE

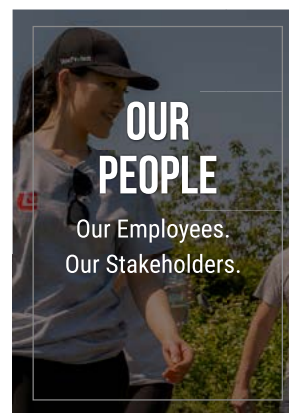
We exist to safeguard our people, our communities, and our environment. It's not just about business; it's about making a positive impact.

- ▶ **People:** Our team of experts, some with over 45 years of experience, will be by your side. We prioritize safety, well-being, and growth.
- ▶ **Communities:** We serve the places we call home. Our tailored solutions contribute to better lives and stronger neighborhoods.
- ▶ **Environment:** Sustainability is our compass. We innovate responsibly, ensuring a greener future for generations to come.

When we align our values with the protection—of people, places, and the planet—we thrive. It's not just a corporate strategy; it's our shared purpose. Remember, at Layfield, we're not just protecting; we're empowering.

# OUR MISSION IS TO PROTECT.

*With us, the future is sustainable.*





## OUR PEOPLE

Layfield has a rich history of aligning itself with excellence. We recognize that Layfield's prosperity is intricately tied to our dedicated employees and stakeholders. Our **PEOPLE** are the driving force behind our objectives.

At Layfield, we prioritize the well-being of our people through unwavering commitments to our **EMPLOYEES** and **STAKEHOLDERS**.

### EMPLOYEES:

This category includes all permanent, full-time, and part-time individuals in our workforce.

Layfield employees form the heartbeat of our organization, and their well-being remains our top priority.

### STAKEHOLDERS:

This group encompasses all individuals and organizations connected to the success of the Layfield Group. Stakeholders include suppliers, contractors, financial institutions, shareholders, and everyone who contributes to our overall success.

Brenda Saucedo, Corporate Accountant, taking part in our Annual Shoreline Cleanup initiative.



## DIVERSITY AND FORCED LABOR

In every corner of our operations and throughout all facets of our business, Layfield strives to cultivate an environment that celebrates the unique qualities of our employees and stakeholders. We firmly believe that appreciating diversity and fostering inclusivity sets us apart, giving us a competitive edge in realizing our vision to deliver unparalleled value to our customers, colleagues, business partners, and shareholders. At Layfield, we hold the principle of treating every individual with respect and dignity. We aim to establish and nurture a supportive and understanding atmosphere where everyone, irrespective of their differences, can reach their fullest potential within the company.

Additionally, at Layfield, we prioritize ethical sourcing practices and are committed to upholding the highest standards of social responsibility across our supply chain. We unconditionally prohibit and condemn any form of child labor, forced labor, or other forms of modern slavery. As part of our commitment across our supply chains, Layfield employs the following best practices:

▶ [Child and Forced Labor Policy](#)

▶ [Supplier Code of Conduct](#)

▶ [Diversity & Inclusion Policy](#)



Mark Rose, President of Flexible Films, and Peter, Administrative Assistant at Flexible Films, share a moment.

## SAFETY AT LAYFIELD

*We value and foster a culture of safety excellence through strong leadership, commitment, and active participation of all employees. Our commitment to safety includes the following actions:*

- 1. We Are All Safety Leaders:** We are driven to protect ourselves and everyone around us. We lead by example.
- 2. Reinforcing Safe Work Behaviors:** We reduce the number of safety incidents by promoting safe practices among our colleagues. By watching out for each other, we create a culture of vigilance.
- 3. Taking Responsibility:** Each of us takes responsibility for our own safety and the safety of others. We actively participate in maintaining a safe work environment.

- 4. Providing Necessary Training and Procedures:** We ensure everyone's safety by offering comprehensive training and implementing safe work procedures. Equipped with the right tools and knowledge, we minimize risks.
- 5. Risk Mitigation:** We identify high-risk areas in the workplace and make necessary improvements to minimize those risks. Our collective efforts contribute to a safer work environment for all.



“According to our survey, 90% of Layfield employees affirm they possess the knowledge and resources necessary to perform their jobs safely.”





## OUR COMMUNITIES

At Layfield, our mission extends beyond business transactions. We are dedicated to safeguarding our communities through two fundamental approaches: industry engagement and local support.

### INDUSTRY ENGAGEMENT:

By staying at the forefront of industry advancements, we contribute to progress and innovation. Whether it's sustainable practices, cutting-edge technologies, or safety protocols, Layfield is there, shaping the future.

### LOCAL SUPPORT:

Our impact extends beyond boardrooms and factories. We recognize that our operations are intertwined with the fabric of local communities.

From sponsoring community events to volunteering with local organizations, we invest in the well-being of our neighbors. We believe that thriving communities create a ripple effect, benefiting everyone.

*Together, we build a stronger, safer tomorrow.*

Floating Silt Curtain, Cambridge, ON, Canada

# MAPPING LAYFIELDS COMMUNITY FOOTPRINT



“As Layfield approaches 50 years of business, we are preparing for a world of exciting change, with new opportunities and technologies to support a prosperous future for all.”





## INDIGENOUS RELATIONS

Layfield is dedicated to fostering collaborative partnerships with Indigenous communities, acknowledging the significance of building enduring relationships based on trust, respect, and transparent communication.

We recognize the importance of engaging meaningfully with Indigenous peoples, businesses, and communities while upholding the values rooted in their history, culture, and connection to the land and environment.

Our commitment extends beyond mere collaboration; **we aim to contribute lasting benefits to the Indigenous communities with whom we have the privilege to work**, ensuring a positive impact in the regions we work in.



## LOCAL COMMUNITY INVOLVEMENT



MOVEMBER | EDMONTON



ADOPT-A-HIGHWAY | EDMONTON



SHARING FARM | VANCOUVER



TOY DRIVE | SAN DIEGO



CURL FOR CANCER | TORONTO



SHORELINE CLEANUP | VANCOUVER

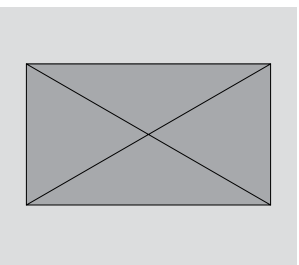
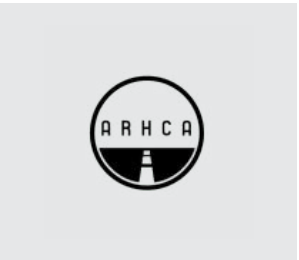


## INDUSTRIES & MARKETS WE SERVE

Layfield is committed to serving the industries that we work within. By staying at the forefront of industry advancements, we contribute to progress and innovation. Whether it's sustainable practices, cutting-edge technologies, or safety protocols, Layfield is there, shaping the future.



# LAYFIELD CREDENTIALS







## OUR ENVIRONMENT

Since the 1980s, Layfield has been at the forefront of environmental protection. Our journey began with pioneering polymer-based engineered solutions, specifically designed to protect the environment. As our business evolved, so did our commitment to safeguarding the planet through the products and services we provide.

At Layfield, we are committed to protecting our environment through the following ways:

- ▶ Sustainable Operations
- ▶ Sustainable Innovations
- ▶ Sustainable Solutions





## SUSTAINABLE OPERATIONS

Being good environmental stewards has been ingrained in Layfield's culture for decades. We have consistently prioritized the protection of the planet over profit, as evident by our innovative approach to operations.

### OPERATIONAL HIGHLIGHTS INCLUDE:

#### ELECTRIC CHARGING UNITS



Our campuses have installed electric vehicle charging stations

#### UPGRADED LED LIGHTING



We have upgraded our lighting to LED in all manufacturing facilities.

#### SOLAR POWER ENERGY GENERATION



Our San Diego building has enough solar power panels to power our US manufacturing facility.

#### SOLID WASTE MANAGEMENT



Programs implemented for Recycling pick-up in all our locations.

#### WASTE TO ENERGY PROGRAM



This program replaces toxic fuels with clean plastic-based alternatives.

#### OPERATION CLEAN SWEEP



This program aims to prevent pellet, flake, and powder loss, ensuring environmental protection and workplace safety.





## SUSTAINABLE INNOVATIONS

As a global manufacturing company, we recognize our role in minimizing plastic waste and its environmental impact. Sustainability is a key focus in our efforts to develop responsible packaging solutions.

We are committed to protecting your products while supporting your sustainability goals—without compromising performance. Through continuous innovation, we refine material formulations, reduce packaging weight, and enhance production efficiency. These efforts help lower resource consumption and waste, enabling you to make more sustainable packaging decisions.

### STORE DROP-OFF RECYCLABLE PACKAGING



Recycling flexible packaging can be challenging, but Store Drop-off programs make it easier. Layfield's Store Drop-off Recyclable packaging, pre-qualified by How2Recycle, is designed for convenience—consumers can simply return it to participating retail locations for proper recycling.

This high-barrier packaging solution helps ensure a straightforward recycling process. By choosing pre-qualified materials, brands can provide consumers with a responsible end-of-life option for their packaging, reducing waste in a practical way.

## POST-CONSUMER RECYCLED (PCR) FLEXIBLE FILMS AND PACKAGING



Layfield's PCR solutions—PCR PET film, PCR HDPE, and PCR LDPE/LLDPE—incorporate post-consumer recycled materials from water bottles, milk jugs, and flexible packaging. Our FDA-approved materials meet strict quality and performance standards.

Designed for seamless integration into your supply chain, PCR packaging provides a practical way to incorporate recycled content into your products while maintaining durability and functionality.

## POST INDUSTRIAL RECYCLED (PIR) FLEXIBLE FILMS AND PACKAGING



Our Post-Industrial Recycled (PIR) films turn manufacturing and production scrap into high-quality, durable packaging materials. By repurposing industrial waste, PIR plastic films offer a practical solution that helps reduce waste while maintaining performance.

This approach supports organizations in meeting their sustainability goals and reducing their environmental impact, without compromising on strength or reliability.





## SUSTAINABLE SOLUTIONS

As a leading manufacturer in North America, Layfield takes pride in our role in providing resilient and environmentally conscious solutions. Our commitment is to deliver innovative solutions that protect the earth and reduce overall environmental impact for our customers.

By prioritizing sustainability in every aspect of our operations, we strive to set a precedent for responsible manufacturing and contribute positively to the well-being of our planet and future generations. Join us in our journey towards a more sustainable future, where resilient solutions meet environmental consciousness for our planet's betterment and future generations.

### HYDRANET: INCORPORATING 25% RECYCLED MATERIAL

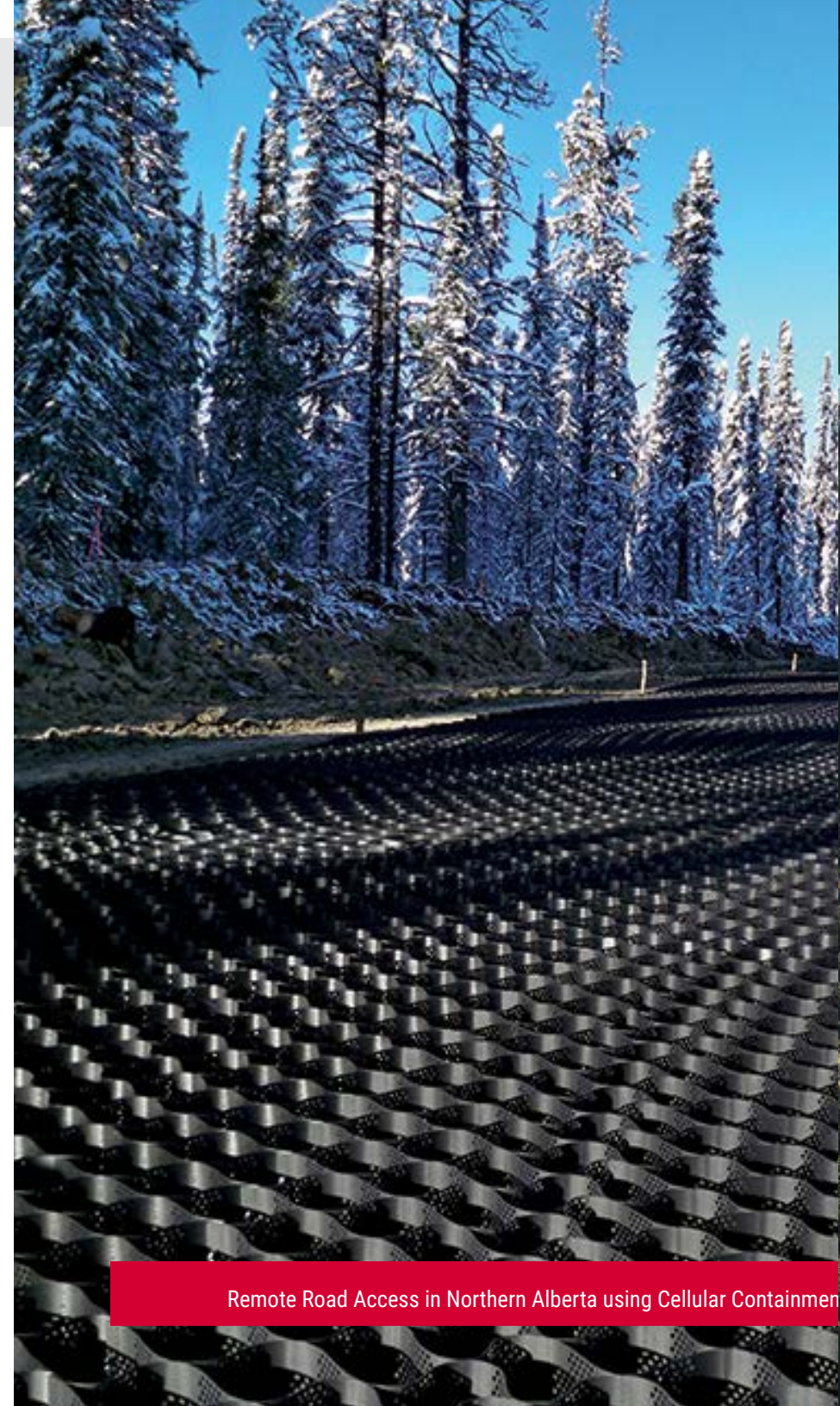


We commit to increasing the use of our HydraNet™ products, ensuring that we have the capability of including at least 25% recycled materials as inputs. This initiative supports resource conservation, reduces waste, and demonstrates our dedication to incorporating recycled materials into our product lines without compromising quality or performance.

## SOIL REINFORCEMENT: REDUCING AGGREGATES AND CO<sub>2</sub> EMISSIONS



Layfield develops and promotes soil reinforcement products that significantly reduce the need for natural aggregates and lower CO<sub>2</sub> emissions. By enhancing foundation stability and strength, our products contribute to more sustainable construction practices and reduce the carbon footprint of infrastructure projects.



Remote Road Access in Northern Alberta using Cellular Containment



## LOW IMPACT DEVELOPMENT (LID) PRODUCTS: REDUCING GREENHOUSE GASES



Urban development often leads to increased stormwater runoff, which causes flooding, pollution, and erosion. We aim to use Low Impact Development (LID) to address these challenges by replacing traditional concrete and asphalt with permeable surfaces and incorporating vegetation to reduce erosion and heat. This approach not only manages runoff but also enhances the natural beauty of urban spaces.

At Layfield, we are committed to providing LID solutions that improve urban environments. Our offerings include porous pavers for pathways and parking lots, underground stormwater retention chambers, erosion control products, and geomembrane liners for rain gardens and bioretention areas—all designed to create sustainable, resilient spaces.





## ENSURING PRODUCTS PROMOTE PROJECT LONGEVITY



We are dedicated to designing and manufacturing geosynthetic products that enhance the durability and longevity of infrastructure projects. By providing high-quality, long-lasting solutions, we help reduce the need for frequent repairs and replacements, leading to more sustainable and cost-effective projects over time.

## IMPLEMENTING OPERATION CLEAN SWEEP™



Layfield is proud to have implemented Operation Clean Sweep™, an international program designed to prevent resin pellet, flake, and powder loss, thereby protecting the environment and enhancing workplace safety. This initiative reflects our commitment to zero pellet loss and contributes to cleaner manufacturing facilities and surroundings.



# GOVERNANCE

Layfield is a privately held company, professionally managed, with an independent Advisory Board. The Layfield Advisory Board is comprised of 5 independent outside experts from various industries and backgrounds.

The purpose of an Advisory Board is to provide expertise, guidance, and strategic advice to the Layfield executive. It offers valuable insights, helps with strategic decision-making,

provides networking opportunities, and supports governance and succession planning. Independent Board members are appointed by the Shareholders.

Layfield is a professionally audited organization, with an annual audit committee made up of independent board members and shareholders.

Board Composition and Independence	
Independent Advisors	5
Separate Chair and CEO	No
Independent Lead Board Member	Yes
Boards Meetings in 2024	6
Attendance	100%
Board Renewal	
Mandatory Retirement	Yes
Code of Ethics	Yes



## UPHOLDING ETHICAL EXCELLENCE

At Layfield, our compass points unwaveringly toward high ethical standards. For over 45 years, our Executive Chairman & CEO, Tom Rose, has exemplified this ethos, setting the course for Layfield employees.

We treat our colleagues with respect, empathy, and fairness. Our interactions are rooted in integrity, fostering a collaborative environment where everyone thrives.

Our business relationships extend beyond transactions. We engage with suppliers and stakeholders ethically, ensuring transparency, trust, and mutual benefit.

The products we manufacture and install bear the hallmark of excellence. Our commitment to quality aligns with our ethical foundation. Layfield's documented Code of Ethics serves

as our moral compass. It provides clear guidelines for all employees. Importantly, it includes a process to report ethical concerns to an independent third party. This ensures that employees have a safe avenue to voice their concerns, fostering transparency and accountability.

Together, we uphold the highest standards, safeguarding our values and the communities we serve.



**Tom Rose,**  
Executive Chairman and CEO



“At Layfield, we don’t play in the grey. If we feel something isn’t above board, we don’t do it.”



