

**2020**

Environmental, Social  
and Governance Report



# Table of contents

Message from our CEO and Board Chair — Cody Slater	4
Message from our Governance, Compensation and Sustainability Committee Chair — Cheemin Bo-Linn	7
About Blackline Safety	8
Our ESG approach	12
Corporate governance	14
Privacy and data security	18
Employee engagement	20
Diversity	24
Community engagement	26
Health and safety	28
Supply chain management	32
Energy	34
Product life cycle management	36
Our response — COVID-19	37
Reporting references	38

## ESG: The Blackline Safety approach

Last year, Blackline Safety embarked on a new journey to explore our values and examine our impact on the world. As part of this journey, we have arrived at this report, which highlights the most material environmental, social and governance (ESG) aspects of our business for the reporting period of the fiscal year ended October 31, 2020. We have reviewed multiple reporting frameworks for ESG and generally this report is informed by the Sustainability Accounting Standards Board (SASB) framework for Technology-Hardware and Software and IT Services and the Global Reporting Initiative (GRI).

We are excited for this new chapter in our journey to becoming a stronger, more sustainable organization. Please send any feedback you may have to [esg@blacklinesafety.com](mailto:esg@blacklinesafety.com).



## Message from our CEO and Board Chair

At Blackline Safety, a commitment to environmental, social and governance (ESG) excellence has always been a part of what we do through our business mission to save lives and give people the confidence to get their job done and return home safely every day. Our wearable, connected safety monitors provide a lifeline to tens of thousands of people working in hazardous jobs around the globe, generate data that helps our customers enhance the safety and competitiveness of their workplaces, and contributes in turn to the ESG performance goals of our clientele around the world.

This year, we have taken our sustainability commitment a step further, by publishing our first ESG report. While we have integrated ESG initiatives across our operations since the company was established in 2004, we are formalizing our commitment to transparency by publicly reporting on our efforts and tracking our progress annually against key metrics and focus areas in line with global standards and stakeholder expectations.

Performance highlights of which I am particularly proud are:

- Elevating our commitment to promoting diversity and protecting people, planet and prosperity through a reconstituted Governance, Compensation and Sustainability Committee at the Board level.
- Upholding the highest standards of data storage, security and privacy measures using industry control frameworks such as Systems and Organization Controls (SOC) 2 Type 2 compliance reporting and the General Data Protection Regulation (GDPR)
- Establishing a target of achieving 100% energy consumption from renewable sources company wide by the end of fiscal 2022
- Managing over 200,000 incoming emergency alerts and deploying over 235 emergency responses to customers in the field

Our team of results-driven, engaged and talented people live our ESG journey on the ground, and I want to personally thank everyone across the company for their perseverance and innovation over the past year. **Our people include not just our employees, but the whole ecosystem of customers, vendors, partners, investors and more, who have helped build Blackline Safety into a technology and safety leader.** I encourage you to read our full 2020 ESG Report to discover more about what we have achieved — and hope to achieve — together.



**Cody Slater**  
CEO and Chair



*"Our ESG report is a natural fit with Blackline Safety's mission to strengthen performance through data. With 154 billion data points and counting collected by our technology, as of July 2021, we help our customers use their data to inform decision-making. In doing so, they can better protect their employees and optimize their workforces in new and dynamic ways — all while maintaining the highest security and privacy standards."*

**Cody Slater, CEO and Board Chair**



**Cheemin Bo-Linn**  
Lead Independent Director and Governance,  
Compensation and Sustainability Committee Chair

## Message from our Governance, Compensation and Sustainability Committee Chair

Today's companies — and their Boards — need to work together to shape an organization's strategy which, now more than ever, needs to incorporate ESG performance. I am pleased to have joined Blackline Safety's Board of Directors as Lead Independent Director and Chair of the Governance, Compensation and Sustainability Committee to help ensure the company is well-positioned to navigate ESG complexities and challenges while seizing opportunities as it executes its strategic vision. It is an honor to join a company with strong leadership at the Board and Senior Management levels.

Over the past year, the Board has worked with Blackline Safety to continue challenging itself in the areas of data security, business continuity, regulatory compliance, employee health and safety and the expansion into new markets worldwide. Blackline Safety has already worked to address diversity and inclusion in the workforce with 40% of the workforce identifying as female, including 29% of management, and 24% of the workforce identifying as ethnically diverse. I look forward to continuing to support the company's diversity and inclusion efforts as they evolve.

The Board believes Blackline Safety has appropriate ESG commitments in place and will achieve meaningful progress on these and other related issues we consider important to the company's goals. On behalf of Blackline Safety's Board, thank you for your interest in our ESG and sustainability journey. We will continue to share more as the company continues its rapid growth.

A handwritten signature in black ink, reading "Cheemin Bo-Linn".

**Cheemin Bo-Linn**  
Lead Independent Director and Governance,  
Compensation and Sustainability Committee Chair



## About Blackline Safety

Founded in 2004, Blackline Safety Corp. (Blackline Safety) is a Hardware-enabled Software as a Service (HeSaaS) company that develops, manufactures, and markets a suite of safety wearables and cloud-connected services. These technologies empower businesses with real-time safety insights to manage emergency responses and evacuations, proactively manage gas detection compliance, and increase productivity.

When seconds count, Blackline Safety's connected technology enables a live monitoring team to deliver help directly to an employee in the shortest amount of time – to the worker's exact location.



## PROTECTING WORKERS IN EVERY INDUSTRY

We deliver industrial safety Internet of Things and HeSaaS solutions to diverse enterprises in over 50 countries and monitor tens of thousands of workers around the globe.

Here is a small sample of customers we work with:

### ENERGY



ConocoPhillips



cenovus ENERGY

ExxonMobil



### TRANSPORTATION

FedEx

SUTTONS



Airgas



Ryder

### INDUSTRIAL

YorkshireWater

ABB

BRITISH STEEL



CEMEX

ATCO

### CONSUMER GOODS

Coca-Cola

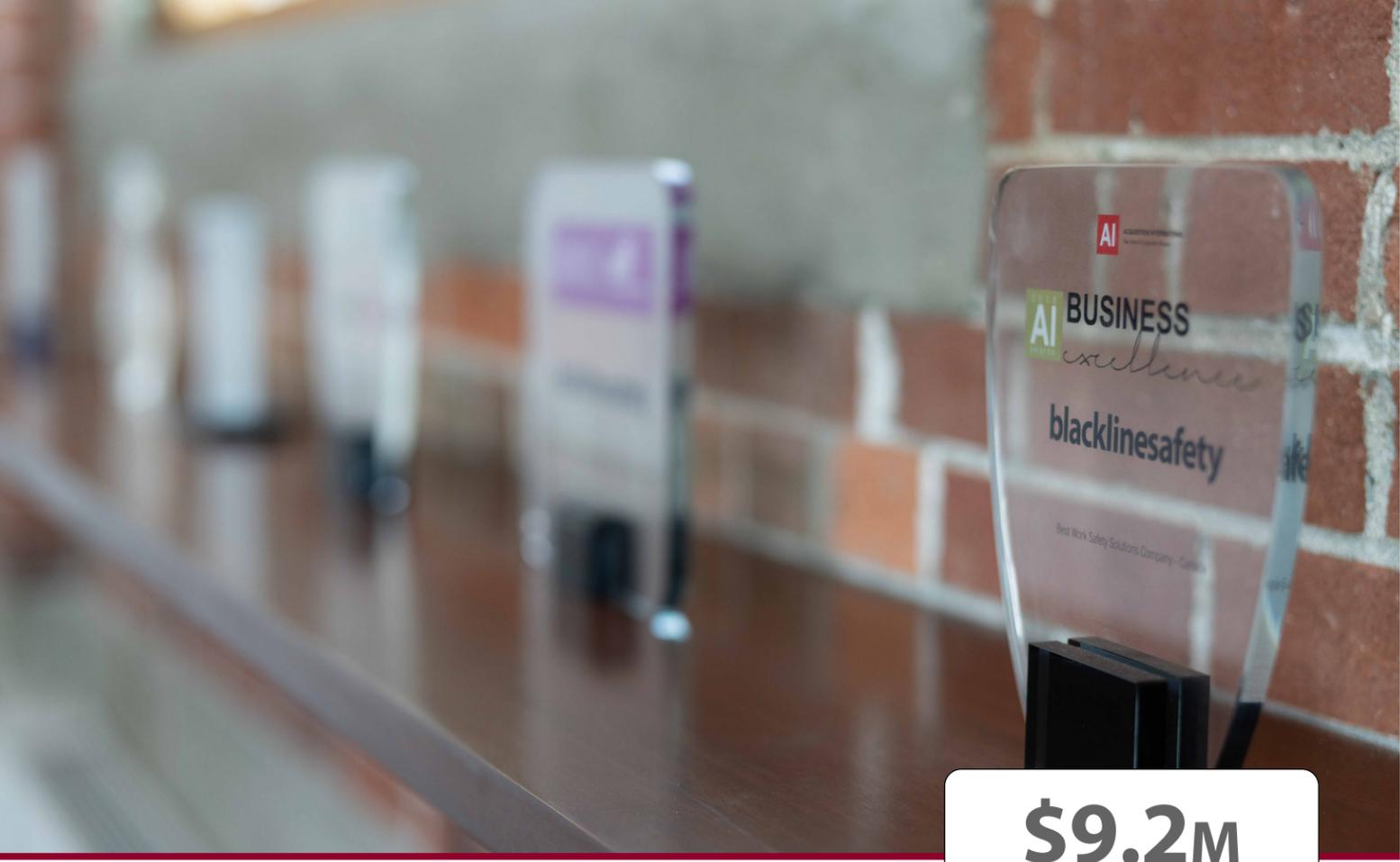


gsk

Heineken

DANONE

Tyson



**\$9.2M**  
investment into  
**RESEARCH  
AND DEVELOPMENT**

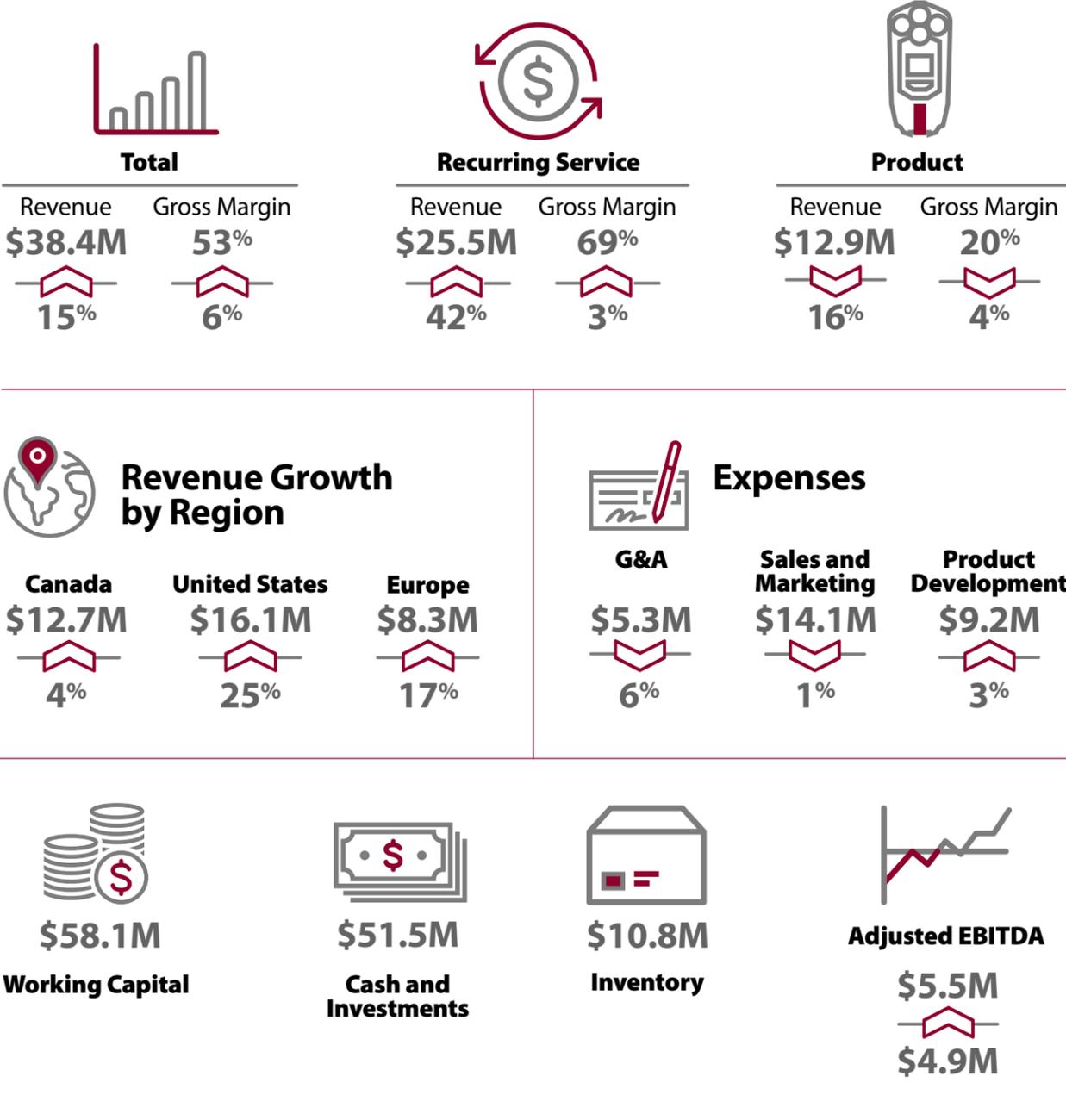
### YEAR IN REVIEW

Fiscal 2020 was a record-setting year for Blackline Safety. We achieved \$38.4 million in overall revenue (up 15% over the previous year), including a 42% increase in recurring revenue. The results are evidence that the industries we serve are prepared to invest in opportunities that maximize workplace safety and productivity.

We also continued to transform enterprise workplaces through our connected safety approach. We invested \$9.2M into research and development to improve our existing product line, enhanced the capacity and reliability of our Blackline Live portal and introduced the first of its kind, G7 EXO connected area gas monitor.

We ended fiscal 2020 with \$51.5M of cash and investments — and no debt — giving us the financial flexibility and strength to continue the development of the connected safety solutions our customers are looking for. We are more motivated than ever to remain a world leader, delivering even greater lifesaving solutions to organizations around the world that trust us with their most important assets. In doing so, we are proud to contribute and help them achieve their own ESG programs, strengthen their commitments to safety and meet the transparency and governance expectations of their employees and communities.

### FY2020 HIGHLIGHTS



FY2020 information presented above provides a year-over-year comparison of the company's results for the year ended October 31, 2020 to year ended October 31, 2019. For more information, please see the applicable Financial Statements and Management Discussion and Analysis (MD&A) of the company available for review on [blacklinesafety.com/investors](http://blacklinesafety.com/investors). Adjusted EBITDA is a non-IFRS financial measure. Please see "Non-IFRS Measures" in the Blackline Safety MD&A for a description and reconciliation of the company's Adjusted EBITDA for the applicable periods.

# Our ESG approach

Our vision is to transform enterprise workplaces through connected safety. As a global technology and service provider, our purpose is to ensure that every worker has the confidence to get the job done and return home safe. In doing so, we recognize we have an opportunity to shape the collective sustainable future of our employees, customers, communities in which we operate, our suppliers, and other stakeholders.

The identification of ESG focus areas is vital to the effective management of ESG risks and opportunities. In 2020, with oversight from our Board and Senior Management Team, we completed a materiality assessment of ESG risks informed by the Sustainability Accounting Standards Board (SASB) materiality map, ensuring alignment with relevant market trends. We engaged key internal stakeholders, recognizing that they captured their respective external stakeholder priorities, to determine our most significant business risks and opportunities. Further information can be found in our [Stakeholder Framework](#).

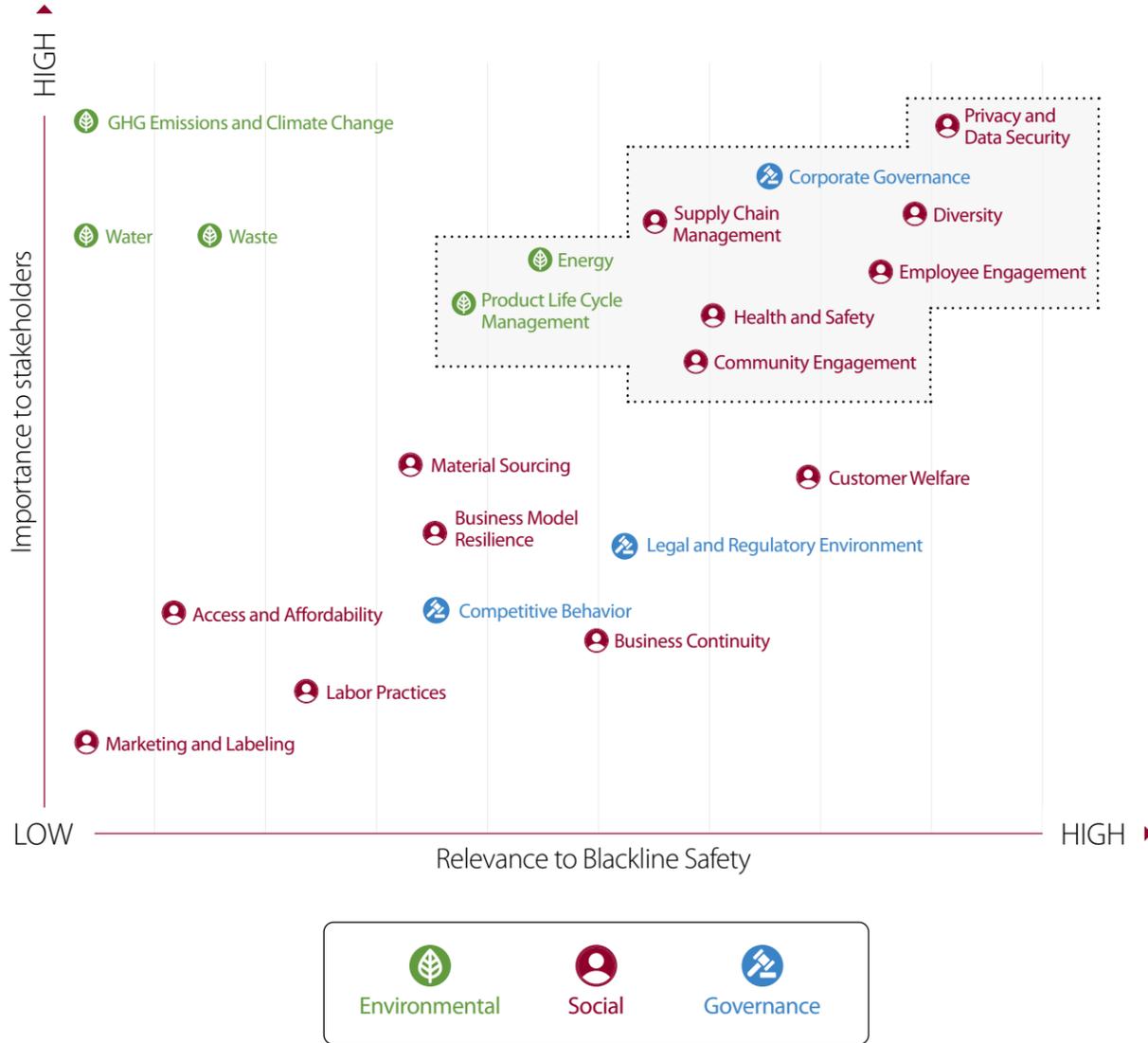
Using the results of this process, we have concentrated our efforts on nine ESG focus areas considered financially and operationally impactful to our organization over the medium and long-term:



We also continue to proactively monitor emerging ESG issues to determine their impacts on our business and are committed to reviewing and updating our ESG focus areas on an annual basis, with consideration given to changes in our business, results of the 2020 ESG program and the evolving ESG landscape. We recognize the importance of engaging our stakeholders and will continue to actively do so on matters we consider critical to the sustainability of our organization.

## ESG MATERIALITY MATRIX

Our aim is to provide clear and consistent disclosure related to our identified ESG focus areas, to demonstrate transparency, and to enable informed decision-making by all stakeholders.



# Corporate governance

Strong corporate governance is fundamental to protecting the long-term interests of shareholders. Our governance structure and policies provide a solid framework for accountability and effective oversight, including appropriate disclosure. More information regarding our approach to corporate governance can be found in our [Annual Information Form](#) as well as other policies and documents on our [website](#).

## BOARD COMPOSITION AND COMMITTEES

Corporate governance starts at the top with the Board of Directors. Our Board members provide a mix of skills, expertise and experience, and steward Blackline Safety through engagement, diversity of thought and independence. In 2020, the Board was made up of five directors, four of whom were independent, with executive-level experience across multiple industries and professional disciplines. On March 30, 2021, two additional independent directors were nominated and elected to the Board.



**Cody Slater**  
Chief Executive Office and Chair



**Cheemin Bo-Linn**  
Lead Independent Director



**Dr. John Finbow**  
Independent Director



**Brad Gilewich, CPA, CA**  
Independent Director



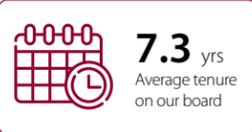
**Michael Hayduk, LL.M., Q.C.**  
Independent Director



**Robert Herdman, FCPA, FCA**  
Independent Director



**Barbara Holzapfel**  
Independent Director



The Board has two subcommittees to help fulfill its duties and responsibilities and ensure proper oversight of Blackline Safety – the Audit Committee and the Corporate Governance and Compensation Committee. On May 18, 2021, the Corporate Governance and Compensation Committee was reconstituted to become the Governance, Compensation and Sustainability Committee, elevating our commitment to ESG and protecting the long-term interests of our stakeholders.

In support of our commitment to diversity, equity and inclusion, the Board adopted a Board and management diversity policy. The Governance, Compensation and Sustainability Committee oversees and reviews the policy and agrees on appropriate targets, including a **target of having women make up at least 25% of the Board.**



### Accounting and Finance

Experience with, or understanding of, financial accounting and reporting, corporate finance, internal controls over financial reporting, and IFRS



### CEO/Senior Management

Experience as a CEO or senior executive



### Public Company

Experience as a CEO, senior executive, or Board member of a public company (other than Blackline Safety)



### Governance

Experience in corporate governance principles and practices



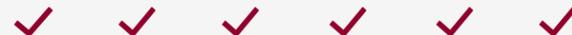
### Human Resources/Compensation

Experience in, or understanding of, compensation plans, leadership development, talent management, succession planning, and general human resource principles and practices



### Risk Management

Experience in, or understanding of, internal risk controls, risk assessment, risk management and/or reporting, including risks related to environmental and social issues



### Technology

Senior executive experience in the technology industry





## RISK MANAGEMENT

Identifying our ESG focus areas adds value and enhances our long-term business resilience and profitability. Understanding how each focus area impacts our organization is critical to ensuring we properly manage our risks and opportunities.

- **The Board** oversees the principal risks of our business and makes sure the best practical procedures are in place to effectively monitor and manage those risks
- **The Audit Committee** oversees financial risks and monitors the management of the principal risks that could impact our financial reporting, including cybersecurity and privacy risks
- **The Governance, Compensation and Sustainability Committee** oversees the ESG focus areas, plus compensation and succession risk

Our ultimate goal is the full integration of our ESG focus areas into our business strategy and enterprise risk management process.



## ETHICS

Our reputation for acting responsibly plays a critical role in business success and that is why we adhere to the highest legal and ethical standards. With the guidance and approval of the Board, we have established corporate policies that institutionalize our core values and form the basis of conduct at Blackline Safety.



### Code of Business Conduct and Ethics

Blackline Safety's [Code of Business Conduct and Ethics](#) reflects our commitment to a culture of honesty, integrity, and accountability. It outlines the basic principles and policies with which all Service Providers are expected to comply. Service Providers are our directors, officers, employees, consultants, contractors, contract operators and any other person or company that provides services to Blackline Safety. Annually, we require reaffirmation from our employees that they have read and will comply with the Code, which helps us meet our business practice standards and abide by applicable laws and regulations.



### Whistle-blower Policy

Our [Independent Whistle-blower Reporting Tool](#) is available to report anonymous concerns regarding potential violations of Blackline Safety's employee handbook and corporate policies, including suspected instances of illegal or questionable accounting, internal control, auditing, or people matters. When issues are reported, we investigate, address, and respond, where necessary. We do not take adverse actions on persons who report misconduct. We are committed to investigating and addressing all complaints reported.



### Anti-Corruption Policy

Blackline Safety's [Anti-Corruption Policy](#) provides guidelines to encourage ethical behavior in our business conduct and promote compliance with applicable anti-corruption legislation. It applies to employees, officers and directors of the company, and reflects the standards to which Blackline Safety expects its partners, agents, consultants, contractors, contractual counter parties and any other third party who can act on behalf of Blackline Safety to adhere to.



**139**  
**BILLION**  
data points collected  
through 2020

## Privacy and data security

The Blackline Live portal is a cloud-hosted live safety monitoring solution which handles alert management, compliance dashboards and 24/7 monitoring of active devices. With over 139 billion data points collected through 2020, the Blackline Live portal is at the core of all of our safety monitoring solutions. We ensure this data, which is entrusted to us by our customers and employees, is stored and maintained with industry-leading security and privacy measures.

## CYBERSECURITY

In 2020 we established a new Enterprise IT team to lay the foundation of our information technologies infrastructure for better reliability, security and scalability across Blackline Safety globally. Additional practices adopted to identify and address data security risks include:

- A Data Security Architect regularly reviews changes to the Blackline Live portal for security implications
- Daily scans of the portal are conducted
- Semi-annual penetration testing is performed by a third party

## PRIVACY POLICY

Safeguarding the privacy of our customers and their data is extremely important to us. That is why we have a formalized [Data Security and Privacy Policy](#), applicable to all employees, which outlines the information we collect from our customers, how we process and share it and customer options for controlling their personal information. Staff undergo training on privacy and data security at onboarding and on an annual basis thereafter. All staff also formally acknowledge a Blackline Safety Confidentiality, Intellectual Property and Conflict of Interest Agreement which prohibit communication of privileged information other than for legitimate business interests.

The [Privacy Policy](#) outlines the information we collect from our customers, how we process and share it, and customer options for controlling their personal information.

## REGULATORY AND LEGAL COMPLIANCE

Blackline Safety ensures compliance with all applicable data privacy laws, including the General Data Protection Regulation (GDPR) as enacted by the European Union. GDPR mandates that Blackline Safety put in place appropriate technical and organizational measures to implement the data protection principles defined in the Regulation.

In 2020, our software team laid the foundation for modern data-centric architecture, raising the bar for privacy, integrity and availability. They ensured that ongoing compliance with the GDPR is maintained for our global users of Blackline Live.

Blackline Safety issued a System and Organization Controls for Service Organizations 2 (SOC 2) Type 2 report over our Blackline Live portal and in-house 24/7/365 live monitoring Safety Operations Center for the first time in 2020 (previously SOC 2 Type 1 report was issued). The report identifies and documents the controls within our system which support the security and availability trust services categories and associated criteria.



**2021**  
**GOALS**

Our customers and their employees expect world-leading safety monitoring technology — which we are committed to delivering. We take the care and management of data seriously and in 2021 will further evolve our security program to mature governance and oversight by:

- Expanding cybersecurity training and awareness and implementing new policies and procedures
- Completing an internal review of privacy program maturity and GDPR compliance



**280**  
**employees**  
**worldwide**  
*as of October 31, 2020*

## Employee engagement

Our team has grown remarkably in the last three years, and we are proud of the passion our people bring to saving lives and partnering with our customers to enable ESG excellence. With our meaningful work, diverse and inclusive culture and results-driven work environment, we are an employer of choice for all kinds of engaged and highly talented people.

We have been conducting an annual employee survey since 2018 to track engagement and to proactively encourage feedback from our employees. Our goal is to attract and retain world-class talent committed to Blackline Safety's mission.

Employee engagement in 2020 was 75.3%, an improvement over the previous year at 74.5%. The key engagement factors we track are: career development, work, communication and feedback, compensation and benefits, mission and purpose and respect. Engagement in almost all areas was consistent or improved year-over-year.

## OUR VALUES

The growth we have experienced and our expansion as a company has been guided by our commitment to our values. While our values are not new, in 2020, we took the time to formalize and share them, supplying common internal vocabulary to our purpose and mission. We embody them daily, preparing us all for even faster growth. By living our values, we enhance the safety and success of our customers and their employees while driving our own organization's culture forward.



### Drive innovation

Tirelessly pursuing new and renewed products, processes and ideas, understanding that continuous improvement can be disruptive



### Be resilient

Facing the challenges before us, being curious about our potential, and starting from scratch when necessary



### Demonstrate leadership

Knowing that leadership is a behavior and not a position, and actively participating in our successes



### Go the extra mile

Channeling an entrepreneurial spirit and rolling up our sleeves to do the work, whatever the work



### Empower people

Powering people and their potential is at the heart of our business — both in our mission to protect and save lives and in our day-to-day business operations



## 2021 GOALS

We are committed to maintaining strong employee engagement and to start tracking average hours of training per year per employee by leveraging existing learning tools.



## TEAM DEVELOPMENT

To keep pace with Blackline Safety's growth — and foster a supportive, challenging and collaborative work environment — we focus on owning a culture of learning. In 2020, we:

- Created the Performance and Learning team, targeted at both Blackline Safety's external device and software end users and internal employees. The team undertook a significant content development project, beginning with eLearning modules through our Blackline Learning which has already logged over 735 hours since its launch in June 2020.
- Delivered leadership development training for 60 front line managers and prospective managers through an internationally renowned institution
- Sponsored workshops, seminars and other activities designed to promote professional and management development. These programs are intended to help improve employee performance and knowledge of the company
- Offered an Education Assistance Program providing financial support (\$2,500 per year per employee) and time to employees for any relevant course or training they may be interested in taking to increase their skill level and knowledge over and above that already provided. Participation to date includes individual programs related to presentation and coaching skills, skill enhancement for current roles such as curriculum design, additional designations and certifications, project management and languages and team programs such as a user experience design certification/workshop.
- Reimbursed relevant professional membership affiliation fees that are in Blackline Safety's interest
- Started an active internship program within our software development team to develop the talent and skills of future engineers

## PEOPLE-POWERED INITIATIVES

Initiatives in 2020 that helped drive employee engagement include:



### Culture Team

Our Culture Team is an employee-initiated group designed to support our corporate environment, taking the next step in enhancing our culture as we continue to accelerate in growth. The Culture Team's mission is to drive a culture that empowers our employees and demonstrate our commitment to each other.



### Kudos program

Our Kudos program allows employees to identify those who have excelled on a project, gone above and beyond to help out, or deserve some other form of recognition. As employees shifted to working remotely in 2020, the kudos program was brought online and was key to sharing internal success stories, building culture and creating unity, connection and alignment across our teams.



### Patent program

Our Patent Program, designed to nurture our employees' passion for innovation and help push novel ideas forward, supports our fast-paced — and growing — technology company. As we harness the ingenuity of our people and create opportunities to develop our top talent, the research and development helps us gain a competitive advantage and builds an impressive patent portfolio to support to our further success.

## BLACKLINE SAFETY COMPENSATION AND BENEFITS

We provide comprehensive benefits coverage for our employees. We also perform compensation and benefits benchmarking against market practices in the industry and cities/countries where we operate for specific roles.





## Diversity

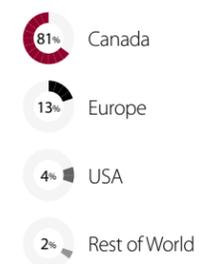
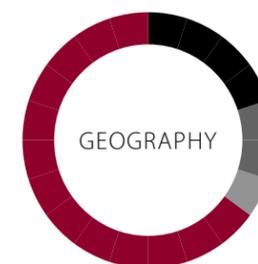
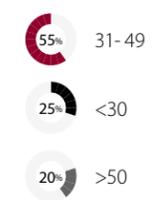
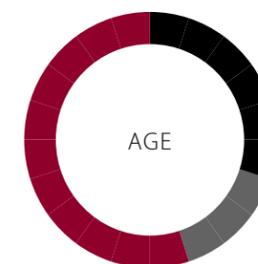
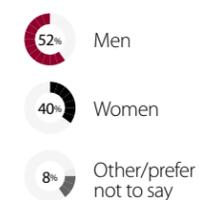
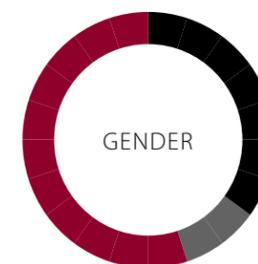
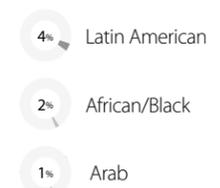
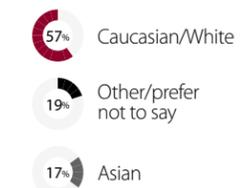
A diverse workforce leads to high levels of engagement and effective decision-making. In our most recent anonymous annual employee survey conducted in February 2021, we introduced questions related to diversity and inclusion to get a better sense of the make-up of our team, and where we could improve. We aim to cultivate a thriving, diverse and inclusive culture where our employees are engaged, with opportunities to grow personally and professionally.



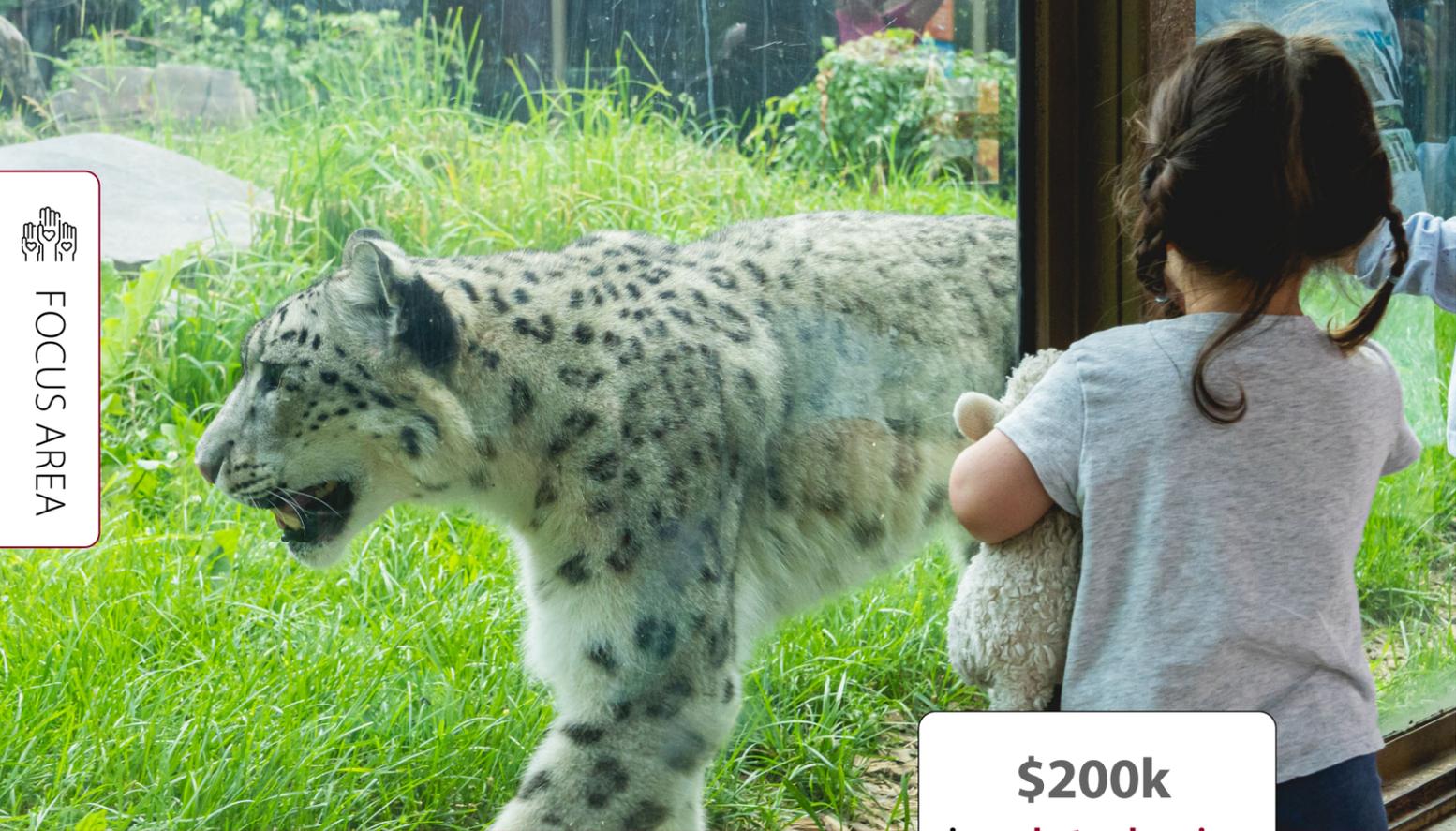
### 2021 GOALS

We aim to increase diversity education and awareness company wide through lunch and learns and an internal intranet page with resource links.

## WORKFORCE DIVERSITY



The gender and ethnicity data above was not available for the reporting period whereas age, geography and employment type data was available. The gender and ethnicity data from February 15, 2021, resulting from the anonymous annual employee survey, is considered representative of our workforce during the reporting period.



FOCUS AREA

**\$200k**  
**in product and services**  
**to be donated to the**  
**Calgary Zoo in 2021**

## Community engagement

Blackline Safety's purpose has always been to ensure every worker has the confidence to get the job done and return home safe. In tandem, we support — financially and through the time and talents of our people — causes which align with this purpose across the global community in which we operate.

In 2019, Blackline Safety participated in Movember for the first time, the leading charity changing the face of men's health, with matching donations from our CEO totaling over \$5,000. The amount raised in our 2020 campaign doubled to over \$12,000. Other community outreach efforts across 2020 included:

- Donating 300 pounds to the Calgary Food Bank during the holiday season
- Participating in various capstone projects through different post-secondary institutions in Calgary, helping students apply their data analytics and problem-solving skills, while helping Blackline Safety solve real-world challenges

In 2020, we began shaping our community investment program along thematic lines, focused on areas that align with our values, with our ESG focus areas, and where we believe we can create the biggest impact. The community investment themes selected are:

- Promotion of diversity in governance
- Access to information technology assets
- Environmental conservation
- Promotion of science, technology, engineering and math (STEM) initiatives with youths



### ORGANIZATIONS WE SELECTED TO SUPPORT IN 2021:



The female members of our Board will host sessions to empower Canadian women with the tools and support necessary to serve on boards.



Blackline Safety will support the Youth Empowerment and Skills Centre with their program to help provide underprivileged youth access to computers for online learning.



Blackline Safety will provide our lone worker monitors and four years comprehensive monitoring services to the Calgary Zoological Society and their Wildlife Conservation Center to account for the safety of team members.



Inspired by Joy to Job's mission to connect high school students with working professionals to discover new opportunities and pathways, Blackline Safety employees will participate in mentorship initiatives with students in Calgary.



### 2021 GOALS

We aim to increase our efforts in the community by:

- Increasing support of programs that focus on chosen themes
- Creating global alignment of community investment program by increasing support in the local communities in which Blackline Safety operates

# Health and safety

Our safety goals extend to all our people at Blackline Safety. We aim to help everyone leave work in the same, or better condition, than when they arrived by ensuring every worker has the confidence — through education, equipment, and technology — to get the job done. We recognize, too, that psychological safety is as important as physical safety and work to provide a healthy, injury- and harassment-free workplace for all.

Our Health and Safety Committee is an employee committee with a focus on local health, safety and environmental concerns (OHS (Alberta, Canada), OSHA (USA), and HSG65 (UK)). The committee brings supervisors and workers together quarterly to discuss and address health and safety concerns in the workplace. The committee’s mandate is to promote and support the three basic rights of workers to know, to participate and to refuse dangerous work.

In 2020, we began formally tracking statistics for workplace safety along key data point metrics. Our achievements were:

- Zero work-related fatalities
- Zero lost time incident frequency (LTIF)
- 1.0 Total recordable injuries frequency (TRIF)

## ENABLING ESG INITIATIVES

Across many industries — from utilities and energy sectors to heavy industry, transportation and consumer packaged goods — workers face the risk of gas exposure, injuries and other health events at the jobsite. Through Industrial Internet of Things devices and HeSaaS, Blackline Safety has become a strategic partner to our global customer base, supporting their digital transformation and ESG programs.

In 2020, Blackline Safety’s suite of Industrial Contact Tracing solutions was named the winner in the Internet of Things category by Occupational Health and Safety (OH&S) Magazine. Our intrinsically safe Industrial Contact Tracing solutions filled a gap as many industrial businesses could not allow employees to bring smartphones with installed contact tracing apps onto worksites due to their lack of intrinsic safety certification.



**2021 GOALS**

- Commit to adding a Resiliency and People Specialist to the organization with a distinct focus on health, wellness and safety for our employees
- Support continuous improvement through the Health and Safety Committee’s mandate to conduct ongoing site inspections, update and communicate hazard assessments, conduct incident investigations, coordinate corrective actions, and drive required health and safety training for all staff
- Increase participation in Blackline Collective to continue building a network of safety-minded organizations

## THE ENVIRONMENT

The Health and Safety Committee is also responsible for our Environmental Policy focused on reducing impact on the environment and local habitat, managing any greenhouse gas emissions, conserving water and energy and minimizing waste.



### Impact on the environment and local habitat

Blackline Safety has minimal impact on the environment and local habitat as it operates in office settings in urban areas. Any new processes required to meet customer and market requirements are reviewed by the Chief Operating Officer to ensure that any potential environmental impact or impact on the local habitat is removed or minimized. All purchases made by Blackline Safety will consider any eco-friendly alternatives available on the market.



### Greenhouse gas emissions

There are minimal industrial emissions produced by Blackline Safety in operations processes. Very minimal greenhouse emissions are produced by the furnace and water heating systems in our office buildings, both of which are controlled and maintained by the landlords. Maintenance of the systems is done periodically to ensure that all local bylaws and requirement are complied with.



### Water conservation

Blackline Safety does not use water in any manufacturing or industrial process; the only water used is for normal domestic and/or hygiene uses. Should the requirement for the industrial usage of water arise, the Operations Director will ensure that the efficient use of water for process requirements is given a high priority. The only effluent produced by Blackline Safety is normal domestic foul water and this is discharged through the municipal sewer system.



### Energy conservation

Where possible all electrical and/or electronic equipment are only powered up when being used. For equipment that needs to be left running, all peripherals are powered down when not in use. All furnaces and water heaters are serviced periodically to ensure that they comply with all local laws and requirements and operate efficiently. Outside of normal operating hours all non-security lighting is switched off to minimize power consumption.



### Waste minimization

All material used within Blackline Safety is to be used efficiently to minimize any waste produced. Where possible all waste is to be recycled, and various waste containers are to be used by all staff.

## SAFETY OPERATIONS CENTER (SOC)

Blackline Safety offers 24/7/365 dedicated safety monitoring to its customers through our Safety Operations Center (SOC). The SOC delivers an immediate response, managing all safety alerts from receipt through to resolution according to each customer's customized emergency response protocol.

The SOC also provides customers with the option of centralizing the responsibility of monitoring lone workers within a highly specialized and trained emergency response center. In regions not covered by Blackline Safety's SOC, customers are able to provide monitoring of their employees via an approved Blackline Alarm Receiving Center partner. In 2020, Blackline's SOC, together with its Alarm Receiving Centers in Europe, monitored over 33,000 employee wearables.



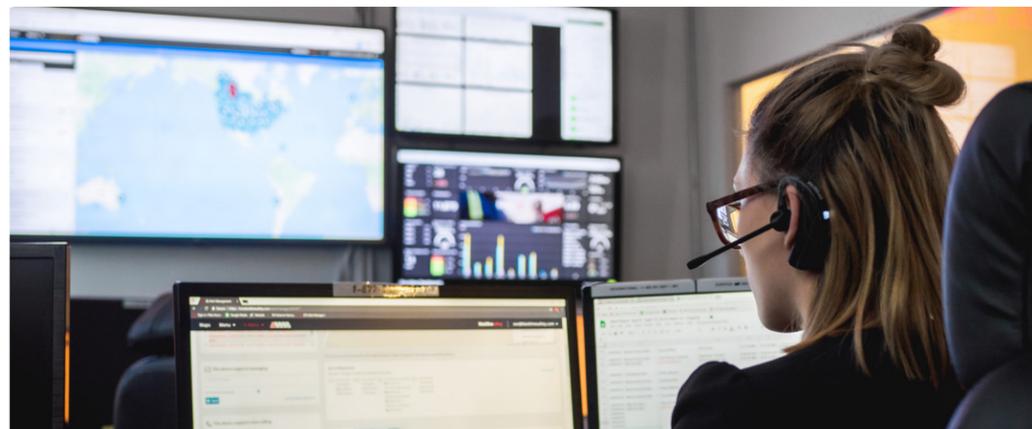
### A superior track record

**33,000+**  
devices monitored globally

**12sec**  
acknowledgment time average

**300,000**  
alerts managed in 2020

**99.6%**  
alerts acknowledged in fewer than 60 seconds



## BLACKLINE COLLECTIVE

On November 17, 2020, Blackline Safety launched [Blackline Collective](#), a program focused on building a network of safety-minded organizations, adding a new channel for us to enhance customer engagement and add value beyond our current product offerings. Blackline Collective bridges industrial borders, connecting peers committed to fostering a culture of workplace safety and operational excellence.

Blackline Collective establishes a community for leaders to share the experiences, best practices and strategies that have helped improve their organizations' safety and operations. Since its launch, we have added two key industry members: Enovert and Empire Cat.



Enovert, one of the UK's foremost landfill site operators, incorporated Blackline Safety's G7c gas detection solutions into its operations to ensure a data-centric approach to gas detection.

*"We see data collection and analysis as the present and future of the industrial sector. If an organization has the capability of tracking and using data to improve operations, enhance work practices and mitigate risks, employees are safer and our surrounding communities are more sustainable. Joining Blackline Collective enables us to share how we've implemented a data-centric approach to safety, which we hope will help others around the world operate even more safely and responsibly."*

**Mark Silvester,**  
CEO of Enovert



Empire Southwest, a Caterpillar dealership based in Mesa, Arizona, incorporated Blackline Safety's G7x safety wearables into its operations.

*"Any effective safety program starts at the top of an organization, or else it won't go anywhere. Safety is more important than productivity and profit. It is leadership's job to reinforce that message to their people every day and to continue to learn best practices to keep everybody safe. Blackline Collective allows us to learn from each other, which provides a great opportunity to learn from successes and mistakes and drive our safety protocols forward."*

**Jeff Whiteman,**  
CEO, Empire Southwest



## Supply chain management

We hold ourselves and our suppliers to a high standard of conduct. Blackline Safety's [Code of Business Conduct and Ethics](#) includes guidelines for fair dealing with suppliers and managing conflicts of interest. We recognize there is an opportunity to strengthen the relationship with our suppliers by collaborating with them to build a stronger, more responsible supply chain that satisfies our customers' product quality expectations.

We ask our approved vendors (suppliers providing ATEX/IECEX certified product and/or suppliers of raw stock or electronic components) if they have a quality management system in accordance with ISO 9001, ATEX QAN, IECEx QAR or an equivalent standard—and we expect our vendors to pass on this requirement through their own supply chains. We monitor compliance with this requirement through our purchasing procedures.

We also engage with our suppliers to assess their performance and encourage improvement and ownership of any issues. In 2020, we reviewed 43 vendors for their product quality and service levels and were pleased to report zero non-conformance ratings.



# 43

VENDORS  
REVIEWED

WITH **ZERO**  
NON-CONFORMANCE  
RATINGS



## MATERIALS SOURCING

Manufacturing of all Blackline Safety products, including printed circuit boards, is completed at our headquarters in Calgary, Canada. No hazardous materials are generated in these manufacturing processes. Many of our products require the use of critical materials like semiconductors and conflict minerals such as gold, precious metals and minor metals. We recognize there is inherent risk associated with such materials, including potential supply issues, lack of available substitutes, increased global demand driving increased competition, and impacts from geopolitical uncertainty. To manage these risks, we secure multiple sources for materials where possible and recycle critical minerals.

We support industry-wide efforts to validate the source of minerals used in our products, ensuring that they come from socially responsible sources and do not contribute to human conflict. Our goal is to better understand where our materials are sourced, use only conflict-free materials in our products and select suppliers that adopt fair labor and human rights practices, including fair treatment of employees and no child or involuntary labor.

## PRODUCT QUALITY

To ensure we meet or exceed our customers' quality expectations, our ISO 9001-certified sites undergo internal and external audits every year.



# 2021

## GOALS

Building a sustainable and resilient supply chain is critical to our long-term business interests, and we will strengthen our relationship with suppliers by:

- Being proactive in understanding where goods are sourced, screening new suppliers and reviewing existing suppliers against environmental, social and governance criteria
- Creating a Quality Assurance department to better refine, educate, and implement ISO and other quality standards across the organization



FOCUS AREA

## Energy

Our primary energy inputs and water sources are largely related, directly and indirectly, to our cloud-hosted safety monitoring infrastructure that runs on Amazon Web Services (AWS) as well as the day-to-day operations of our corporate offices and manufacturing facility.

### THE CLOUD

Blackline Safety's proprietary cloud-hosted safety monitoring infrastructure has been hosted by AWS, a globally recognized leader, since 2012. We selected AWS as our hosting provider for their suite of powerful tools that allow us to deliver powerful solutions with minimal environmental impact, freeing up our software development teams to focus solely on application development, data quality and scaling to support our customers' world-class safety monitoring and gas detection programs.

Since migrating to AWS, we have revolutionized what our cloud-hosted software can do. Our product portfolio is completely turn-key — connecting to a powerful cellular or satellite network and the cloud in minutes upon start up. Leveraging AWS technologies, our devices constantly collect and stream data through to the cloud right to the customer's centralized Blackline Live portal. Firmware and configuration updates are executed wirelessly. This puts the keys in the customer's hands, delivering a connected safety ecosystem they can rely on to keep their people protected and their businesses connected.

With AWS, our teams manage large volumes of data, allowing for sophisticated data analytics that we then deliver to our customers, with minimal environmental impact. Instead of having to focus on how to integrate cloud-hosted technology into our existing product line, our teams spend that time investing in technology research to create the innovative products that create a better future for our customers.

AWS's security policies, coupled with our own safeguarded development practices, provide a range of services that offer world-class data security, with a global presence that ensures we can sustain our rapid growth. In 2021, we continue to use AWS for their exceptional service, value and important environmental initiatives and commitments. Refer to [AWS Sustainability Report](#) for more details.

### THE GROUND

We also work to manage our environmental impact by increasing energy efficiency, minimizing waste and driving operational efficiencies. In 2020, we took the necessary steps to establish a baseline in understanding our direct energy and waste inputs and outputs and have identified opportunities to improve our environmental footprint.

### ENERGY USAGE

In 2020, Blackline Safety's Calgary office invested in Bullfrog Power to offset a portion (43%) of electricity used by putting a kilowatt hour (kWh) from a pollution-free, renewable source back on the grid on Blackline Safety's behalf. While the energy supply at our Colchester, UK office is already 100% carbon neutral, we now have a target of increasing the energy percentage from renewable sources, currently standing at 76% of the total usage.



In 2020, our European subsidiary began taking the necessary steps to become ISO 14001 certified, demonstrating their ongoing commitment to maintaining and improving on our approach to environmental concerns.

2020 DATA	Total*
Electricity (kWh)	340,489
Natural gas (GJ)	3,247
Water (M3)	1,288

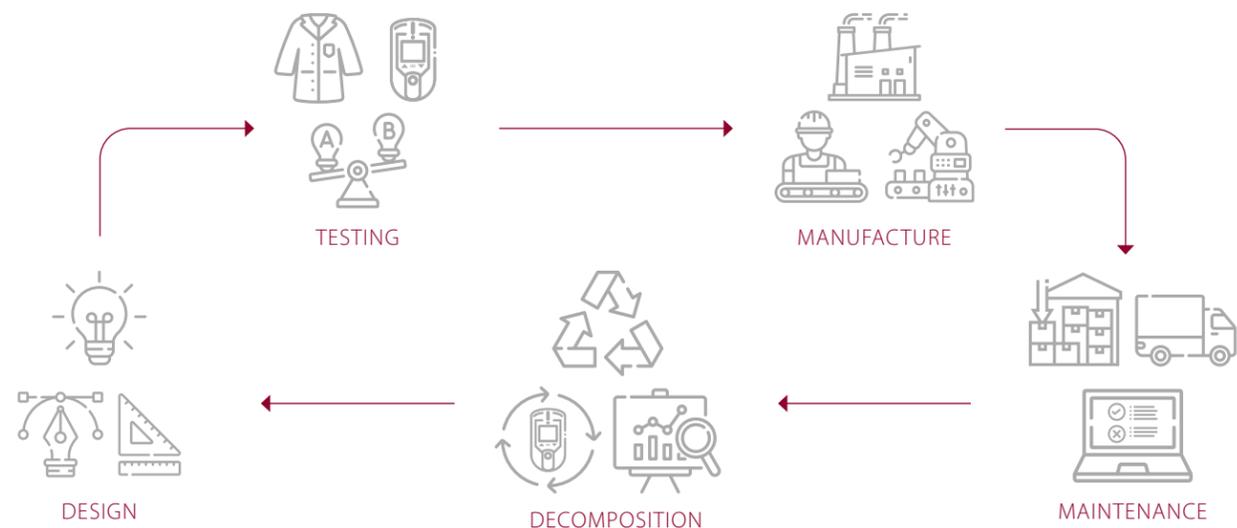
\*Only related to corporate offices. Data related to AWS usage not available.



As we continue to gather detailed data about our environmental footprint, we will pursue impactful and informed efforts as an environmentally responsible organization by:

- Achieving 100% energy consumption from renewable sources company wide by the end of fiscal 2022
- Achieving ISO 14001 certification company wide by the end of fiscal 2021

## 2021 GOALS



## Product life cycle management

Our primary waste is generated from device production, consumer products and packaging waste. The majority of our internally generated waste is recycled or e-cycled.

Our corporate office in Calgary, Canada is a member of a third-party organization that collects the majority of production related waste (e.g. plastics, lights, batteries, sensors, metals) and recycles, e-cycles or re-purposes items to donate to community charities. We also have a solder paste recycling program with one of our suppliers where they take back used solder paste and any waste material that is contaminated with chemicals. In 2020, 216.5 lbs of solder paste was recycled.

In 2020, the waste generated by our European subsidiary was minimal as the majority of staff worked remotely due to COVID-19



### 2021 GOALS

We will begin tracking the weight of all end-of-life products in pursuit of adopting a circular economy and reducing our waste.

## Our response COVID-19

Through the pandemic, Blackline Safety has provided uninterrupted delivery of services to customers around the world, ensuring business continuity and reducing the impact on Blackline Safety's growth trajectory.

We recognize the ongoing impacts of COVID-19 and the difficulties our employees, customers and partners continue to face, and we are committed to supporting them as much as we can. We implemented the following measures to help ensure their health and safety:

- Delivered the world's only industrial contact tracing solution combined with gas detection, followed by Bluetooth-based close contact detection for proactive social distancing. This industrial contact tracing solution was available to our customers and employees working in the office.
- Implemented the [COVID-19 Continuity Plan](#) to address our approach in ensuring continued business operations while protecting employee health and safety
- Established new work processes that enabled social distancing and limited face-to-face interactions to protect our manufacturing and logistic teams who were designated as essential service workers
- Adopted a company wide work-from-home policy for non-essential service workers, and we undertook a measured and phased and voluntary approach to returning to the workplace, based on local public health guidance
- Increased the frequency of sanitization and deep cleaning, and made hand sanitizer, disinfectant wipes and masks available to all our employees
- Provided all employees with access to available healthcare services to support their mental health and well-being through the pandemic

We are well positioned to return to a more growth-oriented cycle as COVID-19 becomes a manageable challenge for the world and we are proud of the resiliency of our business and employees.



# Reporting references

Blackline Safety uses the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiatives (GRI) disclosure frameworks and sector-specific guidelines to identify and prioritize ESG issues. We chose a blended approach to ensure the information provided is tailored to our own material issues and our stakeholders' areas of interest. This report has been informed by the SASB Software and IT Services and Hardware Standard materiality map and the GRI: Core option. Further aligning with the requirements and recommendations of SASB and GRI will be a priority in future reports.

## GRI STANDARDS

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
<b>GRI 102 – General Disclosures</b>				
<b>ORGANIZATIONAL PROFILE</b>				
102-1	Name of the organization	Blackline Safety Corp.		
102-2	Activities, brands, products and services	Blackline Safety Products	About Blackline Safety, p. 8	Annual Information Form, p.5-12
102-3	Location of headquarters	Calgary, Alberta, Canada		
102-4	Location of operations	Contact Us During our reporting period, Blackline Safety operated in two countries: Canada and the United Kingdom (UK). Blackline Safety had employees located in Canada, Europe, USA and Australia.		
102-5	Ownership and legal form			Annual Information Form, p. 4
102-6	Markets served	Protecting Workers in Every Industry Our devices are deployed in over 50 countries around the world.	Protecting Workers In Every Industry, p.9	Annual Information Form, p.13
102-7	Scale of the organization		Year In Review, p.10-11 Employee Engagement, p.20	
102-8	Information on employees and other workers		Diversity, p. 24 - 25	Annual Information Form, p.14
102-9	Supply chain		Supply Chain Management, p. 32 - 33	
102-10	Significant changes to the organization and its supply chain	None		
102-11	Precautionary Principle or approach	We do not apply the precautionary principle. A description of the Board in overall risk oversight is located in our ESG report under Risk Management	Risk Management, p.16	
102-12	External initiatives		Health & Safety, p. 28 - 31 Supply Chain Management, p. 32-33 Community Engagement, p. 26 - 27 Product Life Cycle Management, p. 36	
102-13	Membership of associations		Supply Chain Management, p. 32 - 33	

<b>STRATEGY</b>				
102-14	Statement from senior decision-maker		Message from our CEO and Board Chair, p. 4	
<b>ETHICS AND INTEGRITY</b>				
102-16	Values, principles, standards and norms of behavior		Our Values, p. 21	
<b>GOVERNANCE</b>				
102-18	Governance structure		Board Composition and Committees, p. 14	
<b>STAKEHOLDER ENGAGEMENT</b>				
102-40	List of stakeholder groups		Our ESG approach, p. 12 Stakeholder Framework, p. 44	
102-41	Collective bargaining agreements	Our employees are not unionized.		
102-42	Identifying and selecting stakeholders		Our ESG approach, p. 12 Stakeholder Framework, p. 44	
102-43	Approach to stakeholder engagement		Our ESG approach, p. 12 Stakeholder Framework, p. 44	
102-44	Key topics and concerns raised	We have concentrated on nine ESG focus areas which are addressed throughout the report	Our ESG approach, p. 12 ESG Materiality Matrix, p. 13	
<b>REPORTING PRACTICE</b>				
102-45	Entities included in the consolidated financial statements			Annual Information Form, p. 4
102-46	Defining report content and topic boundaries	The Boundary for each key topic is the Company's global operations.	Our ESG approach, p. 12	
102-47	List of material topics		Our ESG approach, p. 12 ESG Materiality Matrix, p. 13	
102-48	Restatements of information	There were no restatements of information.		
102-49	Changes in reporting	There were no significant changes in reporting.		
102-50	Reporting period	November 1, 2019 – October 31, 2020		
102-51	Date of most recent report	This is our inaugural report.		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	esg@blacklinesafety.com		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been informed by the GRI Standards: Core option		
102-55	GRI content index		GRI Standards, p. 38-41	
102-56	External assurance	This report did not undergo external assurance.		

## GRI STANDARDS CONT.D

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
<b>GRI 103: MANAGEMENT APPROACH</b>				
103-1	Explanation of the material topic and its Boundary	Our Boundary is the Company's global operations.	Our ESG approach, p. 12	
103-2	The management approach and its components		Corporate Governance, p. 14 Privacy and Data Security, p. 18 Employee Engagement, p. 20 Diversity, p. 24 Community Engagement, p. 26 Health and Safety, p. 28 Supply Chain Management, p. 32 The Ground, p. 35	
103-3	Evaluation of the management approach	We seek stakeholder feedback and our Board oversees and evaluates the effectiveness of the management approach of our ESG focus areas. Our ESG strategy will evolve as the results and any related adjustments to the management approach change.	Our ESG approach, p. 12 Corporate Governance, p. 14 Privacy and Data Security, p. 18 Employee Engagement, p. 20 Diversity, p. 24 Community Engagement, p. 26 Health and Safety, p. 28 Supply Chain Management, p. 32 The Ground, p. 35	
<b>GRI 201: ECONOMIC PERFORMANCE</b>				
201-1	Direct economic value generated and distributed		FY2020 Highlights, p. 11	2020 FS
<b>GRI 205: ANTI-CORRUPTION</b>				
205-1	Operations assessed for risks related to corruption	We operate in low risk corruption countries and our Anti-Corruption Policy mitigates any risk related to corruption.	Anti-Corruption Policy, p. 17	
205-2	Communication and training about anti-corruption policies and procedures	100% of our employees and Board members have received the Anti-Corruption Policy and we require annual reaffirmation from them that they have read and comply with the Policy.	Anti-Corruption Policy, p. 17	
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption confirmed.		
<b>GRI 302: ENERGY</b>				
302-1	Energy consumption within the organization		Energy Usage, p. 35	

<b>GRI 401: EMPLOYMENT</b>				
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are provided to all full-time and part-time employees in which they are located (Canada, Europe, USA and Australia), subject to local rules and regulations.	Blackline Safety Compensation and Benefits, p. 23	
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>				
403-1	Occupational health and safety management system	The Blackline Safety Health and Safety Policy is based on Occupation Health and Safety legislation, and other recognized international standards such as ISO 9001:2015. The policy applies to all employees, contractors and visitors of Blackline Safety.	Health and Safety, p. 28	
403-9	Work-related injuries	The rates disclosed in our report are based on 200,000 hours worked. We are working towards monitoring additional work-related injury data in the future.	Health and Safety, p. 28	
<b>GRI 404: TRAINING AND EDUCATION</b>				
404-2	Programs for upgrading employee skills and transition assistance programs	In support of our people-centric values, we offer career transition services at employment end as well as conduct exit interviews for all employees.	Team Development, p. 23	
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>				
405-1	Diversity of governance bodies and employees	Age of board members: 0% : <30 33%: 31-50 67%: >50	Board Composition and Committees, p. 14 Workforce Diversity, p. 25	
<b>GRI 418: CUSTOMER PRIVACY</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not identified any substantiated complaints concerning breaches of customer privacy.		

## SASB REFERENCE

TOPIC	ACCOUNTING METRIC	SASB CODE	RESPONSE
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Privacy and Data Security, p.18
Data Security	1) Number of data breaches 2) Percentage involving personally identifiable information 3) Number of users affected	TC-SI-230a.1	Zero
	Description of approach to identifying and addressing data security risks, including use of third party cybersecurity standards	TC-SI-230a.2	Cybersecurity, p. 18
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Privacy and Data Security, p.18 We do not engage in behavioral advertising
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Zero
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Zero
	1) Number of law enforcement requests for user information 2) Number of users whose information was requested 3) Percentage resulting in disclosure	TC-SI-220a.4	Zero
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	TC-SI-220a.5	None
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Zero
Managing Systemic Risks from Technology Disruptions	Number of: 1) Performance issues, 2) Service disruptions and, 3) Total customer downtime	TC-SI-550a.1	14 notices sent to customers of portal outages due to performance issues and service disruptions. We are working towards additional monitoring in the future, including reporting performance issues and service disruptions separately.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	We have a business continuity plan and hold annual management reviews as part of our quality management system to mitigate the risks identified in our Annual Information Form, p. 26 - 36
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for : 1) Management 2) Technical staff 3) All other employees	TC-HW-330a.1; TC-SI-330a.3	Workforce Diversity, p. 25
	Percentage of employees that are 1) Foreign nationals 2) Located offshore	TC-SI-330a.1	Workforce Diversity, p. 25
	Employee engagement as a percentage	TC-SI-330a.2	Employee Engagement, p. 20

Product Life Cycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	We are working towards becoming RoHS and REACH compliant.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	Zero
	Percentage of eligible products, by revenue, meeting ENERGY STAR criteria	TC-HW-410a.3	Zero
	Weight of end of life products and e-waste recovered, percentage recycled	TC-HW-410a.4	Not disclosed at this time. We are working towards monitoring this in the future.
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA validated audit process or equivalent, by: a) All facilities and, b) High risk facilities	TC-HW-430a.1	We currently do not audit suppliers using the RBA validated audit process. We are working towards strengthening our relationship with suppliers in the future.  Supply Chain Management, p. 32
	Tier 1 suppliers: 1) Non-conformance rate with the RBA validated audit process or equivalent 2) Associated corrective action rate for a) priority non-conformances and b) other non-conformances	TC-HW-430a.2	We currently do not audit suppliers using the RBA validated audit process. We are working towards strengthening our relationship with suppliers in the future.  Supply Chain Management, p. 32
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Materials Sourcing, p. 33
Environmental Footprint of Hardware Infrastructure	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable	TC-SI-130a.1	Energy Usage, p. 35
	1) Total water withdrawn 2) Total water consumed, percentage of each in regions with high or extreme high baseline water stress	TC-SI-130a.2	1) Data not available 2) Energy Usage, p. 35. Data not available for percentage of water consumed in regions with high or extreme high baseline water stress.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	We do not own or develop data centers. The Cloud, p. 34
Activity metrics	Number of units produced by product category	TC-HW-000.A	Blackline GPS products: 917 G7 family of products: 40,410
	Area of manufacturing facilities	TC-HW-000.B	4,500 square feet
	Percentage of production from owned facilities	TC-HW-000.C	100%
	1) Number of licenses or subscriptions 2) Percentage cloud-based	TC-SI-000.A	1) Approximately 140,000 2) 100%
	1) Data processing capacity 2) Percentage outsourced	TC-SI-000.B	There is no upper limit to the processing capacity as we outsource to AWS and are billed for what is used.
	1) Amount of data storage 2) Percentage outsourced	TC-SI-000.C	1) Approximately 0.169 Petabytes 2) 98%

## STAKEHOLDER FRAMEWORK

We regularly engage with stakeholders to better understand factors they believe are critical for Blackline Safety and the connected safety industry.

LIST OF KEY STAKEHOLDER GROUPS	RELEVANCE TO BLACKLINE SAFETY	ENGAGEMENT/FEEDBACK MECHANISM	ISSUES/PRIORITIES/ CONCERNS
<b>Customers</b>	<ul style="list-style-type: none"> <li>Develop innovative products and technology to support digital transformation and ESG programs</li> </ul>	<ul style="list-style-type: none"> <li>Performance feedback</li> <li>Blackline Collective</li> </ul>	<ul style="list-style-type: none"> <li>Healthy and safety</li> <li>Privacy and data security</li> <li>ESG</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Key achievers of business results and performance</li> <li>Blackline Safety ambassadors</li> <li>Talent availability is impacted by our reputation as an employer of choice</li> </ul>	<ul style="list-style-type: none"> <li>Employee Survey</li> <li>Culture Team Initiatives</li> <li>Code of Business Conduct and Ethics</li> <li>Blackline Learning</li> </ul>	<ul style="list-style-type: none"> <li>Training and development</li> <li>Compensation and benefits</li> <li>Corporate culture and leadership behaviors</li> <li>Health and safety</li> <li>ESG</li> </ul>
<b>Suppliers and Service Providers</b>	<ul style="list-style-type: none"> <li>Delivering safe and responsible parts and service</li> </ul>	<ul style="list-style-type: none"> <li>Performance feedback</li> <li><a href="#">Blackline Catalyst partner program</a></li> </ul>	<ul style="list-style-type: none"> <li>Operational, regulatory, environmental and health and safety performance</li> <li>Medium and long term business strategy</li> <li>Consistent and fair practices</li> <li>ESG</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>Provide access to capital (equity and/or debt markets), as appropriate</li> <li>Market performance impacts our brand reputation as financially sound and responsible</li> <li>Support for business strategy allows flexibility in corporate spending, mergers and acquisitions</li> </ul>	<ul style="list-style-type: none"> <li>Investor presentations</li> <li>One-on-one meetings</li> <li>Third party media interviews</li> <li>Annual and quarterly financial reports</li> <li>Press releases</li> <li>Annual General Meeting</li> <li>Annual Information Form</li> <li>Management Information Circular</li> <li>ESG Report</li> </ul>	<ul style="list-style-type: none"> <li>Fiscal responsibility, returns and profitability</li> <li>Short and long term business strategy</li> <li>Risk management</li> <li>Economic performance</li> <li>ESG</li> </ul>
<b>Government and Regulators</b>	<ul style="list-style-type: none"> <li>Decision makers on applications, laws, policies and regulations</li> <li>Auditors and enforcers of policies and approvals</li> </ul>	<ul style="list-style-type: none"> <li>Applications</li> <li>Compliance audits/ inspections</li> <li>Performance reports</li> </ul>	<ul style="list-style-type: none"> <li>Legal and regulatory compliance</li> <li>ESG</li> </ul>
<b>Industry Peers, Partners and Trade Associations</b>	<ul style="list-style-type: none"> <li>Potential for joint efforts, shared resources and synergies</li> <li>Drivers of industry innovation</li> </ul>	<ul style="list-style-type: none"> <li>Industry/Community Associations and discussion groups</li> <li><a href="#">Blackline Catalyst partner program</a></li> </ul>	<ul style="list-style-type: none"> <li>Sharing of best practices and innovation</li> <li>ESG</li> </ul>
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>Potential to be directly affected by our operations</li> <li>Observers of our operations</li> </ul>	<ul style="list-style-type: none"> <li>Direct and ongoing communication through partnership efforts</li> <li>Community investment and events</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement and investment</li> <li>Business and employment opportunities</li> <li>ESG</li> </ul>
<b>Non-Governmental Organizations</b>	<ul style="list-style-type: none"> <li>Support sustainable, responsible development</li> <li>Influencers of public opinion, policy and reporting mechanism</li> <li>Increased public awareness</li> </ul>	<ul style="list-style-type: none"> <li>Partnerships on education and other ESG initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Mitigation and innovation</li> <li>Best practices</li> <li>ESG</li> </ul>

## Forward looking information and statements

Certain statements included in this report constitute forward-looking statements. These statements relate to future events or the Corporation's future performance, objectives or targets. All statements other than statements of historical fact may be forward-looking statements. Forward-looking statements are often, but not always, identified by the use of words such as "anticipate", "believe", "continue", "could", "estimate", "expect", "intend", "may", "might", "plan", "potential", "predict", "project", "seek", "should", "targeting", "will" and other similar expressions. All forward-looking statements are based on beliefs and assumptions based on information available at the time the assumption was made. These forward-looking statements are not based on historical facts but rather on expectations. Forward-looking statement included in this report relate to among other things, the Corporation's disclosure objectives with respect to ESG, the expected benefits associated with certain of the Corporation's initiatives, the Corporation's Board diversity, and other, targets, the Corporation's data and privacy security programs, efforts of developing strong employee engagement, plans with respect to continued engagement within the community, continued commitment to health and safety initiatives, management of the Corporation's supply chain, energy consumption targets in 2022 and further environmental initiatives.

Forward-looking statements involve known and unknown risks, uncertainties, assumptions and other factors that may cause actual results, levels of activity, performance or achievements to differ materially from those anticipated in such forward-looking statements. Although the forward-looking statements contained in the report are based upon what the Corporation believes to be reasonable assumptions, no assurance can be given that these expectations will prove to be accurate and such forward-looking statements included in this report should not be unduly relied upon by investors. Factors which could cause future outcomes to differ materially from those set forth in the forward looking statements include, but are not limited to: (i) the ability to obtain sufficient and suitable financing to support operations, development and commercialization of products, (ii) the ability to execute partnerships and corporate alliances, (iii) uncertainties relating to the regulatory approval process, (iv) the ability to develop plant lines and manufacturing processes that result in competitive advantage and commercial viability, (v) the ability to develop enhanced products and software in a cost effective and timely manner, (vi) the impact of competitive products and pricing and the ability to successfully compete in the targeted markets, (vii) the ability to attract and retain key personnel and key collaborators, including in sufficient numbers to achieve the Corporation's stated objectives, (viii) the ability to adequately protect proprietary information and technology from competitors, (ix) market and general economic conditions (x) the ability to source materials and manufacture products in an effective manner consistent with the Corporation's stated objectives related to the same and (xi) the impact were a significant disruption to its information technology to occur.

These forward-looking statements are made as of the date of this report. The Corporation does not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, unless required by law.

Readers are cautioned that the foregoing list of factors is not exhaustive. The forward-looking statements contained in this report are expressly qualified by this cautionary statement.

All amounts are stated in Canadian dollars unless otherwise specified.

 **Blackline Safety Corp.**  
Unit 100, 803 24 Avenue SE  
Calgary, AB, Canada  
T2G 1P5  
1-877-869-7212

 **Blackline Safety USA Corp.**  
17146 Feathercraft Lane  
Webster, TX, USA  
77598  
1-877-869-7212

 **Blackline Safety Europe Ltd.**  
12 De Grey Square, De Grey Road  
Colchester, Essex  
CO4 5YQ UK  
+44 1787 222684

 **Blackline Safety Europe SAS**  
Voie 5 D  
Za Carrefour De L'Artois  
62490 Fresnes-Les-Mon  
France  
+33 805 22 31 85



**blacklinesafety**

Environmental, Social  
and Governance Report



NORTH AMERICA | Phone: 1-877-869-7211 | [esg@blacklinesafety.com](mailto:esg@blacklinesafety.com)

EUROPE | Phone: +44 1787 222684 | [esg@blacklinesafety.com](mailto:esg@blacklinesafety.com)

INTERNATIONAL | Phone: +1-403-451-0327 | [esg@blacklinesafety.com](mailto:esg@blacklinesafety.com)

[www.BlacklineSafety.com/ESG](http://www.BlacklineSafety.com/ESG)