

# A QUANTUM LEAP

## IMPACT REPORT

February 1, 2021 to January 31, 2022







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# OPEN LETTER TO THE INDUSTRY

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“Truth is, we have been very fortunate.”



Gary Diamond, President, Quantum Lifecycle Partners LP

**Dear Industry,**

This is our first ever Impact Report.

Truth is, we have been very fortunate.

By operating reuse and recycling facilities for electronics, Quantum operates in an industry that is, by definition, good for the environment. There is so much to be proud of.

It would be easy to rest on our laurels.

But as I look at my children – aged 7 and under – and the future of the planet as it stands, we know we can do more. We must do more.

And we must do it now.

Additionally, we are excited for this opportunity. We see the business opportunity in being an Environmental, Social and Governance (ESG) leader.

**So, here is what we are committed to doing:**

- **Identify goals and report on progress:** We have gone through a process to identify what we should report on. We are setting goals and will report on them next year. For some of the goals, we had previously identified them and are well on our way. For others, we are just getting started.

- **Harness our core values to help build the circular economy:** We are leveraging our relentless curiosity, courageous integrity, and bold leadership to find better ways of doing things. We know there is opportunity in this time of massive change.

In this first ever report, we are sharing Quantum's journey publicly. It is our way of putting a stake in the ground, recognizing that while we are proud of what we are doing, this is an evolution.

We are dividing this report into three categories that align with our Key Stakeholders: **the planet, our customers, and our team.** Internally this is how we look at our business, so it is a natural extension to use this lens here.

Industry, we invite you to reach out and join us. Be a collective force for change.

Ultimately, I hope that if my kids were old enough to read this report, they would be proud of what Dad and his company are doing.

Let us get started.



**Gary Diamond**

President



# OUR PAST, PRESENT, **FUTURE**

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## OUR STORY

Quantum Lifecycle Partners is both an IT asset disposition (ITAD) and an end-of-life electronics recycling company. We support organizations of all sizes and industries to manage their electronic waste by refurbishment, reuse and recycling. Quantum's ultimate goal is to reuse as many assets and recycle remaining commodities ultimately minimizing the amount of e-waste entering landfills.

Quantum was formed in 2019, the result of merger of Shift Recycling Inc. and GEEP (Global Electric Electronic Processing). We draw on more than 30 years of corporate history to develop complete customized solutions and the metals recycling expertise of our two groups of shareholders: Combined Metal Industries and Giampolo Group.

## INDUSTRIES WE WORK WITH

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- Enterprise
- Telecom
- Data Centres
- VARs
- Retail
- PROs and Producers
- Municipalities



# VISION

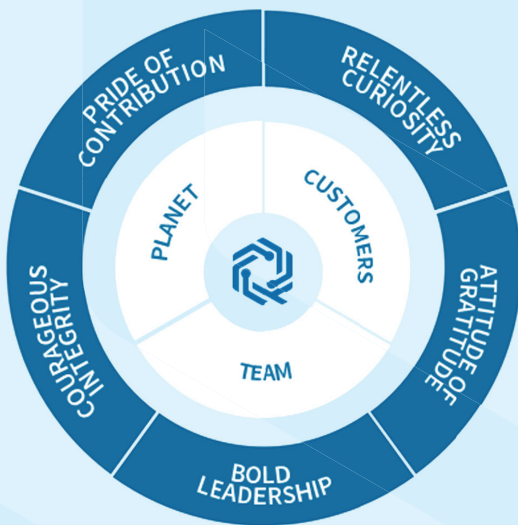
To become our **Customers' Most Trusted Partner** by setting the **standard** in sustainable electronics lifecycle management.



# MISSION

We bring the **best people, processes and technology together to package the complete solution** for our customers.

# CORE VALUES



## Relentless Curiosity

Learning and innovation is in our DNA. We're always searching for the better way. We are passionate about feedback.

## Attitude of Gratitude

We are thankful for the opportunity to make a difference. We appreciate and recognize each other's role every day.

## Bold Leadership

We think big. We know we can transform our industry. We want to be the best, not the biggest, in the world.

## Courageous Integrity

We do the right things right. If we see it, we say it. We do what we say we're going to do.

## Pride of Contribution

Quality is everyone's job and we all strive for personal excellence. We are inspired by what we do together: we are literally saving the planet.

## HOW WE CREATED THIS REPORT

Quantum used the Global Reporting Initiative standard when compiling this report. We are using the operational control method, meaning we are reporting on 100% of the impact and GHG emissions over which we have operational control.

To determine what Quantum should report on, we completed a materiality assessment under the guidance of the organization Sustainability Leadership. We looked at the activities, products, and services that Quantum offers and the key stakeholders, both internal and external. We then completed a survey to determine which areas were the most significant for our organization as well as what we had influence over.

The materiality assessment generated a ranking of categories to focus on, and we are focusing on reporting the top 10. The majority of topics are related to employees.

The only category that appeared in the top 10 but we chose to remove is Direct Economic Value. Because Quantum is a privately held company, this information is confidential. However, we have added Diversity of Employees, which fell below the top 10 ranking, but we felt it was important to address.

The timeframe for this report is our fiscal year: February 1, 2021, to January 31, 2022. We used this timeframe to align with internal and other stakeholder reporting.

Finally, Quantum has aligned its measures based on the UN Sustainable Development Goals, which are designed to be a blueprint to achieve a better and more sustainable future for all.



### **What is a materiality assessment?**

A materiality assessment is a process to understand what is significant to an organization and therefore what should be reported on.





## WHERE WE ARE GOING

While Quantum has been on a sustainability journey since the company's inception, we are proud to take our ESG journey to a whole new level.




Quantum will produce an annual report with progress updates on the topics identified.

Moreover, we are committed to finding new and innovative ways to make an impact. In 2021 we updated our mission, vision, and values. We are excited about what we have created, and we believe our values – bold leadership, relentless curiosity, and attitude of gratitude to name a few – translate to “anything is possible”.



# PLANET Impact

It may seem obvious, but to many companies it isn't. **The Planet is a key stakeholder in all that we do.** Internally we report on our Planet's metrics every quarter. The measures and goals below offer a broad view of what Quantum can do as a trusted steward for the world.

GRI Category	Quantum Goal	Related UNSDG
<b>305-1</b> Reduction of direct emissions - Scope 1	Set long term plan while reducing 5% in F23	9- Industry, Innovation and Infrastructure 
<b>302-4</b> Reduction of energy consumption - Scope 2	Measure energy consumption across sites, set targets + high level plan	7 – Affordable and clean energy 
<b>305-3</b> Reduction of supply chain emissions - Scope 3	Measure scope 3, set long term goals for emissions reduction + high level plan	13 – Climate action 

Emissions saved/avoided:

# 83,363\*

Tonnes of CO<sub>2</sub>e through reuse and recycling of electronics.



## EQUIVALENT TO:



**583,541**  
TREES



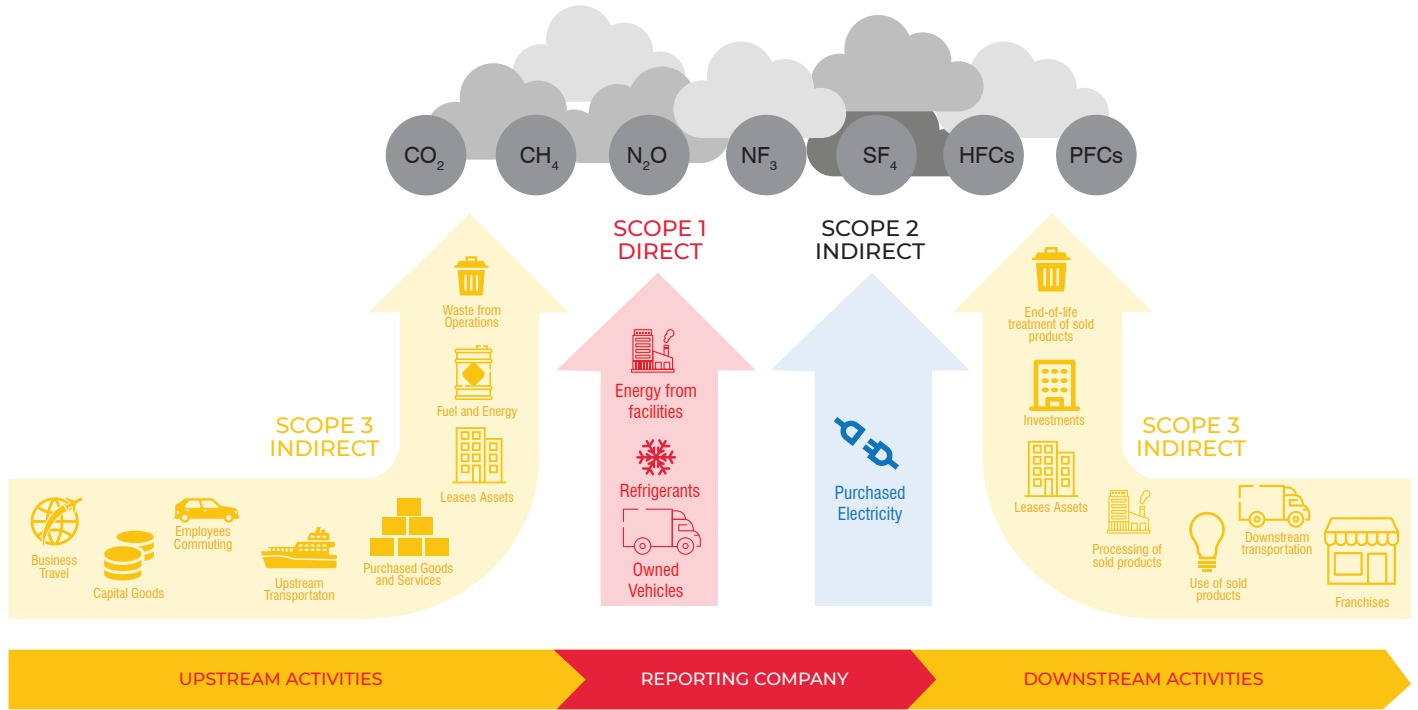
**67,366** FLIGHTS BETWEEN  
VICTORIA AND ST. JOHNS



**258,425**  
CARS REMOVED

\*Based on Quantum's internal GHG savings calculator. Please contact us for more information.

## AN OVERVIEW OF SCOPE 1, 2, AND 3 EMISSIONS



**Scope 1:** Direct emissions from the activities of the company.

**Scope 2:** Emissions from the electricity purchased by all the facilities, owned or rented, by the company.


**Scope 3:** Indirect emissions that comes from the entire value chain of the company.





# CUSTOMER Impact

As the saying goes: without customers, there is no business. At Quantum, we focus on serving our customers better, which means serving our planet better too.

GRI Category	Quantum Goal	Related UNSDG
<b>301-3</b> Reclaimed products and their packaging materials	<p>In the next year, increase landfill diversion by:</p> <ul style="list-style-type: none"> <li>• Reusing 500,000 assets and components</li> <li>• Recycling 80 million lbs of commodities for resource recovery</li> <li>• Setting long term targets</li> </ul>	<p>12 – Responsible consumption and production</p> 





Reused

# 409,928

assets and components in F22



Recycled

# 83,601,208

pounds of electronics in FY22



Quantum acquired GEEP Costa Rica effective February 1, 2021. This is Quantum's first acquisition outside of Canada, expanding its footprint to service Latin America and the Caribbean.



In January 2022 Quantum acquired REfficient Inc., a Certified B Corp company based out of Hamilton, ON. REfficient is a reuse services company in the telecom sector. Founded in 2010, REfficient has served customers across Canada and in 14 other countries. The company was named to the "Best for the World" list six times for its positive environmental impact.








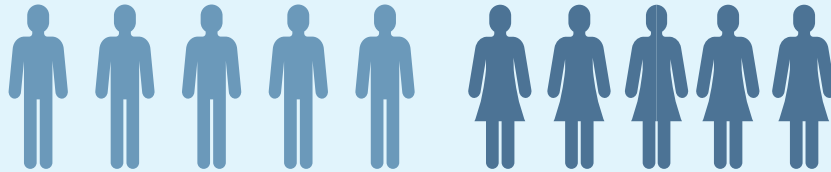


# TEAM Impact

In 2021, Quantum renamed our workforce as Sustainability Superheroes. We are proud of what we accomplish as a team and are striving to be best-in-class for providing a safe, inclusive, and equitable work environment for all.

GRI Category	Quantum Goal	Related UNSDG
<b>403-2</b> Hazard identification, risk assessment and incident investigation	Increase the number of hazards reported to 2 per person in F2023	8 – Decent work and economic growth 
<b>403-4</b> Worker participation, consultation and communication on occupational health and safety	Increase engagement in health and safety committees by 10% in F2023	
<b>404-1</b> Average hours of training per employee	Measure training hours per employee, with the ultimate goal of having 2 hours of training per month	9 - Industry, Innovation and Infrastructure 
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	100% of employees to receive performance reviews, both hourly and salaried workers	
<b>405-1</b> Diversity of governance bodies and employees	Measure ratio of male to female, and by leadership level	10 – Reduced inequalities 
<b>405-2</b> Ratio of basic salary and remuneration of women to men	Measure remuneration ratio by job classification in F2023 to establish baseline	

# TOTAL WORKFORCE: 400+ ACROSS 10 FACILITIES



344 MALES

105 FEMALES

## YEARS OF SERVICE: AVG SUPERHERO YEARS OF SERVICE: 5.5

YRS RANGE	0-5	6-10	11-15	16-20	21-25	25+
# OF SUPERHERO	257	113	48	18	10	3

## AGE: AVG SUPERHERO AGE: 42

AGE RANGE	18-24	25-40	41-55	56+
# OF SUPERHERO	24	192	152	81

## OUR EMPLOYEE BENEFITS

- Hybrid working environment (as applicable)
- Company-paid extended Health and Dental benefits
  - Disability and Life insurance
  - Company RRSP matched up to 3.5%
  - Employee and Family Assistance Program
  - Education Reimbursement program
- Social and Team Building events
- Access to Perkopolis (a discount benefits rewards program available to employees)
- Employee purchase program (up to 20% OFF of Qnovum.com)
- Opportunity to play a part in protecting the environment and contributing to sustainability





**QUANTUM**  
LIFECYCLE PARTNERS

# OUR **SUSTAINABILITY** **SUPERHEROES**





# QUANTUM

LIFECYCLE PARTNERS

Partners for a Sustainable Future

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