

Together, let's build the future

2024 Overview of Sustainable
Development Activities

RONA



Message from our President and CEO



At RONA, we are proud of our commitment to being a responsible corporate citizen. Every day, our teams make tremendous efforts to reduce our environmental footprint and contribute to the well-being of our employees and the communities we serve.

The 2024 overview is a testimony to our achievements and progress; indeed, the actions and results are simply remarkable.

In terms of the environment, we continue to take concrete steps to minimize the impact of our operations on the environment, notably by offering more ecofriendly options to our customers through our ECO program and by taking back used paint for recycling, among other things.

To help alleviate the complex social challenges facing Canadians, such as the housing crisis, we provide real help to ensure that vulnerable populations have access to safe, suitable housing across the country. Thanks to the RONA Foundation's activities and the invaluable

mobilization of our network, close to \$2 million were donated to 150 charities in 2024.

Our commitment to diversity, equity and inclusion is also an important aspect of our corporate culture. I would like to highlight the efforts deployed by our 2SLGBTQIA+ resource group for its many initiatives, such as our first participation in the Montreal Pride Parade.

Finally, I would like to thank each of our teams. You play a vital role in achieving our sustainable development goals and strive to continuously improve our practices.

J.P. Towner
President and CEO, RONA inc.

About RONA inc.

21K

employees serving our customers

425

corporate and affiliated dealer stores across the country

11

distribution centres

125K

products available in stores and online

3

banners in Canada

3

sustainable development pillars:
Our products, Our operations, and
Our employees and communities



2024 Highlights



OUR PRODUCTS

1,612

ENERGY STAR®-certified products
in stores and online

348

WaterSense®-certified products
in stores and online

100%

of thermal paper used for store receipts
is FSC® certified



OUR OPERATIONS

13th

consecutive Leader in
Sustainability award

+ \$1,2M

in unsold products donated to Habitat
for Humanity Canada

1,775

tonnes of paint, batteries and other
products collected in store



OUR EMPLOYEES AND COMMUNITIES

150

non-profit organizations supported by
the Home Sweet Home campaign

240

store managers trained through
the Leadership Experience program

1st

time participating
in a 2SLGBTQIA+ event

AWARDS AND RECOGNITIONS





OUR PRODUCTS

To offer products that meet recognized environmental standards and are manufactured under safe and ethical working conditions, we choose our products carefully, according to strict responsible sourcing criteria.

Achievements in 2024

Ethical supply chain:

Conducted audits to ensure compliance with our [Vendor Code of Conduct](#) and our [Human Rights Policy](#), which is further explained in the [2024 Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act](#).

Sustainable forestry practices:

Updated the [Wood Sourcing Policy](#) and high-risk regions requiring FSC® certification.

Wood sourcing:

Collected data on the origin and certification of wood contained in products sold in our stores.

Receipts printed on FSC®-certified paper:

Obtained FSC® certification for the thermal paper used to print store receipts.

Redesigned packaging for private-label products:

Launched new guidelines to eliminate use of plastics without large-scale recycling systems across Canada (PVC, PS, PLA and other degradable plastics).

Elimination of specific chemicals:

Implemented control measures in accordance with our [Safer Chemicals Policy](#).



Identification of products for eco-friendly renovations:

Identified products that can help reduce the environmental footprint of home improvement projects through the [ECO Program](#).



Promotion of Canadian-made products:

Offered a wide array of products made by local suppliers, and made them easier to find thanks to the [Well Made Here Program](#), in which RONA has been taking part since it was first created.



OUR OPERATIONS

Through our efforts in waste management and energy efficiency, we strive to reduce the environmental impact of our operations and ultimately contribute to the fight against climate change.

Achievements in 2024

Waste management:

- **65%** of waste produced by our corporate stores and distribution centres was diverted from landfill thanks to reuse and recycling efforts
- **7,046** employees were trained in best practices for sorting recyclable matter
- **\$1.2M** in unsold products were donated to Habitat for Humanity, representing over **720** tonnes of material diverted from landfill

Product recovery:

- **1,775** tonnes of paint, aerosols, batteries, lightbulbs and fluorescent tubes were collected in our corporate stores and participating dealer stores through our Take-Back program
- **461** employees were trained on paint recovery
- Launch of a pilot project with GoRecycle to collect old air conditioners for recycling in four Québec stores
- Leader in Sustainability award received for the **13th** consecutive year in recognition of our performance in battery recycling

Energy efficiency:

- Yearly assessment of our scope 1 and 2 GHG emissions
- Implementation of a routing and tracking system in **150** of our locations to optimize and automate deliveries to customers, reducing the number of trucks on the road and distances travelled
- Optimization of room temperature in store sales areas
- Energy audits conducted in **3** RONA+ stores in Québec





OUR EMPLOYEES AND COMMUNITIES

Because we firmly believe in the importance of creating safe and healthy workplaces for our employees and supporting the communities where we operate, we take concrete measures to empower our human capital and create social value.

Achievements in 2024

Health and safety:

- Increase in frequency of communications and follow-ups with teams
- **9%** decrease in accidents requiring time off
- Obtention of COR certification in Alberta

Health and wellness:

- Launch of monthly wellness themes providing information to employees to support them in every aspect of their lives
- National initiatives for Mental Health Week, including 6 webinars and 3 activities at our head office
- Renewal of our *Great Place to Work* certification

Diversity, equity and inclusion:

- Training provided to all employees on unconscious bias and micro-aggressions
- Initiatives implemented by the FiertéRONApride resource group (participation in the Montreal Pride parade, store signage, pronouns added to email signature template, etc.)
- Participation in the *Aboriginal Futures Spring Job Fair*

Professional development:

- **240** store managers trained through our new Leadership Experience series
- Launch of a development program for high-potential managers
- New training sessions on career development and personality types (MBTI)

Community involvement:

- Close to **\$2M** presented to our communities by the RONA Foundation
- **\$410,000** donated to Fondation Charles-Bruneau by RONA's team at the Tour CIBC Charles-Bruneau
- **85** local hockey teams sponsored by RONA to increase youth access to sport
- Official partner of the Fondation Véro & Louis' "Différent comme toi" campaign



The RONA Foundation contributes to improving the quality of life of Canadians in need by revitalizing their living environments or making it easier to access housing.

- **Over \$1M** presented to **7** organizations for their building and renovation projects as part of the Build from the Heart campaign
- **150** organizations supported by the Home Sweet Home campaign, which raised **\$515,000** thanks to the participation of over **200** stores
- **\$273,000** presented to Moisson Outaouais
- **\$135,000** in donations to other organizations

Performance Indicators

Pillars of the sustainable development strategy



OUR OPERATIONS

OUR EMPLOYEES AND COMMUNITIES

*2024 indicators were calculated for private-label products only.

**The number of ECO Program products decreased in 2024 due to the current re-evaluation of its selection criteria.

***Indicators were calculated for corporate RONA+ and RONA stores.

Indicators

	2022	2023	2024
Lumber and Building Materials			
Sourced from FSC [®] -, SFI [®] - and/or PEFC [®] -certified forests	81%	87%	84%
Sourced from at-risk regions	0%	0%	0%
Sourced from at-risk regions with FSC [®] certification	N/A	N/A	N/A
Other products containing wood*			
FSC [®] -, SFI [®] - and/or PEFC [®] -certified wood	14%	17%	76%
Wood sourced from at-risk regions	2%	1%	3%
Wood sourced from at-risk regions with FSC [®] certification	8%	4%	100%
ECO Program			
Products displaying ECO logo in store and online**	5,032	5,013	4,426
ENERGY STAR [®] -certified products available in store and online	1,335	1,289	1,612
WaterSense [®] -certified products available in store and online	226	294	348
Waste Management ***			
Diversion rate	59%	66%	65%
Reused materials	24%	37%	37%
Recycled materials	35%	29%	28%
In-Store Take-Back Program			
Paint and aerosols (tonnes)	1,957	1,736	1,575
Batteries (tonnes)	155	151	121
Lightbulbs and fluorescent tubes (tonnes)	96	93	79
Health and Safety ***			
Number of stores without safety incidents	35	30	27
Frequency of workplace accidents (per 200,000 hours worked)	5.8	6.7	7.03
Frequency of workplace accidents requiring time off (per 200,000 hours worked)	n. a.	3.94	3.22
Diversity, Equity and Inclusion***			
Number of resource groups	1	2	2
Women working in the company	n. a.	37%	37%
Women in management positions	n. a.	33%	34%
Women in Executive Leadership Team	30%	27%	18%



rona.ca

environment@rona.ca