BRC Sustainability Policy

Design for the Environment

In conjunction with its environmental and quality policy BRC is committed a healthy environment and sustainable business practices. Further to this, BRC strongly considers the materials, processes, and material sources during the design stage of new and existing products. BRC gives preference to materials, and sources that conserve energy and raw materials and offers products with a high degree of functionality through their working life and options for end of life repurpose or recycling. Where ever feasible the BRC design team selects products that come from renewable, recycled, recyclable, or biodegradable sources.

Design for Durability / Upgradable Policy

BRC designs products that are functional, durable with a long useful life for end users. All components are designed to be field serviced or replaced as necessary. Where possible BRC attempts to include universal handing in design to permit field reversibility, making the need to order new products for office reconfigurations unnecessary. BRC utilizes common parts across much of the product offering to maintain a high degree of continuity.

Zero Waste

BRC is committed to reduction of solid waste from its facility, specifically from fabrication or assembly of components. Its goal is to eliminate all non-reusable solid waste from these production streams by 90% by the end of the 2026 fiscal year. BRC will monitor progress through annual data collection and analysis.

Energy Policy and Efficient Purchasing

BRC has established a goal of zero Greenhouse Gas emission by the year 2030. In conjunction with its environmental management system, it has established targets and objectives for the future and monitor its progress towards these targets. BRC measures the CO2 emissions produced from its manufacturing operations and from this data implements strategies to reduce energy consumption and shift its energy dependence towards renewable energy sources. Currently BRC has a 250 kilowatt solar generator which it uses to support its energy reduction goals. BRC has also investigated methods to reduce energy consumption, by exploring new lighting technologies, substituting more energy efficient equipment for older less efficient equipment, and employing other programs such as “Global Adjustment and Peak Demand Factor” energy events to limit production during peak times to lessen production of CO2 and consumption of energy during critical demand periods.

BRC Sustainability Policy

Health and Safety

BRC is committed to the health and safety of all employees, contractors and visitors who are working for, or are visiting its facility. As such, its goal is to have a zero accident rate. It believes that all accidents are preventable, and with appropriate training, orientation, and health and safety programs, as well as regulatory compliance. The health and safety policy is reviewed by the Joint Health and Safety Committee annually as are other health and safety policies when and as required. The health and safety policy is posted on the employee communication board, and it is also available on the common network drive for employee access. Further information can be obtained through a department manager.

Chemical Management

As part of its commitment to employee health and safety, and that of its customers, BRC is committed to regularly evaluate the chemicals that it uses within its production processes and facility to look for opportunities to reduce, replace or eliminate chemicals of concern. BRC maintains an inventory of chemicals that it uses to track, properly store and dispose of chemicals of concern. Only authorized employees may requisition chemical products and any new chemical products will be added to the chemical inventory and tracked as appropriate. All chemicals on the inventory list will have SDS sheets in printed form, and will also be archived in digital format for easy retrieval.

Social Responsibility Policy

Part of BRC's continued success is rooted in the people that make up its company. As it sets its sights on growth, it too must grow its people resources. To that end BRC is committed to invest in employee education, through training, cross training, product training and other development initiatives. Its employees are a valuable asset to its organization, and it chooses to invest energy into further developing their knowledge and skills.

Corporate Ethics

BRC employees engage with vendors and customers in a legitimate transparent nature. Employees shall not accept gifts, for favours of value or receive any other item or monetary compensation for activities outside of a normal business transaction. Its employees will comply with any laws or regulations applicable to the conduct of its business. In addition, BRC employees will not trade in or acquire securities of, or have any ownership or interest in companies that have been awarded business or material contracts from BRC.

BRC Sustainability Policy

Labour and Human Rights

BRC is committed to respect the basic human rights of its employees and associates. BRC commits to providing decent work hours, wages, conditions as well as upholding all regulatory requirements related to forced, compulsory or child labour.

Equal Employment Opportunity

BRC is an equal opportunity employer. No person will be excluded based on the grounds of age, race, colour, creed, sex, sexual orientation, ancestry, place of origin, citizenship, marital or family status, disability or record of offenses. This policy applies to recruitment and hiring practices but also includes placement, promotion, transfer rate of pay and termination.

Community Engagement

BRC values its community and its place within it. To demonstrate this value, BRC looks for ways to contribute to the community including, donations, volunteerism, sponsorship or participation. Along with this commitment it encourages its employees to do their part to be responsible citizens of the community, by engaging in local events, fundraisers, community programs and conservation efforts.

Bill Melnik, President