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OUR MISSION

Éco Entreprises Québec (ÉEQ) is a private non-profit organization that represents the companies that place containers, packaging and printed matter on the market in Québec in their responsibility to finance the costs of effective and efficient municipal curbside recycling services.

As an expert, ÉEQ optimizes the curbside recycling value chain and implements innovative approaches with a view to sustainable development and circular economy.



A FEW WORDS FROM THE CHAIR OF THE BOARD OF DIRECTORS AND THE PRESIDENT AND CEO

As is our custom, the organization had a year of tangible achievements. Our fields of action remain diverse and, more than ever, our efforts are aligned with our aim to foster the efficiency of Québec's curbside recycling system.

In regard to the compensation plan, a series of measures were implemented to ensure fairness within the system. At the same time, while a number of factors may help optimize costs, there is good reason to believe that our collaborations with municipal organizations contributed to the stabilization we have observed in the past two years.

Our optimization initiatives are beginning to bear fruit. Through collaborations with municipal partners, the adoption of best recycling practices has led to measurable operational and financial gains.

The sorting centres selected to host the experimental pilot projects of the *Innovative Glass Works* plan are now generating glass with an average purity rate of 97 % for the conditioners and recyclers working towards second lives for the material. Our team has been holding many meetings to create networking opportunities and foster the emergence of new and innovative outlets for the materials collected through curbside recycling.

Admittedly, our industry faces major challenges, as evidenced by the outcomes of China's import ban on over 20 materials. However, it is precisely owing to our entrepreneurial spirit that we see recyclables as secondary resources rather than waste and the challenges as opportunities for Québec's recycling industry.

As a result, in October, Éco Entreprises Québec in collaboration with RECYC-QUÉBEC announced its intent to identify and implement solutions to enhance the quality of the output of our sorting centres.

In the past year, we put the final touches on our three-year strategic plan, confirming our intention to pursue our efforts to modernize curbside recycling in Québec.

WE HAVE HUMBLY TAKEN ON A ROLE AS A FACILITATOR AND EVEN AN AGENT OF CHANGE, IN COLLABORATION WITH ALL STAKEHOLDERS IN THE VALUE CHAIN, HELPING TO CONSOLIDATE THE ROLE OF CURBSIDE RECYCLING AS A STRATEGIC ENGINE OF CIRCULAR ECONOMY IN QUÉBEC.

Through the years, ÉEQ has developed leading business intelligence that stems from its quality interactions with various partners and the visits and studies it conducts. We must ensure that the benefits are widely distributed as we achieve the common vision to create a modern curbside recycling system that stands as a leader in North America. Together—contributing companies, business partners and industrial and government partners—we will be able to pursue the system's development for Québec

Many thanks to all of you!

Denis Brisebois

Chair of the Board of Directors

Maryse Vermette

President and Chief Executive Officer



Denis Brisebois Chair of the Board of Directors



Maryse Vermette
President and Chief Executive Officer

COMPANIES

Within the framework of Québec's compensation plan, the companies that place containers, packaging and printed matter (CP&PM) on the market must bear 100% of the costs of curbside recycling.

While the role of the compensation plan is to develop the annual Schedule of Contributions and ensure that targeted companies pay their fair share, the Company Services team, which is also part of it, provides organizations with a range of tools and has assembled a dedicated team to support them in their obligations.

Equity: our key concern

Broadening the designated materials

Always seeking to ensure equity, ÉEQ chose to study the option to broaden the Schedule of Contributions to all the materials designated under the compensation plan. Indeed, a number of materials were exempt in accordance with our application rules. As part of a rigorous consultation process, a steering committee made up of representatives from sectoral associations was created to look into the topic. Thus, short-life containers and packaging sold as products and printed matter sold as products now fall under the 2018 Schedule of Contributions. These categories include products such as wrapping paper, plastic drinking cups, aluminum plates, calendars and agendas. The process also led to the decision to delay the consideration of containers and packaging generated by business-to-business (B2B) to a later date so as to better document the issue.

Implementing actions to foster the stabilization of municipal net costs to be compensated

The municipal net costs to be compensated have remained stable for a second straight year. Knowing how important the stability and predictability of contributions are to companies, this is excellent news. Among the factors that may influence costs, it is likely that the implementation of best practices by municipal organizations following initiatives such as the Best Practices initiative for curbside recycling is beginning to yield results.

Ensuring a rigorous follow up on reports

First and foremost, we are focused on the equitable application of the rules by assessing the reports that are filed to ensure they are complete and compliant and by implementing measures to verify that all targeted companies fulfill their obligations.

A more user-friendly website for contributing companies

With an avowed goal to provide a more user-friendly experience for contributing companies and, by the same token, facilitate the search for content during the reporting period, ÉEQ revamped its website and newsletter. Presented in a more modern style and providing mobile access through the new ÉEQ.ca address, the site now makes it simpler to understand the details related to the legal obligation to contribute to the funding of curbside recycling. With a view to continuous improvement and to make the information even better adapted to the specific needs of companies, ÉEQ's Communications and Company Services teams have planned a number of projects in 2018.

3,400 CONTRIBUTING COMPANIES THAT PROVIDE NEARLY

\$150M

ANNUALLY TO FINANCE
QUÉBEC'S CURBSIDE RECYCLING
SYSTEM, INCLUDING THE
OPTIMIZATION ACTIVITIES
CARRIED OUT BY ÉEQ.

82%
OF COMPANIES WILL PAY LESS

IN CONTRIBUTIONS IN 2018.



NO INCREASE

FOR LOW-VOLUME PRODUCERS
OF CONTAINERS, PACKAGING AND
PRINTED MATTER.

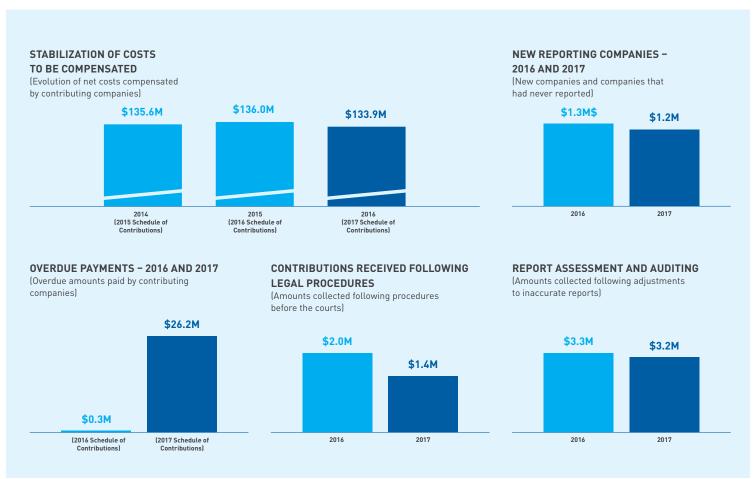


COMPANIES (CONT'D)

Rate structure to reflect the performances of the materials

The contributions paid by companies consider several factors, such as the nature of the materials they generate. However, not all materials bring about the same costs and the same impacts in the curbside recycling system. Certain packaging options made up of different materials present major challenges for conventional sorting equipment. Guided by equity, ÉEQ will allow the contribution table to evolve in order to account for the performance of the materials in the value chain. This ambitious project is one we will lead over a period of at least two years with the participation of associations that represent packaging producers, curbside recycling partners and contributing companies. The planned project phases include the identification of problematic and disruptive materials based on specific criteria, the review of amalgams and, eventually, the introduction of new environmental criteria that foster fee modulation based on material performance in connection with our ecodesign approach.





"SEVERAL OF OUR COMPANIES EXPRESSED THEIR APPRECIATION FOR THE EFFORTS WE INVESTED TO FOSTER THE STABILITY OF MUNICIPAL NET COSTS AND RATES."

- Marie Julie Bégin, vice-president, Compensation Plan

MUNICIPAL ORGANIZATIONS

Municipal organizations are ÉEQ's key partners. Members of a dedicated team meet with waste managers across Québec to lead discussion workshops for municipal organizations on best practices in curbside recycling and provide tailored support and decision-making tools to waste managers.

Best Practices in curbside recycling initiative: workshops across all of Québec

For the past four years, the ÉEQ team has traveled across Québec to host discussion and consultation workshops with municipal curbside recycling managers on topics adapted to the specific issues and realities of each region, including the optimization of tender specifications to increase competition, awareness building among citizens for better recovery and measures to reduce bin contamination and improve the quality of the materials that are recovered. The discussions were expanded based on the municipalities' experiences following similar workshops held since 2014. This year marks a milestone: with the most recent workshops, including those with the Communauté métropolitaine de Montréal, we can now say that we have covered every administrative region in Québec, often more than once!

17 OF 17 ADMINISTRATIVE REGIONS VISITED SINCE 2014

Objectives of the best practices initiative:

- > Obtain better value for money;
- > Increase recovery rates;
- > Enhance the quality of recovered materials;
- > Deliver better service to citizens.

Personalized telephone support

Municipal waste managers have access to free ad hoc support from our team. For example, they may call upon us for an outside opinion on a call for bids or a project they seek to implement. In 2017, some twenty RCMs and municipalities took advantage of the service.

SOME 20 RCMS AND MUNICIPALITIES BENEFITTED FROM AD HOC SUPPORT SERVICES

Tangible results

Whether by implementing the measures discussed during workshops or following the advice provided by our team as part of the support process, a number of municipalities registered operational and financial efficiency gains with respect to their curbside recycling services.

Here are a few examples:

- The Pays-d'en-Haut RCM applied the recommendations discussed during workshops and earned annual savings of 24%;
- > Ville de Montréal added performance criteria to the call for tenders for its next sorting centre;
- > By improving the specifications in its invitations to tender, the Vallée-du-Richelieu RCM fostered more competition among bidders and generated annual savings of nearly 25%.



SINCE 2014

38 WORKSHOPS

+500
PARTICIPANTS

20,000 KM

2017

10

PARTICIPATIONS IN MUNICIPAL STAKEHOLDER EVENTS

SUPPORT SERVICES
PROVIDED TO 19 MUNICIPAL
ORGANIZATIONS
(SPECIFIC CONSULTATIONS
ON BEST PRACTICES IN CURBSIDE
RECYCLING)

MUNICIPAL ORGANIZATIONS (CONT'D)

An expert committee and best practices reference tools

Following over 250 hours of discussions with municipal waste managers, our team amassed a substantial amount of very valuable information. For ÉEQ, it was essential to create practical online information sheets for municipal managers. The factsheets were developed by the members of an expert committee made up of a dozen or so professionals in the curbside recycling sector, including municipal managers, collection contractors and consultants. The committee plans to release a dozen information sheets in the series.

Best practices information sheets released to date:

- > Collection days: how the choice of collection days can foster competition and lower contract costs;
- > Details to provide to bidders: the importance of clear and comprehensive call for tenders to open the market and get a fair price.



Each of the information sheets developed by the expert committee was the focus of a webinar by ÉEQ's Services to Municipalities team. With nearly 200 people in attendance, the two webinars met a clear demand.



For the third year, ÉEQ was a partner in Tri-logique, a program led by Réseau Environnement. Tri-logique aims to deploy awareness-building teams whose members speak directly with citizens to help them make the right sorting choices at home and at work. In summer 2017, the Réseau Environnement team made 34 visits to public events, festivals, schools and day camps.

Meeting with municipal decision makers where they convene

The many congresses and trade shows are occasions to discuss issues of common interest—including the optimization of municipal collection services, options for municipalities to integrate recycled glass into their infrastructures and Chinese ban on waste imports—with municipal decision makers. ÉEQ actively takes part in these opportunities for dialogue as an exhibitor at shows and a speaker at workshops and in business networking events.

Events attended by the ÉEQ team in 2017:

- > Congrès de l'Association des directeurs généraux des municipalités du Québec;
- > Colloque de l'Association des directeurs généraux des MRC du Québec;
- > Congrès de l'Association des directeurs municipaux du Québec;
- > Salon Quartier d'affaires de l'Union des municipalités du Québec;
- > Congrès de la Fédération québécoise des municipalités;
- > Colloque sur la gestion des matières résiduelles de la Ville de Montréal.



AVERAGE WEBINAR SATISFACTION RATE OF 90%





Photo: Cosmos Image

MUNICIPAL ORGANIZATIONS (CONT'D)

Exciting projects in 2018

As the activities of the Best Practices in curbside recycling initiative continue, our team is increasingly called upon to support municipal managers. Often, we are considered as a gateway to take a second look at specific issues that specialized consultants can then take up, if necessary. In 2018, we will put greater emphasis on this service since it meets a real need among our partners and leads to better returns on investments.

ÉEQ entered into a number of collaborative agreements with local and regional municipalities to carry out several projects that are expected to extend into 2018 and 2019, including a service pooling initiative for La Vallée-de-la-Gatineau RCM, a new sorting centre for Ville de Saguenay and a project to optimize collection routes with Ville de Laval. We will also continue to work with sorting centres across Québec to set out solutions in response to the Chinese recyclables ban—a key issue that, we believe, will lead to opportunities to develop new local markets. Indeed, the entire recyclables value chain is invited to play a role in this regard.



"WE HAVE BUILT TRUST RELATIONSHIPS WITH MUNICIPAL MANAGERS. OVER TIME, OUR DISCUSSIONS HAVE LED US TO KNOW AND UNDERSTAND THEIR FIRST-HAND EXPERIENCES. TODAY, THIS IS SOMETHING THAT ALL WASTE MANAGERS CAN BENEFIT FROM."

- Mathieu Guillemette, director, Services to Municipalities

INNOVATIVE GLASS WORKS PLAN

Still within the context of the optimization of curbside recycling, a significant part of our workforce worked diligently to move forward with the implementation of the first steps of the *Innovative Glass Works* plan. A first in North America, the initiative makes ÉEQ the catalyst for an unprecedented mobilization of the recycling industry to meet the challenge of adding value to glass and ultimately providing the material with a second service life.

A forward-looking project for sorting centres

The first phase of the *Innovative Glass Works* plan is to modernize equipment to enhance the sorting and cleaning of glass in sorting centres and thus provide conditioners and recyclers with high-quality material. ÉEQ invested a total amount of \$5.5M to outfit five sorting centres selected through a call for projects with leading-edge glass processing equipment. The sorting centres were chosen to reflect a range of sizes and geographic factors. The installation of the equipment got underway in spring 2017. Very early on in the process, the average purity rate of the output glass was deemed to be 97%, making the material of great interest to local conditioners and recyclers. None of this would have been possible without the work and exceptional support of the participating sorting centres.

Outreach through inaugurations

Because it requires the mobilization and commitment of all players in the recycling industry, the success of the *Innovative Glass Works* plan also relies on its ability to reach stakeholders. The inauguration ceremonies held in the participating sorting centres brought together regional political and socioeconomic leaders and garnered extensive media coverage. The clear public message was that the *Innovative Glass Works* plan places us on the right track to finding a solution to recycle 100% of the glass collected through curbside recycling.

Experimental pilot projects and a follow-up committee

While the results of the initial quality analyses carried out on the output glass are promising, the new equipment must be tested over a longer period to determine its performances in different contexts, such as natural peak periods and winter conditions. This is why the equipment funded by ÉEQ is the focus of 15-month experimental pilot projects to sort and clean glass collected through curbside recycling. A follow-up committee jointly led by ÉEQ and RECYC-QUÉBEC, the Quebec Government's recycling arm, was assembled. Bringing together nearly a dozen sector stakeholders, including sorting centre operators, conditioners, recyclers, municipal and government representatives and representatives of environmental organizations, the committee is tasked with assessing the progress of the pilot projects by studying economic, environmental and operational indicators.

\$10M

IN 2017

+8,000
HOURS DEDICATED TO THE INNOVATIVE
GLASS WORKS PLAN BY THE ÉEQ
TEAM ON THE GROUND AND IN OUR
ADMINISTRATIVE OFFICES.

+200
DAYS SPENT IN SORTING
CENTRES BY MEMBERS OF THE ÉEQ
TEAM TO PREPARE AND FOLLOW UP

ON PILOT PROJECTS.

+35
WORKING MEETINGS WITH
RESEARCH GROUPS, CONDITIONERS
AND RECYCLERS.





INNOVATIVE GLASS WORKS PLAN (CONT'D)

ÉEQ donates equipment to Montréal's future sorting centre

By the beginning of 2018, 50 % of the glass treated by sorting centres in Québec found a second life (glass treated by our five pilot projects combined with glass sold by other sorting centres to conditionners and recyclers). This will increase considerably in 2019, when the City of Montreal opens its new sorting centre. Located in Lachine, the infrastructure, which will constitute Québec's largest sorting centre, should be operational by summer 2019. ÉEQ has become a major partner in the initiative by donating a complete glass cleaning and sorting system.

"WE ARE WORKING IN CLOSE COLLABORATION WITH THE PLANNING TEAM OF MONTRÉAL'S FUTURE SORTING CENTRE. THEY VALUE THE EXPERIENCE GAINED BY THE SORTING CENTRES TAKING PART IN THE PILOT PROJECTS AND, AS A RESULT, WILL BENEFIT FROM LEADING-EDGE EQUIPMENT THAT IS PERFECTLY ADAPTED TO THE CITY'S NEEDS."

- Mylène Fugère, senior advisor, Curbside Recycling Optimization



The experts at ÉEQ dedicated over 1,600 hours to the sorting centres enrolled in the *Innovative Glass Works* plan, supporting them in the installation and commissioning phases, staff training and pilot project follow up.

The Innovative Glass Works plan on tour

In addition to the many initiatives to raise awareness among stakeholders, the ÉEQ team took part in congresses and sector activities that brought together recycling and environment industry players and municipal decision makers. At the events, ÉEQ hosted an impactful booth featuring ecomaterials made from glass collected through curbside recycling.

Recycled glass projects to be developed in partnership with municipal organizations and private businesses in 2018

This year, in collaboration with municipal organizations and private businesses, we will invest particular efforts to develop showcase projects that incorporate glass-based ecomaterials. Tests will also be conducted to process the glass in specific industries, such as remelting to make new containers. The containers that citizens place in their recycling bins will be given a new service life locally, thus supporting the development of circular economy in regions across Québec.

"SINCE THE INITIAL RESULTS ON THE QUALITY OF THE GLASS FROM THE SORTING CENTRES TAKING PART IN OUR EXPERIMENTAL PILOT PROJECTS, WE NOTED THE WILLINGNESS OF SORTING CENTRES, RECYCLERS AND MUNICIPAL ORGANIZATIONS TO WORK TOGETHER TOWARD THE SUCCESS OF GLASS RECYCLING IN QUÉBEC. THAT'S EXCEEDINGLY PROMISING FOR THE FUTURE."

- Pierre Benabidès, advisor, Materials and Business Development









ECODESIGN

Ecodesign: A driving force of circular economy

The integration of environmental criteria into packaging design is wholly in line with the 3R-RD approach: reduction, reuse, recycling, reclamation and disposal. For this reason, ÉEQ has made it its mission to encourage businesses to reduce the environmental footprint of their packaging by considering all life cycle stages.

In the past year, the experts at ÉEQ and a team of partner consultants pursued their efforts to support the businesses that have chosen ecodesign. The approach is built around the OptimEco.ca portal, ÉEQ's advanced interactive tool that was expanded and updated in 2017 to make it even more user friendly.

"Do We Really Need Another Package?"

That is the catchy title of the bilingual work produced and launched by ÉEQ and the Département de design graphique at École de design de l'UQAM. The book presents especially eloquent packaging ecodesign projects led as part of Packplay 2, an international competition for design schools. The competition included an exhibition at the World Design Summit, which was held in Montréal this past November. The e-book will be available online soon.

Financial partner in the ÉCORESPONSABLE certification program

Developed by the Conseil des industries durables, the ECORESPONSABLE™ certification program aims to raise awareness, educate and provide support to businesses in the implementation of a packaging and product ecodesign approach that takes the entire life cycle into account, from the introduction of recycled content to disposal issue management. ÉEQ is a financial partner in the program along with RECYC-QUÉBEC. In 2017, the specifications were validated through ten pilot project.

"PACKAGING ECODESIGN IS AN EXCELLENT LEVER FOR BUSINESSES TO ENTER INTO A CIRCULAR BUSINESS MODEL BY FOCUSING ON REDUCING THEIR ENVIRONMENTAL FOOTPRINT AND ANTICIPATING OPTIMAL END-OF-LIFE SCENARIOS THROUGH RECYCLING."

- Geneviève Dionne, senior advisor, Ecodesign



ÉEQ HAS A STRONG PRESENCE AMONG DESIGN STUDENTS, WHO TOMORROW WILL DEVELOP NEW PACKAGING OPTIONS.

OUR OUTREACH

Through the years, ÉEQ has developed its collaborative leadership to mobilize curbside recycling stakeholders and facilitate the development of innovative practices. Our efforts to develop best practices and intelligence on curbside recycling as experts and, in particular, to make this expertise accessible in plain language to our clientele have enabled us to establish our credibility and expand our reach. These efforts took many shapes: advertising campaigns on television and online, sound interventions on social media platforms, conferences at leading events, representations to industry committees, the dissemination of our expertise and business intelligence in accessible formats, hands-on work with municipal players and partnerships with strategic stakeholders.

Through these exchanges, a vision of the future of curbside recycling emerged to make it one of the most effective systems in North America.

Contributions to committees

- > Pôle québécois sur l'économie circulaire (Quebec pole on circular economy) Institut de l'environnement, du développement durable et de l'économie circulaire;
- > Consultation sur l'économie circulaire (Consultation on circular economy) by the Ministère de l'Économie, de la Science et de l'Innovation;
- > Comité sur l'élargissement de la consigne (Comittee on the extension of consignement) led by the Ministère du Développement durable, de l'Environnement et de la Lutte contre les changements climatiques.

New communication platform under development

ÉEQ's advertising strategy is evolving: this year and in the years to come, we will be working to refocus the message to place greater emphasis on the contributing companies that fund curbside recycling in Québec. The campaign that was developed is based on a meaningful concept that is in line with our organization's strategic brand awareness, influence and outreach objectives. This direction will provide us with the opportunity to renew our logo, which aims to facilitate the understanding of ÉEQ's mission.

ÉEQ hosts a major event: the Conference on Canadian Stewardship

The Conference on Canadian Stewardship, which ÉEQ hosted this fall, brought over 400 delegates together in Montréal. In attendance were representatives from extended producer responsibility (EPR) organizations, of course, as well as a significant number of key stakeholders in the vast value chain of the materials collected through curbside recycling. The three-day event focused on the theme of Canadian EPR and circular economy and featured conferences by leading speakers from North America and Europe. Participants had the opportunity to take part in industrial tours and business networking opportunities with players from across the continent. Among the keynote speakers were Jean Lemire, biologist, explorer and Québec's emissary for climate change, and representatives from prominent organizations such as the Ellen MacArthur Foundation and the Extended Producer Responsibility Alliance (EXPRA).

"ÉEQ'S EFFORTS TO ENSURE THE EFFICIENCY OF CURBSIDE RECYCLING AND MAKE IT A REAL DRIVING FORCE OF CIRCULAR ECONOMY IS ONLY POSSIBLE WITH THE COLLABORATION OF OUR PARTNERS. OUR COMMUNICATION INITIATIVES AIM TO SET OUT A COMMON VISION THAT COMMITS US TO ACTION."

- Virginie Bussières, director, Communications and Public Affairs

PRESENTATIONS IN A
RANGE OF FORUMS, INCLUDING
2 PRESENTATIONS AT
INTERNATIONAL EVENTS

10
ARTICLES IN SPECIALIZED PUBLICATIONS

+40
MEDIA HITS FOR OUR PROJECTS

45%
AWARENESS RATE FOR THE
ADVERTISING CAMPAIGN
(THE STANDARD* IS BETWEEN
45 AND 55%)

7.9/10

APPRECIATION RATE FOR THE ADVERTISING CAMPAIGN (THE STANDARD* IS 7 OUT OF 10)

* SOURCE: LÉGER MARKETING



CURBSIDE RECYCLING IN QUÉBEC

POPULATION OF QUÉBEC: 8.3M

3.5M
HOUSING UNITS
IN QUEBEC

99%
OF HOUSEHOLDS
SERVED

NEARLY
775,000
TONNES OF MATERIALS
RECOVERED

ANNUALLY

QUANTITIES
RECOVERED PER
INHABITANT:
92.8 KG

NET COST PER TONNE: \$187.30

CONTENTS OF RESIDENTIAL CURBSIDE RECYCLING BINS

PPAPER/CARDBOARD: 59% GLASS: 17% PLASTIC: 10% METAL: 3% OTHER: 11% 23 SORTING CENTRES

EVOLUTION OF NET COSTS*
OF CURBSIDE RECYCLING
INCLUDING NEWSPAPERS
AND OTHER MATERIALS

\$148.6M

\$146.9M

\$144.7M

2014

2015

2016

GOVERNANCE MODEL

MISSION UPDATE

In 2017, ÉEQ worked to draft its 2018–2020 strategic plan, which sets the key directions that will guide its reflections and actions over the next three years. It was established in a spirit of continuity and consolidation with the earlier strategic plan.

ÉEQ took the opportunity to update its mission to ensure that it reflects the evolution of the organization's role, from one that was initially dedicated to the development of the Schedule of Contributions and the collection of the amounts owed by contributing companies to that of a key player in the recycling industry that actively contributes to the growth of the value chains of the materials collected through curbside recycling.

"Éco Entreprises Québec (ÉEQ) is a private non-profit organization that represents the companies that place containers, packaging and printed matter on the market in Québec in their responsibility to finance the costs of effective and efficient municipal curbside recycling services.

As an expert, ÉEQ optimizes the curbside recycling value chain and implements innovative approaches with a view to sustainable development and circular economy."

ÉEQ'S STRATEGIC VISION

In a spirit of continuity and consolidation, the board of directors renewed the organization's strategic vision with a slight variation.

In 2025...

"ÉEQ led Québec's recycling industry to become the most effective in North America from the economic, environmental and social perspectives with a view to circular economy."

EXECUTIVE TEAM

In December 2017, the board of directors adopted a new organizational model in connection with ÉEQ's mission and the application of its new strategic plan. The model will be gradually deployed in 2018 and 2019.

ÉEQ'S EXECUTIVE TEAM AS OF DECEMBER 31, 2017



Maryse Vermette
President and Chief
Executive Officer



Marie Julie Bégin Vice-President, Compensation Plan



Virginie Bussières Director, Communications and public affairs



Mathieu Guillemette
Director,
Services to municipalities



Hugo Lapointe
Director,
Administrative Services
and Finance

BOARD OF DIRECTORS

AS OF DECEMBER 31, 2017

MEMBERS DIRECTORS



Denis Brisebois¹⁻³
Chair of the Board of Directors and
Chair of the Human Resources
Commitee

Appointed to the board on June 12, 2009

Representative designated by Metro inc.



Suzanne Blanchet² Vice-Chair of the Board of Directors and Chair of the Audit and Finance Committee

Appointed to the Board of Directors on April 7, 2006

Representative designated by Cascades inc.



Johanne Leclerc¹⁻³ Secretary-treasurer

Appointed to the Board of Directors on April 24, 2014

Representative designated by Cominar Real Estate Investment Trust



Diane Bouchard²
Member of the Board
of Directors

Appointed to the Board of Directors on March 11, 2016

Representative designated by Groupe St-Hubert inc.



Édith FilionMember of the Board of Directors

Appointed to the Board of Directors on December 8, 2017

Representative designated by the Société des alcools du Québec



Thierry Lopez¹⁻³
Member of the Board
of Directors

Appointed to the Board of Directors on April 21, 2016

Representative designated by Best Buy Canada Ltd.



Sylvain Mayrand²
Member of the Board
of Directors

Appointed to the Board of Directors on January 22, 2010

Representative designated by A. Lassonde inc.



Serge Proulx²
Member of the Board
of Directors

Appointed to the Board of Directors on June 10, 2016

Representative designated by TELUS Québec

NON-MEMBERS DIRECTORS



Michel Camirand² Member of the Board of Directors

Appointed to the Board of Directors on April 24, 2015



Johnny Izzi¹ Member of the Board of Directors

Appointed to the Board of Directors on April 24, 2015



Ginette Pellerin³ Member of the Board of Directors

Appointed to the Board of Directors on April 24, 2015



Pierre Renaud¹ Chair of the governance and ethics committee

Appointed to the Board of Directors on April 24, 2015

¹ Member of the governance and ethics committee

² Member of the audit and finance committee

³ Member of the human resources committee

DISCLOSURE ON GOVERNANCE

COMPOSITION OF THE BOARD OF DIRECTORS

In accordance with the organization's bylaws, the board of directors is made up of ten representatives from targeted organizations and companies, as well as representatives whose expertise and experience are related to the value chain of Québec's curbside recycling system for containers, packaging and printed matter.

Half of the board positions—five members and two non-members—are elected each year. The alternating system ensures greater stability within the board of directors and effective follow up. The directors are elected for a two-year period. This term is renewable.

Directors elected at the annual general meeting on April 20, 2017

At the annual general meeting on April 20, 2017, the following directors were elected by acclamation:

Member directors

Suzanne Blanchet, Cascades inc.

Diane Bouchard, Groupe St-Hubert inc.
Denis Brisebois, Metro inc.
Johanne Leclerc, Cominar Real Estate Investment Trust
Serge Proulx, TELUS Québec

Non-member directors

Johnny Izzi Ginette Pellerin

On December 31, 2017, there were twelve directors. In the 2017 financial year, the board of directors met six times and the board committees held nine meetings.

Attendance of the members of the board of directors

Participants	Board meetings	Participants	Board meetings
Suzanne Blanchet	6/6	Thierry Lopez	6/6
Diane Bouchard	4/6	Sylvain Mayrand	5/6
Denis Brisebois	6/6	Ginette Pellerin	6/6
Michel Camirand	6/6	Serge Proulx	6/6
Johnny Izzi	5/6	Pierre Renaud	6/6
Johanne Leclerc	6/6		

Note: Ms. Édith Filion was appointed on December 8, 2017. She attended her first board meeting on January 26, 2018.

Remuneration

The board's directors chose not to remunerate the member directors who represent contributing companies, though it is permitted by bylaw to do so. However, non-member directors receive an attendance allowance. In 2016, the board of directors adopted a resolution allowing for this remuneration to also be provided to non-members for their participation in the organization's strategic planning retreats.

DISCLOSURE ON GOVERNANCE (CONT'D)

WORK OF THE BOARD'S COMMITTEES AT DECEMBER 31, 2017

Ethics and governance committee

Under the general bylaws in effect at the annual general meeting on April 20, 2017, the governance and ethics committee is mandated to determine the list of nominees to stand for election as directors.

The governance committee met four times in the year. One of the meetings was held to draw up the list of nominees for the 2017 elections and another aimed to review the governance tools and specifically the ÉEQ employee code of ethics and guide to select nominees for director positions. Also, board members met to receive the organization's draft 2018–2020 strategic plan for analysis and recommendation.

Composition of the committee

Pierre Renaud, chair of the committee Denis Brisebois, chair of the board of directors Johnny Izzi Johanne Leclerc Thierry Lopez

Attendance of the members of the governance and ethics committee

Reference documents on governance

- > Code de déontologie des administrateurs de Éco Entreprises Québec
- > Règlement sur les devoirs, obligations et responsabilités du comité de gouvernance et d'éthique (adopted in June 2016)

Human resources committee

The human resources committee met twice in the year. Members analyzed ÉEQ's organizational model and assessed the performance of the president and CEO. They also considered the organization's total remuneration policy and the budget plan for the 2017 wage bill for recommendation.

Composition of the committee

Denis Brisebois, chair of the committee and board of directors Johanne Leclerc Thierry Lopez Ginette Pellerin

Attendance of the members of the human resources committee

Audit and finance committee

The audit and finance committee held four work sessions. Members provided an analysis of the financial statements for the year ending on December 31, 2017, and the audit mandate for the 2018 financial year.

Members considered and recommended reviews of the financial commitments, corporate insurance portfolio and funds management policies. They also conducted a follow up of ÉEQ's organizational and strategic risks. Finally, the committee assessed the 2018 budget forecasts for recommendation to the board of directors.

Composition of the committee

Suzanne Blanchet, chair of the committee Diane Bouchard Michel Camirand Sylvain Mayrand Serge Proulx²

Attendance of the members of the audit and finance committee

Suzanne Blanchet3/3Diane Bouchard3/3Michel Camirand3/3Sylvain Mayrand3/3Serge Proulx²2/2

¹ Mr. Thierry Lopez was appointed to the governance committee on September 22, 2017

 $^{^{\}rm 2}\,\text{Mr.}$ Serge Proulx was appointed to the audit and finance committee on April 20, 2017.

DISCLOSURE ON GOVERNANCE (CONT'D)

COMMUNICATIONS WITH STAKEHOLDERS

Compensation plan

With regard to the targeted companies, the board of directors approved the holding of a special consultation with contributors on the 2018 Schedule of Contributions on October 24 and 26, 2017. A preliminary meeting was held at the Conference on Canadian Stewardship to present the work that led to the inclusion of containers, packaging and printed matter sold as products in the Schedule of Contributions. The initiative to optimize company reports pursued its activities, including the release of sector-specific webinars on best reporting practices for contributing companies.

The office of the vice-president, Compensation Plan, also continued to oversee the activities of the association committee, which is made up of members from associations of targeted companies. Information and discussion meetings were held in Toronto and Montréal.

Optimizing curbside recycling

Throughout the year, in connection with the optimization of the value chain of curbside recycling, the board supported various consensus-building and communication activities with stakeholders in Québec's curbside recycling system, including:

- > The implementation of the experimental pilot projects to sort and clean glass collected through curbside recycling in the five sorting centres selected as part of the *Innovative Glass Works* plan;
- > The assembly of a pilot project follow-up committee in spring 2017 led and coordinated by ÉEQ and RECYC-QUÉBEC whose role is to follow up and report on selected performance indicators for recommendation at the end of the experimental pilot project period (the committee held its first meeting in fall 2017);
- > The pursuit of the Best Practices initiative for curbside recycling in 17 regions across Québec with over 500 participants from the municipal sector;
- > ÉEQ's participation in symposiums and conferences organized by curbside recycling system stakeholders in and outside Québec.

Government relations

In the past year, ÉEQ continued the implementation of its government relations plan relating to the compensation plan and the optimization of curbside recycling. ÉEQ's representations to various government bodies on behalf of the businesses and organizations it represents are conducted in accordance with the *Lobbying Transparency and Ethics Act*.

SUMMARY FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2017

INDEPENDENT AUDITOR'S REPORT

To the Members of Éco Entreprises Québec

The accompanying summary financial statements, which comprise the summary balance sheet as at December 31, 2017, the summary statement of operations for the year then ended and related notes, are derived from the audited financial statements of Éco Entreprises Québec for the year ended December 31, 2017. We expressed an unmodified audit opinion on those financial statements in our report dated March 16, 2018. Those financial statements and the summary financial statements do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required by the Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of Éco Entreprises Québec.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on procedures, which were conducted in accordance with Canadian Accounting Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of Éco Entreprises Québec for the year ended December 31, 2017 are a fair summary of those financial statements on the basis described in the note to the summary financial statements.

BDO Canada s.r.1./S.E.N.C.R.L./LLP

Montréal, Québec March 16, 2018

¹ CPA auditor, CA, public accountancy permit no. A113666.

SUMMARY FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2017

SUMMARY BALANCE SHEET (IN THOUSANDS OF DOLLARS)	2017	2016
ASSETS		
Total current assets	\$180,608	\$206,177
Total long-term assets	330	360
Total assets	\$180,938	\$206,537
LIABILITIES AND NET ASSETS		
Total current liabilities	\$143,225	\$173,169
Total long-term liabilities	31	81
Total liabilities	143,256	173,250
Total net assets	37,682	33,287
	\$180,938	\$206 537

ÉTAT RÉSUMÉ DES RÉSULTATS (EN MILLIERS DE DOLLARS)	2017	2016
(EN MICEIERO DE DOCEARO)	2017	2010
Revenue	\$151,714	\$153,082
Expenses		
Schedule expenses	136,664	141,584
Schedule development and curbside recycling optimization	7,862	3,022
Administration costs	5,328	6,129
Programs	(411)	4,074
	149,443	154,809
Operating income (loss)	2,271	(1,727)
Other revenue	2,124	1,758
Excess of revenue over expenses for the year	\$4,395	\$31

1. BASIS OF ACCOUNTING AND SUMMARIZATION

The summary financial statements have been prepared by management for the purpose of insertion into their annual report and have been derived from the audited financial statements for the year ended December 31, 2017.

MEMBERS

MEMBERS* OF ÉCO ENTREPRISES QUÉBEC ON MARCH 16, 2018.

105766 Canada inc., Mega Watt Hydro 149667 Canada inc., pour le compte de Centre Hi-Fi 167395 Canada inc. 1801794 Ontario inc. 2318-4211 Québec inc. 2421-0072 QUÉBEC inc. 2639-1862 Québec inc. 2970-7528 QUÉBEC inc. 3019969 Canada inc. (LOIS Jeans (Canada)) 3106471 Canada inc.

3855155 Canada inc. (Supermarché P. A.)

3M Canada 4223373 Canada inc. 6254250 canada inc 6317383 Canada inc.

7348550 Canada inc. (Supermarché P. A.)

8077657 Canada inc. 9002-2120 Québec inc. 9023-1952 Québec inc. 9045-7631 Québec inc 9055-7588 Québec inc. 9071-7851 Quebec inc. 9090-7627 Quebec inc.

9095-6236 Québec inc. (Franchises Amir)

9096-3166 Qc inc. Luminaire Galarneau

9138-1616 Québec inc 9207-5308 Québec inc. (William Spartivento) 9217-5041 Québec inc. 9217-5231 Québec inc 9226-4985 Québec inc. 9252-9064 Quebec inc 9286-5591 Quebec inc. 9318-2822 Québec inc. 9941762 Canada inc.

A & V 2000 inc.

A & W food services of Canada inc.

A Belisle et fils SENC A. G. International inc. A. Lassonde inc. A. Setlakwe ltée A.E. McKenzie Co ULC A1 Imports inc. Abbaye Saint-Benoit Abbott Laboratories, Limited

Acces Floral inc.

Ace Canada Acema Importations inc. Acer America Corporation ACH Food Companies inc. Adfast Montréal inc. Adidas Canada limited AEF Global inc. Aéroports de Montréal AFA Forest Products inc. Air Canada Vacations Air Creebec inc. Alasko Foods inc. Alcon Canada inc.

Aliments Altra Distributeurs inc. Aliments Fondue paysanne inc. (les) Aliments la Bourgeoise inc. Aliments Nutrisoya inc.

Aliments Ouimet-Cordon Bleu inc. Aliments Pasta Romana inc Aliments Putters inc. Aliments Trans Gras inc. (les) ALIMENTS TRIUMPH inc.

Aliments Ultima inc. Allergan inc.

Alliance des moniteurs de ski du Canada

Alliance Mercantile inc.

Allstate Insurance Company of Canada

Alphonse Lepage inc. Altex decoration Ltd. Alu-Rex inc. Amaro inc.

Amerella of Canada Ltd.

Amerispa inc.

Ameublements Tanguay, Centre de distribution Amex Bank of Canada AMG Medical inc.

Amscan Distributors (Canada) Ltd.

Amway Canada Corporation

Amylitho inc ANB Canada inc. Anderson Watts Ltd. Apple Canada

ARC'TERYX Equipment A Division of Amer Sports Canada inc.

Arctic Glacier inc.

Armoires de Cuisines Action, une division de 2757-5158 Québec inc.

Arrow Games inc. Aryzta Limited ASM Canada inc

Association Pulmonaire Du Québec Association québécoise des pharmaciens

propriétaires Association touristique de Manicouagan

Association touristique des Laurentides Association touristique régionale

de Duplessis

Association touristique régionale

de la Gaspésie

Association touristique régionale

de la Montérégie inc.

Association Touristique Régionale Saguenay-Lac-Saint-Jean AstraZeneca Canada inc.

Aubaine du Tapis Saucier inc. Aurora Importing & Distributing Limited

Autruche

Aventure Chasse et Pêche Avery Products Canada (div. of CCL

Industries inc.) Bag to Earth inc. / Sac au sol inc.

BAIN DEPOT inc

Bank of Montreal Banque Nationale du Canada

Bariatrix Nutrition

BARIL MANUFACTURIER inc.

Barreau du Québec Bastos of Canada Ltd. Bayard Presse Canada inc.

Bayer inc. Bazz inc.

Beaulieu Décor D'Astous et Frères inc.

ReaverTails Canada inc. Becton Dickinson Canada inc. Beiersdorf Canada inc.

Bell Administration

Bell Canada

Bell Canada - Bell Residental Bell Canada - Marketing et communications

Benjamin Moore & Co., Limited

Bento Nouveau Ltd.

Best Buy Canada Ltd.

Bibliothèque et Archives nationales

du Québec Bic inc.

Bio Biscuit inc.

Bio-K Plus International inc.

Biscuits Leclerc Itée

Bissell Canada Corporation

Black and Decker Canada inc. Blistex Corporation

BMW Group Canada Boiron Canada inc.

Bombardier Produits Récréatifs Bonduelle Amérique du Nord inc.

Bonté Distribution inc. Boshart Industries inc. Bostik Canada Ltd.

Boston Pizza International inc.

Botanix inc.

Boucherie Sainte-Brigide inc.

Bouclair

Boulangerie Auger (1991) inc. Boulangerie Georges inc.

Boulangerie GRANT'S Bakery inc. Boulangerie Lanthier Itée

Boulangerie Normétal inc. Boulangerie St-Méthode inc. Boulangerie Vachon inc.

Boulangeries Canada Bread, Limitée

Boulart inc. Boutique Colori inc. Boutique Dolce Design inc. Boutique La Vie en Rose inc.

Brands Unlimited inc. Brasseurs du nord inc. (les) Brasseurs Sans Gluten

Brault & Martineau/Groupe ATBM inc.

Breuvages Radnor Itée Breville Canada S.E.C

Bridor inc. Brossard Frères inc. Brown Shoes inc.

Browning Canada sports ltée BSH Home Appliances Ltd. Bulk Barn Foods Limited Burger King Canada Services ULC

Burgham sales Ltd. Burnbrae Farms Limited **Burton Snowboards** Cadillac Fairview Café Morgane inc.

Caisse de dépôt et placement du Québec

Caleres Canada inc.

Campbell Company of Canada

Cams 2016 inc.

Canac-Marquis Grenier Itée Canada Dry Motts inc. Canadian Home Publishers

Canadian National Sportsmen's

Shows (1989) Ltd. Canadian Technical Tape Ltd. Canadian Tire Corporation Limited

Canadian UNICEF Committee (UNICEF Québec)

Canards du Lac Brome Itée

Canarm Ltd.

Canaropa (1954) inc. Candorvision (a division of Candorpharm inc.)

Canon Canada inc.

Capespan North America inc. Capital One Bank (Canada Branch)

Cara Operations Ltd.

Cardinal Health Canada inc. Cardinal Meat Specialists Limited

Carlton Cards Ltd. Caron & Guay inc.

Casa Cubana/Spike Marks inc.

Cascades Groupe Tissu, une division de Cascades Canada inc.

Casio Canada Ltd. Cavendish Farms CDMV inc.

Centre de distribution éléctrique ltée.

Centres Dentaires Lapointe Centura Brands inc.

Ceratec inc

Certainteed Gypsum Canada inc.

CGC inc. Champag inc.

Chandelles Tradition MB inc. Chapman's Ice Cream

Charbon de Bois Feuille d'Érable inc.

Château Manis Électronique inc.

Chaussures M&M inc.

Chenail Fruits et Légumes inc. Chez Louis Poulet et Pizza inc. Chidaca International inc.

Chocolat Arvisais inc. Chocolat Perfection inc. Cholesterol Plus inc. Church & Dwight Canada corp.

Cidrerie Michel Jodoin Cine Maison Royale

Cineplex Entertainment Limited Partnership CKF inc.

Clef des Champs inc.

Codet inc. Cogeco Connexion inc. Colabor S.E.C.

Colgate Palmolive Canada inc.

Collège d'Anjou Collège de Lévis

Collège des Médecins du Québec Collège Durocher Saint-Lambert

Collège Jean-Eudes Collège LaSalle

Companies and organizations that have paid all required contributions under the 2017 Schedule of Contributions are considered members.

Collège Letendre Collège Notre-Dame-de-Lourdes Collège Saint-Maurice Collège Stanislas inc. Collège St-Jean-Vianney Colonial Elegance inc. Columbia Sportswear Canada Comité de gestion de la taxe scolaire de l'île de Montréal Commerce Apex Trades Commission de la construction du Québec Commission des normes, de l'équité, de la santé et de la sécurité du travail Commission scolaire de la Beauce-Etchemin Commission scolaire de la capitale Commission scolaire de la Côte-du-Sud Commission scolaire De La Seigneuriedes-Mille-Îles Commission scolaire de l'Énergie Commission scolaire de l'Or-et-des-Bois Commission Scolaire de St-Hyacinthe Commission scolaire des Bois-Francs Commission scolaire des Découvreurs Commission scolaire des Grandes-Seigneuries Commission scolaire des Hautes-Rivières Commission scolaire des Hauts-Cantons Commission scolaire des Laurentides Commission scolaire des Monts-et-Marées Commission scolaire des Navigateurs Commission scolaire des Phares Commission scolaire des Premières-Seigneuries Commission scolaire du Lac-St-Jean Commission Scolaire du Val-des-Cerfs Commission scolaire Sir-Wilfrid-Laurier Communications Camping Caravaning Compagnie d'Assurance-vie Croix Bleue du Canada Compagnie Globe Électrique inc. Compagnie Rafraîchissements Coca-Cola Canada Compagnie Safdie inc. (La) ConAgra Foods Canada inc. Conair Consumer Products inc. Concession A25 Concordia University Condor Chimiques inc. Confédération des syndicats nationaux Confiserie Mondoux inc. Confiseries Régal inc. Conglom inc. Continental Building Products Canada inc. Convatec Canada Ltd. Convectair-NMT inc. COOKINA inc. Coopérative Agricole Régionale Parisville Coopérative d'Alentour Coopérative Horticole Groupex Coranco Corporation Limited Corporation AbbVie CORPORATION DE L'ABBAYE D'OKA Corporation Financière Mackenzie

Corporation Genacol Canada inc.

Costco Wholesale Canada Ltd.

Crate and Barrel Canada inc.

Côté-Réco inc.

Couche-Tard inc.

Counseltron Ltd. Courchesne Larose Itée.

Crestar Ltd. Crevier Lubrifiants Croisières AML inc. CTG Brands inc. Curateur public du Québec Cycles Lambert inc. Dairy Queen Canada inc. Daki Itée Danawares Corp. Danesco inc. Danone inc. Dare Foods Limited DAVIDsTEA inc. Déco surfaces Canada inc. Delta dailyfood (Canada) inc. Deschenes et fils ltée. Design Creative International C.D.I. inc. Disticor Direct Distinctive appliances inc. Distributel Distributions Europeennes Canada inc. Distributions Fillion Marquis International I tée Distributions Olive & Olives inc. Dixon Ticonderoga inc. **DK Company** Dole Foods of Canada Ltd. Dollarama L.P. Domaine du Ski Mont-Bruno inc. Domino's Pizza of Canada Ltd. Domtar inc. Dorfin distribution inc. Dr. Oetker Canada Ltd. Drain-Vac International 2006 inc. Duchesnay Duchesne et Fils Itée Dunn's Famous International Holdings inc. Dura housewares inc. Dural, a division of Multibond inc. Dynamic Paint Products inc. Dyson Canada Limited E.D. Smith Foods Ltd. Eaton Yale Company Eau Everest inc. École de technologie supérieure École nationale de police du Québec Edgewell Personal Care Canada ULC Editions Phidal inc. Éditions Pratico-Pratiques Efficom inc. El ran Furniture Ltd. Electrolux Canada Corp. Eli lilly Canada inc. Elizabeth Arden (Canada) Ltd. El-Ma-Mia inc. EMD Canada inc. Emerson Electric Canada Limited Entrepôts fruigor inc. (les) **Envirogard Products Limited** Essex Continental Distributors inc. Estée Lauder Cosmetics Ltd. Euro-Pharm International Canada inc. EXPERTOURS inc. Experts Verts inc. **Export Packers Company Limited** F. Ménard inc. Fabricville Company inc. Familiprix FCA Canada inc. Fédération des caisses Desjardins

Fédération des médecins omnipraticiens

du Québec

Fédération québécoise de camping et de caravaning inc. Fellowes Canada Ltd. Fenêtres Vimat Fenplast inc. Ferme des Voltigeurs inc. Ferme Farnham Itée Ferme François Gosselin Ferme H.Daigneault et Fils inc Ferme Onésime Pouliot inc. Fermes Trudeau inc. Ferrero Canada Ltd./ltée Ferring inc. Fèves au Lard L'Héritage Itée Fleur D'Olive Fonds de placement immobilier Cominar Fonora Textile inc. Fontaine Santé Foods inc. Foot Locker Canada Corp. Ford Motor Company of Canada Fournitures de bureau Denis inc. FraiseBec inc. Fraisière Faucher inc Fraisière Lemelin Fraisière Rou Gi et Fils inc. Francois et Lise Méthot inc. Franklin Templeton Investments Corp. Freud Canada, inc. Frito-Lay Canada, une division de Pepsi-Cola Canada Itée Fromagerie Ancêtre inc. Fromagerie Bel Canada Fromagerie Bergeron inc. Fruit of the Loom Canada inc. Fruits & Passion Boutiques inc. Fruits et légumes Gaétan Bono inc. Fujifilm Canada inc. Fumoir Grizzly inc. Futura Manufacurier De Portes Et Fenêtres inc. Galderma Canada inc. Galerie Au Chocolat Galerie du tapis D'Astous & Frères inc. Gap (Canada) inc. Gardena Canada Ltd. Gastronomia Aliments Fins inc. Gates Canada inc. **GB Micro Electronics** General Mills Canada Corporation General Motors of Canada Genfoot inc. Genima inc. Gentec International Germain Larivière (1970) Itée Gestion Carlos Torralbo inc. / Les Fruits De Mer Ifc inc. Gestion FÉRIQUE Gestion Luc Doyle inc. Gestion Universitas inc. Gestion Yuzu inc. Giant Tiger Stores Limited Give and Go Prepared Foods Corp. Glaxosmithkline Consumer Healthcare Global M.J.L. Ltée Global Upholstery Co. inc. Globe Union Canada inc. Godiya Chocolatien Goedike Canada inc. Goodfellow inc. Goodfood Market Corp. Google Canada Corporation Gosselin Photo Vidéo inc. GRANULCO inc. Granules LG inc.

Graymont (Qc) inc. Groupe Accès Électronique inc. Groupe Adonis inc. GROUPE ARCHAMBAULT inc. Groupe Bergeron-Thibault Groupe Cam-J inc. GROUPE CANTREX NATIONWIDE inc. Groupe CDREM inc. Groupe Commensal inc. Groupe d'Achat M.P. inc. Groupe d'alimentation MTY inc. Groupe Dutailier inc. Groupe Dynaco, Coopérative agroalimentaire Groupe Dynamite inc. Groupe Éthier inc. Groupe financier AGA Groupe Gagnon Frères inc. Groupe Intersand Canada inc. (le) Groupe Lemercier inc. Groupe Lou-Tec inc. Groupe Marcelle Groupe MBM inc. Groupe Opex inc. (Ashley Furniture HomeStore) Groupe Park Avenue inc. Groupe Party Expert Groupe Phoenicia inc. Groupe Première Moisson inc.(Centre administratif) Groupe Promutuel, Fédération de sociétés mutuelles d'assurance générale Groupe Restaurants Imvescor inc. Groupe Sima inc. Groupe Son X Plus inc. Groupe Sportscene inc. Groupe tabac Scandinave Canada Groupe Tecnic 2000 inc. Groupe Valentine Groupe Yellow inc. Guess? Canada Corporation Guinois & Frères Ltée H. Chalut Itée H.R.S. Global, a division of 9266-1677 Quebec inc. Hachette Collections Hall-Chem MFG inc. Hallmark Canada Hamilton Beach Brands Canada inc. Harry Rosen inc. Hasbro Canada Corporation Helen of Troy Henkel Canada Corporation Henkel consumer adhesives Henry Canada inc. Herbalife of Canada Ltd. Hershey Canada inc. High Liner Foods inc. Hoffmann-La Roche Limited Hollander Sleep Products Canada Limited Home Depot Canada Home Hardware Stores Limited HoMedics Group Canada Co. Honda Canada inc. HP Canada Co HSBC Bank Canada Hudson's Bay Company (HBC) Humania Assurance inc. Humeur campagne de financement Hydro-Québec Distribution I-D Foods Corporation Idelle Labs IKEA

Immanence Intégrale Dermo Correction inc. Importations & Distributions B.H. inc. Importations Géocan inc. (les) Indigo Books & Music Industrie gastronomique Cascajares Industrielle Alliance, Assurance et services financiers inc. Industries de Conduits Tubulaires du Canada Itée Industries Dorel inc. (Les) Industries P.W.I. inc. Ingram Micro inc. Institut de tourisme et d'hôtellerie du Québec Intact Compagnie d'assurance Intercampus Marketing inc. International de montgolfières de Saint-Jean-sur-Richelieu Intervet Canada Corp. Invesco Trimark Itée Investors Group IPEX Electrical inc Ipex inc. Irving Consumer Products Limited Isis inc. ITW Permatex Canada J. Sonic Services inc. J.L. Freeman S.E.C. Jamieson Laboratories Jan K. Overweel Limited Janco Électrique Ltée Janes Family Foods-Sofina Foods inc. Janssen inc. Jean H. Henlé inc. Jean-Paul Fortin (1997) Ibc John Deere Canada ULC Johnson & Johnson Johnson & Johnson VisionCare, inc. Johnson Level and Tools inc. JOURNAL LA HAUTE CÔTE-NORD inc. Journal Le Charlevoisien inc. JOURNAL LE NORD-CÔTIER inc. Jovi Sport inc. IR Watkins JTI-Macdonald Corp. JTI-Macdonald TM Corp. Julien Beaudoin Itée K+S Sel Windsor Ltée Kao Canada inc. Kaycan Ltd. Kaz Canada inc. Kellogg Canada Keurig Canada inc. Kidde Canada Kimberly-Clark inc. Kimpex inc. Kleen-Flo Tumbler Industries Ltd. Knape & Vogt Canada inc. Kodiak Group Holdings Co. Kohl & Frisch Limited Kosmic Distribution

Kraft Heinz Company ULC L. Di Lallo et fils inc. La cie McCormick Canada co. La Clef De Sol inc.

La Compagnie 2 Ameriks inc. La Compagnie Regitan Itée La Coop Fédérée

La Corporation McKesson Canada

La Fernandière s.e.c. La Financière Agricole du Québec

La fourmi bionique inc. La Fraisonnée inc.

La Fromagerie du terroir de Bellechasse inc.

La Fromagerie Victoria inc. La Glace Frontenac rive sud Itée

La Maison AMI-CO (1981) inc. La Maison Crowin inc.

La Maison du Meuble Corbeil inc.

La Maison Orphée inc. La margna inc.

La Petite Bretonne (distribution) inc.

La Petite Grange (Laurent Meury inc.)

La Presse Itée

La rotisserie de Granby inc.

La Societe Canadienne De La Croix Rouge

La Sovarie inc La Trappe a Fromage La Villa du Ravioli inc. Laboratoire G.M.F. Laboratoire Larima Laboratoires Abbott Laboratoires Colba inc. Labrador Laurentienne inc Laiterie de Coaticook Itée Laiterie de la baie ltée Laiterie de l'Outaouais Laiterie des trois vallées inc. Laiterie Rovala inc

LAMPE BERGER CANADA inc.

Lantic inc.

Lauzon Bois énergétique recyclé inc.

Lavo inc.

Le Canard Goulu inc

Le Château inc.

Le Club Piscine Plus Québec

(C.P.P.Q.) inc.

Le Creuset Canada inc.

Le Directeur général des élections du Québec

Le Gastronome Animal inc.

Le Groupe Alimentaire Nordique inc.

Le Groupe Dans un jardin Le Groupe Innovak

Le Groupe Jean Coutu (PJC) inc.

Le Groupe Legerlite inc.

Le Groupe Multi Luminaire inc.

Le Groupe Vertdure inc. Le Jean Bleu inc.

Le Massif s.e.c.

Le Potager Riendeau inc. Le SuperClub Vidéotron Itée

LE THÉÂTRE DENISE-PELLETIER inc.

Le Verger Lamarche inc.

Ledvance Ltd. Lego Canada inc. Légunord inc. Lenbrook

Lennox industries (Canada) Ltée

Lenovo

LEO Pharma inc. Leon's Furniture Limited L'Équipe Spectra Les Aliments 2000 inc. Les Aliments Bégin inc.

Les Aliments Bercy inc. Les Aliments CDS inc. Les Aliments Jardi inc. Les Aliments Lebel inc. Les Aliments Meiicano

Les Aliments Olympus (Canada) Les Aliments O'sole Mio inc.

Les aliments Parador inc Les Aliments Pearlmark Foods inc.

Les Aliments Roma Itée

Les Bijouteries Doucet 1993 inc.

Les Brasseries Sleeman Ltée

Les Brasseurs GMT inc.

Les Distributions Avantgarde inc. Les Distributions Yvan Nadeau inc.

Les Eaux Naya

Les Entreprises Leznoff 2011 inc.

Les Entreprises Rolland inc.

Les Entreprises Vivre en Forme inc.

Les Fines Herbes de Chez Nous inc.

Les Fraises de l'Île d'Orléans inc.

Les Importations Cavan inc. Les Importations N et N inc.

Les Industries Bernard & Fils Itée

Les Industries Bonneville Itée

Les Industries Iverco inc.

Les Industries Jessan

Les Industries Trovac Itée

Les Laboratoires Swisse (1995) inc.

Les Magasins Korvette Itée

Les Marques Kin inc.

Les Matelas SSH Canada

Les Matériaux de Construction

Oldcastle Canada inc. Les Meubles Marchand inc.

Les Mousses de L'Estrie inc.

Les Oeufs Ovale S.E.C.

Les oeufs Richard eggs inc.

Les Pâtes de l'Île inc. Les Plantes Et Décors Veronneau inc.

Les Plats du Chef ULC

Les Portes Decko inc.

Les Producteurs laitiers du Canada

Les Productions Margiric inc.

LES PRODUITS ALIMENTAIRES

BOUCHARD inc.

Les Produits Aluminium P.S. inc.

Les Produits Daubois inc.

Les produits de soins pour la peau au lait de chèvre Canus inc.

Les Produits Valfei inc.

Les Promotions Atlantiques inc.

Les Publications Charron & Cie inc.

Les Publications Groupe TVA-Hearst inc.

Les Restaurants Lafleur inc.

Les Rôtisseries Benny

Les Rôtisseries St-Hubert Itée

Les Serres Arundel S.E.N.C.

Les Sols R. Isabelle inc.

Les Sommets de la Vallée inc.

Les Sources Saint-Elie inc.

Les Spécialités Prodal (1975) Itée

Les Surgelés Cool & Simple inc.

Les Textiles Patlin inc.

Les Tourbières Berger Itée

Les Tricots Duval & Raymond Itée

Les Variétés LCR inc. Les Vergers Lafrance inc.

Les Vergers Leahy inc.

Les Vergers Pedneault

Les Viandes Biologiques de

Charlevoix inc. Les Viandes Walcovit inc.

Lesters Foods Ltd. Levi Strauss & Co. (Canada) inc.

Lexmark Canada inc. LG Electronics Canada inc.

Librairie Renaud-Bray inc. Life Sciences Nutritionals inc.

Lifescan Canada Ltd.

Lindt & Sprungli (Canada) inc.

Linen Chest inc. Linencorp 2015 inc

Literies Universelles Paga inc. Little Caesar of Canada inc.

Lixil Canada inc. Loblaws inc. L'Oréal Canada inc

LoyaltyOne, Co

LSI Enterprises Canada ULC Lululemon athletica canada inc.

Lumen, une division de Sonepar

Canada inc. Luminaire Distinction Luminaires & Cie

L'Union des producteurs agricoles -

Publications

M&M Meat Shops Ltd.

M/2 Boutiques inc.

Mademoiselle Ellégance inc.

Magasins Lecompte inc.

Magasins Trevi inc.

Magtar Sales inc.

Maheu&Maheu inc.

Maiher inc

Maison Chaleur Et Confort inc.

Maison de la pomme de

Frelighsburg inc.

Maison de thé Camellia Sinensis

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Maître Saladier inc. Manteaux Manteaux

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Maple Lodge Farms Ltd. Marc Anthony Cosmetics Ltd.

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Mary Kay Cosmetics Ltd.

Masco Canada limited

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Matériaux Bonhomme inc. Matériaux Laurentiens inc

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Canada Limited

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Mercier wood flooring inc. Merck Canada inc

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Messageries Dynamiques

Metro Richelieu inc.

Meubles Branchaud inc.

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Michaels Stores inc Microbrasserie Dieu du ciel inc.

Midlon foods inc. Miel Labonté inc Miele Limited

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Ministère de l'Emploi et de la

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