

the **Chemunicator** ²⁰²⁴

LE MAGAZINE DE DISTRIBUTION RESPONSABLE CANADA • THE MAGAZINE OF RESPONSIBLE DISTRIBUTION CANADA

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**A REPORT
ON THE 2024
AGM & SAM**

**THE CANADIAN
SUPPLY CHAIN
HAS BROKEN
LINKS**

**COLLABORATION
FOR SUSTAINABLE
GROWTH**

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Contents

FEATURES

Editor's Notes

Wave Goodbye to 2024 - V. Wright 4

Chair's Message

Looking Ahead - P. Zerr 6

2024 AGM Report

Trailblaze the Canadian Chemical Industry - V. Wright 8

Regulatory

The Calm Before the Storm - V. Nguyen 11

Sustainability

Collaboration for Sustainable Growth - J. Kellier 12

2024 SAM Report

Staying in the Game - V. Wright 14

RD Code

Sustainable Code - J. Bowman 16

Quebec Chapter

Des nouvelles du chapitre Québec - S. Roy 17

Company News 18

Employee News 21

YBTC

Toronto Challenge & Chemistry-to-go Bins - C. Thorel 22

Supply Chain

The Canadian Supply Chain Has Broken Links - C. Campbell 25

President's Message

This Year Has Flown By - C. Wieckowska 28

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WAVE GOODBYE TO 2024!

Victoria Wright
Director - Member Relations | RDC
Email: victoria@rdcanada.ca

What a year it's been! 2024 felt like it came and went. Every year since the pandemic, we collectively mention that "things should slow down now", but we're headed into 2025, and things don't seem to be slowing down anytime soon. 2024 has been a terrific year for the association and membership. This year's edition of the Chemunicator is jam-packed with articles from our valiant committee chairs, our new RDC Chairman Philip Zerr, exciting member & affiliate updates, supply chain updates and a note from RDC President, Catherine Wieckowska.

This year's issue started strong with an address from new RDC Chairman, Philip Zerr of Quadra Group. Philip commented on the success of this year's AGM & SAM and reflected on themes of Hayley Wickenheiser's Annual General Meeting presentation. Making decisions that are best "for" our industry has never been more important. Read more on page 8.

The Annual General Meeting this year took place in Ottawa, ON at the Brookstreet hotel. This year featured Olympic icon, Hayley Wickenheiser, amongst other valuable speakers including but not limited to, our economist: Ross Prusakowski, our political analyst: Sean Simpson, our transportation panel featuring: Ted Brown (Fortigo Freight), Richard Kunow (Polaris) & Simon Roy (Bourret), and many other excellent speakers. To read more about the success of this year's AGM, start on page 8.

The Semi Annual Meeting was also an event to remember in 2024. Featuring friends from the RCMP, our keynote on DEI & equity as it relates to hiring, AI and Cybersecurity Threats, the future of sustainable distribution, a live

lesson in ER safety, and other important topics. Visit page 16 for more.

Pages 18 - 21 share some of this year's member/affiliate company & employee highlights. ADLI Logistics is boasting 25 years in business, Dempsey Corporation was Eco Vadis certified, Polaris Transportation Group launched their new sustainability plan, Univar Solutions announces the grand opening of their new Abbotsford, BC distribution facility, amongst other great news. There is no shortage of great things happening in our industry!

On page 22, Responsible Chemistry & Youth Outreach Chair, Carla Thorel (ClearTech), discusses the Chemistry-to-go-Bin resource. Support youth and get involved today! Speaking of supporting our youth, RDC was pleased to work in tandem with Brenntag Canada to offer a You Be The Chemist® Challenge in March 2024. The Toronto Challenge was a rewarding experience for all. More can be read about the 2024 Toronto challenge on page 22.

Don't miss Josh Kellier (RDC)'s article on Sustainable Growth in Chemical and Ingredient Distribution. Visit page 24 for more on adopting sustainability practices, identifying your company's impact and the importance of industry collaboration.

Speaking of collaboration, the supply chain has been a topic on everyone's mind in 2024. Check out Cathy Campbell's article on page 25, where RDC's executive advisor discusses all things supply chain over the course of 2024 - the current status, and actions for members & stakeholders. Also on the theme of supply chain and regulatory, readers will be pleased to hear from RDC

Regulatory Affairs committee chair, Vyan Nguyen (Barentz ULC), on page 11 as he discusses the industry's vital role in the supply chain & resiliency in the face of this year's unique challenges.

This year's edition is jam-packed! We would like to thank our diligent readers for your continued support of the association's industry magazine. There is no shortage of things to discuss, and triumphs to celebrate after a compact year.

We hope readers will consider joining us during our first major event of 2025 at the 39th Annual General Meeting, taking place from May 28th – 30th at the Fairmont Palliser in Calgary, AB. The fun continues in 2025!

RDC is wishing everyone a happy, healthy holiday season and a prosperous year ahead.

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CHAIR'S MESSAGE



LOOKING AHEAD

Phil Zerr, Quadra Group
Chair, Responsible Distribution Canada
Email: chair@rdcanada.ca

Winter is here and I hope everyone is able to relax, enjoy the holidays and take some well earned vacation time. Our AGM is now a few months behind us and I wanted to thank all those who attended to make the event a wonderful success!

As announced at the AGM, I am taking on the role of Chairman RDC. I would like to take a moment to extend a huge Thank You to Frank Dempsey. RDC is in a much better place, thanks to Franks leadership and guidance. He had a passion for the role and I look forward to continuing the initiatives Frank created and executed on during his tenure. The goal of any non profit is to be in a position of both strength and health for both the short term and long term. From a financial perspective, and with Franks leadership, our position is extremely strong and it allows RDC to continue to both define our deliverables to our members and execute on those deliverables. Again, thank you Frank, for all you have done for RDC.

I also had a chance to reflect on Hayley Wickenheiser's key note presentation and how it affects our own RDC. As individual organizations we are all striving to be the best 'in' our industry. I also hope you take the time to also reflect on decisions that are the best 'for' our industry. RDC cannot survive without the generous time and resources each member makes available. Your people are your greatest asset and allowing RDC to take advantage of all their knowledge and expertise, is critical to our long term success. Please continue to promote RDC within your companies as a great alternate way for your people to grow, learn and contribute.

As a proud Canadian, I take pride in the position RDC

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has on the world stage. We created Responsible Distribution® certification and Canada continues to get looked on and relied upon to continue its leadership role. Thanks to all the members, your support and feedback, we continue to lead in area's of sustainability, education, social responsibility and advocacy. Our future continues to be one of strength and health!

Wishing everyone a safe and enjoyable holiday!
Phil

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A REPORT ON THE 2024 ANNUAL GENERAL MEETING

By: Victoria Wright | Director - Member Relations | RDC



TRAILBLAZE THE CANADIAN CHEMICAL INDUSTRY

RDC was pleased to return to our nation's capital to host the 38th Annual General Meeting (AGM). This year's meeting followed last year's AGM in Montebello, QC, and it is with gratitude that we share these charming Canadian venues.

What better way to demonstrate Canadian pride than with a keynote welcome from none other than Dr. Hayley

Wickenheiser, community leader, medical doctor and businesswoman. Dr. Wickenheiser's keynote address was certainly one to remember and spoke of the sacrifices made to trailblaze, innovate and lead in uncertain times.

Following Dr. Wickenheiser's address, we were fortunate enough to be joined virtually by the CEO of Univar Solutions, Mr. David Jukes. Mr. Jukes gave valuable insight into his journey in the chemical and ingredient industry. He weighed in on the health of the chemical distribution market and our outlook against other industries. Overall, Mr. Jukes gave an optimistic outlook for the future and innovation of our industry. Guests were pleased to hear Mr. Jukes' enthusiasm and support into future ESG advancements and sustainability efforts.



Wickenheiser? Dr. Wickenheiser shared inspiring stories of her journey thus far, as a five-time Olympic medalist, assistant general manager for the Toronto Maple Leafs, as well as a

RDC was pleased to invite a long-time friend of the association, Sgt. Luc Chicoine, to the RDC stage during day one's presentations to discuss our ongoing collaboration and partnership with the RCMP and Public Safety. Sgt. Chicoine noted the importance of our continued collaboration and highlighted the opportunities for training. Sgt. Chicoine brings with him over 30+ years of experience in illicit substances, from investigations to strategic approach to the problem. RDC looks forward to continuing our working relationship with the RCMP and Public Safety, to keep Canadians safe and raise awareness and training in our member companies and beyond. RDC would also like to extend special thanks to Mr. Chicoine, and the RCMP, for inviting guests to attend the infamous RCMP stables.

Day one concluded with an immersive workshop, coordinated by Mr. Gregory Carli, Ms. Laura Raimondi and Mr. Mark Jasper of GHD Ltd. The workshop, named Actualizing Sustainability for Value Creation, highlighted the added commercial value of a sustainability agenda in their organization which aids in driving business efficiencies, fostering collaboration and strengthening business resilience. During the workshop, attendees were encouraged to group with those outside of their companies and do some real brainstorming to create tangible next steps in their company's sustainability journey.

Following May 28th's speaker session, a formal dinner and cocktail hour was hosted in Brookstreet Hotel's Celtic Ballroom. RDC was pleased to recognize our Chair of the RDC Board of Directors, Mr. Frank Dempsey. Frank has served honorably on RDC's Board of Directors since 2015, although heavily involved in the association at large well before then. The transfer of leadership in 2021 certainly brought on unique challenges, as the association navigated a new post-pandemic business climate. It is with sincere thanks that we recognize Frank's service as Chairman from 2021-2024, inclusive of an extra year of service from 2023-2024. Notable contributions made during Frank's tenure as Chair included spearheading the new strategic vision as well as onboarding and recruitment of several new member and affiliate companies. Thank you,

Frank Dempsey & Dempsey Corporation, for selflessly serving, and ensuring the future prosperity of RDC and its mission. At the conclusion of the dinner, RDC unveiled a new mural to commemorate the opening of our new office in June 2024. We look forward to hosting returning and new guests to the office space this summer.

As is RDC tradition, guests arrived back promptly in the morning on day two to kick off the 2024 Annual Member's Meeting. The minutes from the previous annual general meeting, the 2022 financial statement, appointment of the 2023 auditor and election of Board of Directors was approved. Catherine Wieckowska, RDC President, was proud to recognize the following RDC verifications (as of May 2024): Anco Chemicals Inc., Barentz Canada, Brenntag Canada Inc., Quadra Group, UBA Inc., and Univar Solutions.

Wednesday's education session was jam-packed! Leading with an economic breakdown from Mr. Ross Prusakowski from Economic Development Canada. Ross touched on Canadian economic highlights including the infamous interest rates, investment and labour markets, electoral uncertainty, commodities and more. A very complimentary presentation came to follow with none other than Mr. Sean Simpson. Sean Simpson is no stranger to the RDC stage and gave a very real



A REPORT ON THE 2024 ANNUAL GENERAL MEETING



Canadian political review. Guests were unsurprised to hear the two most important issues Canadians currently face are healthcare and housing. Sean also shared the staggering rate of inflation in Canada, in comparison to other countries. Based on Ipsos's federal voter data, it appears as of spring 2024 that 44% of voters are in favour of a conservative leader. Thank you, Sean, for always sharing great Canadian insight! Wednesday closed strong with our transportation panel, consisting of industry experts: Ted Brown of Fortigo Freight, Simon Roy of Transport Bourret & Richard Kunow of Polaris Transport. Attendees were intrigued by insights shared into the future of the transportation industry, unique challenges of distributors as well as new and upcoming technology.

The final evening kicked off with a trip to the RCMP stables. Luc Chicoine and colleagues allowed RDC guests an inside look at the infamous stables and history behind the training and facilitation of the RCMP musical parade. Attendees then departed to the Canadian Aviation Museum for cocktail hour and dinner amongst more than 130 civil and military aircraft and artifacts.

The 38th AGM was a huge success, in large part due to this year's generous sponsors who give means to secure excellent speakers and learning opportunities, as well as the attendees who bring infectious energy, curiosity and openness to connect with colleagues. Thank you, all!

Mark your calendars! RDC looks forward to bringing everyone back together again at the 39th Annual General Meeting to be held in Calgary, AB, at the Fairmont Palliser from May 28th – May 30th, 2025.

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THE CALM BEFORE THE STORM

By: Vyan NgAuyen | Senior Regulatory & Quality Manager, Barentz Canada ULC

November 2024 - With having a warmer Fall come and gone, we look forward to finishing the year strong. It may still feel warm enough to wear shorts outside but as Canadians we know that the weather can change quickly and intensely. In the regulatory space, we too currently find ourselves a little unsure of the changing winds and there are certainly ways we can prepare ourselves to overcome any challenges.

If it was not apparent already, the results of the US elections will bring a major policy shift and in Canada, draw greater attention to our own regulations within the industry and general population. While there is no immediate political disruptor in Canada, we are seeing a hesitation in enacting new regulations or policies due to political and public pressures. Additionally with increasing public pressure, economic unrest, and continuing supply chain concerns, we are expecting sudden and reactionary regulatory changes that are complicated in nature and will generate plenty of debate.

We can appreciate the current status quo and use the afforded time to prepare for an unknown future. For those of us fortunate enough to enjoy all four seasons in Canada, we know how vital it is to check the weather for the daily forecast. With Canadian regulations, we have various resources to forecast regulatory impacts by keeping up with the weekly newsletter from RDC and participating in RDC's various committee meetings and events. RDC has already put in the systems to maintain communication channels with regulators and policy makers, giving member companies the ability to be actively involved in policy changes or at the very least, receiving advance notification.

Forecast is only helpful if you use that knowledge to prepare. Even if it is as mundane as packing an umbrella,

having the right equipment and being aware are vital when the entire situation may be unknown. It is unlikely we will ever be fully prepared for any new regulation or emergency but being mostly prepared through robust procedures, exercises and self-audits/reviews will help immensely when that storm hits. At the very least, preparedness simply helps with decision making when under pressure and allow us to make the best decision possible with the information available at that time. It is equally important to maintain flexibility and be able to adjust course as these challenges are unique with no prior experience or guidance to rely on.

We may not all find ourselves in the same boat, but we are certainly all in the same waters and it is reassuring to know we can collaborate. Your involvement with RDC already displays a commitment to the responsible distribution of chemicals and ingredients to support the Canadian economy and simply deliver essential products and supplies to Canadians. From my personal experience, I can also highlight the exceptional professionals in our association's regulatory teams that have, without hesitation, shared vast volumes of beneficial knowledge, experience, and insight.

We all share the same goal of maintaining our industry's vital role in the supply chain and while we focus on the positive results of our work, we also have to acknowledge and prepare for the unknown. While it may seem daunting, focusing on the critical aspects for emergencies, being ready to adjust, and collaborating with various teams and personnel are core aspects of managing any crisis or task. As we look forward to the rest of 2024 being productive and enjoyable as much as possible, rest assured that any questions or concerns you may have can be resolved by speaking to your regulatory folks or the RDC for any help and guidance that we can offer.

COLLABORATION FOR SUSTAINABLE GROWTH IN CHEMICAL AND INGREDIENT DISTRIBUTION

By: Josh Kellier, Programs Integration Coordinator | RDC

Collaboration is necessary for the effective and sustainable growth of our industry's sustainability efforts. As key players in the chemical and ingredient industry, our role as distributors is vital in achieving national and international climate commitments, including limiting emissions to 1.5 degrees Celsius by 2030 and reaching net-zero emissions by 2050. These emissions targets define the framework for sustainable action, but organizations also aim to address other aspects of sustainability to achieve a comprehensive approach in their operations.

In the chemical and ingredient distribution industry, mitigating sustainability risks involves more than just meeting emissions targets. Companies can optimize waste management, enhance energy efficiency, ensure supply chain transparency, improve resource efficiency, manage product lifecycles responsibly, and adhere to safety and compliance standards. This can be achieved through sustainable sourcing, eco-friendly packaging, and responsible waste management practices.

Adopting sustainability practices begins with understanding your organization's sustainability-related risks and opportunities and recognizing their impacts across various areas. As more organizations seek to understand and disclose this information, the number of reporting frameworks and sustainability assessment tools has grown. These tools gauge a company's sustainability impacts, risks, and opportunities, enabling them to report on these

topics and set targets and action plans to achieve these goals.

Chemical and ingredient distribution companies are committed to making a positive impact on the environment and communities through sustainable operations. They are adopting tools and reporting requirements to meet this passion and respond to requests from customers and suppliers who want to understand the impacts across the supply chain. This commitment ensures equity for future generations. In some places like the EU and US, reporting on sustainability topics is becoming a legal obligation for large companies through disclosure by way of the EU's Corporate Sustainability Reporting Directive and the SEC's Climate-Related Disclosures, respectively.

One prominent example of a sustainability assessment tool that is prominent in our industry is EcoVadis. EcoVadis is a globally recognized sustainability ratings platform that assesses companies across various industries. EcoVadis evaluates companies on their environmental, social, and ethical performance using a comprehensive methodology. This evaluation helps companies identify areas for improvement and implement sustainable practices. For instance, a chemical distributor might use EcoVadis to assess their carbon footprint, labor practices, and supply chain transparency, subsequently making informed decisions to enhance their sustainability performance.



Another example is the Global Reporting Initiative (GRI), which provides a widely used framework for sustainability reporting. The GRI Standards help organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption. Companies in the chemical industry can use GRI Standards to report their sustainability performance in a structured and comparable manner. This transparency builds trust with stakeholders and drives continuous improvement. For example, a chemical distributor might use GRI Standards to report on their greenhouse gas emissions, water usage, and waste management practices. By adhering to GRI guidelines, they ensure their reporting is comprehensive and aligned with global best practices.

However, for many companies, the task can prove daunting, especially when deciding which assessment tools to utilize and which targets to prioritize. This is where industry collaboration and Responsible Distribution Canada come into play. RDC provides the opportunity for collaboration among our members to align best practices, share effective tools, and address challenges in sustainability. For those just beginning their journey, they are not alone. Members can collaborate through our committees and events to discuss these opportunities. It could be a struggle that an organization has already overcome, and they can share their experiences and insights. Those with established initiatives may learn of new concerns through collaboration, fostering continuous improvement in sustainable reporting and metrics.

Increased discussion can lead to identifying new problems that need to be addressed and promoting collaboration where necessary to achieve goals larger than what any individual company could accomplish alone. Sustainability is the cornerstone of everything we do at Responsible Distribution Canada. We are proud champions of the environment, health, safety, and product stewardship. As our members continue to adopt sustainable methods and others begin to draft sustainability-related methods for the first time, we are well-positioned to promote collaboration on sustainability in our industry. This collaboration not only furthers knowledge around sustainability but also drives meaningful action towards our climate commitments.

By fostering a collaborative environment, RDC supports its members navigating the complexities of sustainability reporting and target-setting. This collective effort ensures that the chemical and ingredient distribution industry not only meets but exceeds its climate goals, paving the way for a more sustainable future. For organizations struggling with sustainability topics and disclosure frameworks, we recommend discussing these challenges within our committees and networking events. Additionally, engaging with RDC and drawing on the experiences of members who have successfully navigated similar issues can offer valuable insights and guidance collaboration. Through shared knowledge, and a commitment to continuous improvement, we can achieve significant progress in our sustainability journeys, benefiting our environment and communities for generations to come.

2024 SEMI ANNUAL MEETING REPORT

By: Victoria Wright | Director, Member Relations | RDC

RDC kicked the holiday season off with a bang this year at our Semi Annual Meeting hosted on November 6th at the Oakville Conference Center. This year's Semi Annual conference hosted a variety of dynamic speakers and hands-on working sessions. We were pleased to have this year's conference emcee'd by RDC Chairman, Philip Zerr of Quadra Group, with introductions supported by our Committee Chairs as well as past-Chairman, Frank Dempsey of Dempsey Corporation.

It's important always, but especially around this time of year as we approach Remembrance Day, to pay tribute to our Canadian heroes. The conference started with an address from Honorary Colonel, Retired Major Kenneth William Lloyd from Oakville Legion Branch 486. Major Lloyd shared stories from the Cold War and the sacrifices of our Canadian troops.



Following this important tribute, we kicked the conference off strong with a keynote address from Adwoa Buahene on Equity: Delivering on Promises Part 1. Adwoa would be addressing



the group with both a seminar-style presentation, and an integrated workshop piece later in the afternoon. Guests enjoyed Adwoa's presentation as it brought to light the current issues with hiring practices, including not opening the scope of candidate searches to those outside the normal industry network. She also provided valuable insight on the downside of digital hiring tools, as well as other thought-provoking discussion.



IT & cybersecurity expert, Ray Angod, then joined the group to discuss his segment on Not Science Fiction Anymore: AI Cybersecurity Threats in the Wild. Ray shared tips for protecting yourself against IT phishing, as well as the danger to corporate infrastructure with the introduction of voice cloning, AI video production, LLM spear phishing, audio jacking and more. The RDC community is urged to stay diligent when making digital transactions, and to take extra precautions where necessary.





RDC was pleased to have friends from the RCMP join this year's conference. Guests were introduced to two representatives, Sgt. Deanne Tucker and Sgt. Jennifer Oliveros, who are to act as points of contact for the association. The RDC network is encouraged to report cybercrime, as well as train awareness of suspicious chemical transactions.

Long time auditor and friend, Sandra Tavares, joined to discuss the addition of sustainability to the RDC Code, from an auditor perspective. Sandra's insights were very helpful as RDC's Code Committee continues their journey on the path to adopting sustainability annex to the Code of Practice.

Chris Schmied, of St. John's Ambulance, joined the conference to chat about managing the opioid crisis, as well as other common poisonings. Chris's presentation proved eye opening to many regarding the current opioid and drug crisis across Canada. The information shared will prove most helpful in everyone's personal and professional lives and gave valuable insight into

the cautionary steps of helping someone in a drug-related crisis as well as effectively communicating to the appropriate emergency response channels.

Lastly, was a live safety demonstration from GFL Environmental Inc., led by Chris Nicholson, Regional Manager of Emergency Response. GFL was kind enough to bring by one of their trucks so that attendees could get out of their seats and see a live lesson in ER safety.

November 6th was a jam-packed day with many lessons learned, as well as a networking luncheon where attendees were able to meet with other like-minded industry colleagues. The association noted many new and returning faces at this year's event. We look forward to hosting the Semi Annual event next year and bringing more valuable speakers and educational opportunities to the membership in 2025.



A SUSTAINABLE CODE



By: Jennifer Bowman | Barentz | Code Committee Chair

This issue of the Chemunicator was unfortunately delayed in getting out to the membership due to the efforts needed in the month of August towards the rail labour issues. And then the rail issues in September, and now we have port issues in October and again in November...this industry certainly never gets boring!

Last year, when Catherine approached me about acting as Chair of the Code Committee, right away I started wondering what skills I had to contribute to the group, and ultimately it made me stop and think about Responsible Distribution as a whole. Beyond the elements, our corresponding internal policies, the audit schedule – what role does RD and the CODE itself play in our businesses, and since the CODE is the foundation of all other RD activities what can we do to ensure its relevancy for our member companies for the long term?

Catherine ensured me that the Sustainability Committee would be working tirelessly this year to provide recommended updates to the CODE and that has proved to be true. It has also illustrated to me how exactly the CODE can ensure its relevancy.

When you Google what Sustainability means, the AI Overview states “Sustainability is the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs. It’s based on the idea that everything humans need for survival and well-being depends on the natural environment.” Suddenly, the relevancy and urgency of ensuring that our CODE and corresponding elements’ prescribed business practices be conducted in a sustainable manner, became crystal clear.

Little can derail my workday faster or more completely than IT issues – internet, computer, or server disruptions will grind work to a halt faster than a labour dispute at the Port of Montreal. And yet, we have all probably spent more time thinking about the recent rail and port strikes than we have about the security of the systems we use to conduct our business transactions every single day. Cyber security may conjure up images of evildoers and the dark web, but in your life it may be as simple as an email from a colleague or friend, looking for your assistance or information, that can result in work stoppages, loss of revenue and misplaced funds.

Speaking with other industry professionals, I know I am not alone in my statement that this industry never gets boring! As we move through our days, responding to emails, voicemails, direct messages, phone calls, office drop ins and online meetings, it is easy to lose sight of a larger picture. No hands will rise if I were to ask who among you would like additional compliance burden, but when expanding the CODE means ensuring the viability of our business and the businesses of our raw material suppliers, manufacturers, and customers, we need to start thinking beyond today and tomorrow and be the leaders today, that future generations need us to be to ensure their future.

Early in 2025 Responsible Distribution will introduce the membership to a new CODE of practice that you will recognize as being familiar, but with an eye to a sustainable future. Just as the existing CODE has been a foundation for quality management, this is an exciting opportunity to lay the groundwork that addresses current concerns and set the stage for business growth and success for generations.



DES NOUVELLES DU CHAPITRE QUÉBEC

Par: Simon Roy | Bourret
Fier président du chapitre Québec | RDC

Votre chapitre Québec a été actif en 2024! Tout d'abord, nous nous sommes réunis le 23 avril à Drummondville dans les installations de Transport Bourret. L'entreprise avait réservé un minibus en vue de nous faire visiter l'ensemble de leurs installations d'entreposage et de transport, répartis dans 4 bâtiments. Un des bâtiments peut recevoir 13 wagons du CN à l'intérieur, c'est impressionnant! La superficie du centre de transbordement pour le transport est de 225 000 pieds carrés et compte 114 portes de quai.

Au cours de cette rencontre, nous avons reçu Ray Angod de Emkal Inc. qui nous a sensibilisé aux dangers du piratage par intelligence artificielle pour la cybersécurité. Nous avons appris qu'un échantillon de 3 secondes de la voix d'une personne suffit à la pirater pour toutes sortes de raisons, y compris la fraude. Nous étions sous le choc d'apprendre au sujet des manœuvres des pirates, et des conséquences que celles-ci peuvent engendrer.

La deuxième rencontre du chapitre Québec a eu lieu le 1er octobre dernier dans les locaux de Quadra à Vaudreuil. Ce fut une rencontre très productive où nous avons discuté de la mise à jour du code des meilleures pratiques du RDC avec Josh Kellier et Paul Jaworski. La chaîne d'approvisionnement a subi de nombreux impacts en lien avec les arrêts de travail des ports et du rail, et Cathy Campbell nous a offert une mise à jour à ce sujet. Puis, la discussion de groupe au sujet des

défis de l'industrie du camionnage a permis de comprendre les différents enjeux de cette industrie. La pénurie de personnel et les coûts d'opération en augmentation constante font partie des sujets qui ont été abordés.

Nous avons également participé à l'assemblée générale annuelle de RDC à Kanata, et quel événement ce fut! Toute industrie est aussi forte que les humains qui la portent, et de vous revoir année après année demeure un grand bonheur. Les sujets de discussions étaient pertinents, et les conférences étaient inspirantes.

Nous tenons à remercier le groupe Bourret ainsi que Quadra pour leur accueil chaleureux, et nous avons très hâte de vous revoir de nouveau en 2025.

En tant que président du chapitre Québec, je vous réitère mon entière collaboration à porter les sujets qui vous préoccupent, et je vous invite à me contacter en tout temps. Nous sommes tous dédiés à la distribution responsable!

Je profite de l'occasion pour vous souhaiter un superbe temps des fêtes auprès des gens que vous aimez. Profitez de ces moments en famille pour vous reposer, recharger les batteries, et être prêts pour une nouvelle année pleine de défis, mais aussi d'opportunités.

Company NEWS



ADLI CELEBRATES 25 YEARS

Since 1998, the dedicated and knowledgeable staff of ADLI Logistics throughout the years has worked towards the goal of providing our customers with high-quality service. With our goal in mind, we evolved into what we are now: capable of offering a complete end-to-end supply chain solution for our customers, specializing in industrial chemicals, cosmetics, and pharmaceuticals.

Over these past 25 years, we have established ourselves as a leading Canadian freight management service and exceptional distribution provider for the chemical and related industries, meeting all third-party compliance and operational requirements.

We are committed to providing our clients with customized supply chain solutions that add value with insight. Our collaborative and comprehensive solutions include freight management, warehousing, distribution, as well as managed services (e.g., waste disposal, Health Canada representation, labelling services).

Between our facilities, we offer access to many types of storage areas to offer a completely in-house solution to our clients.



CARON EXPANDS CROSS- BORDER OPERATIONS

Caron Transportation Systems has recently expanded its cross-border operations to cover long-haul orders delivered between Canada and the US. Caron has grown its footprint in this market in recent years due to industry consolidation challenges brought on by the pandemic and an uptick in cross-border work from existing customers and new market entrants, including third-party logistics (3PL) providers.

For more information, please contact, Dean Hildebrand, Cross Border Logistics Manager at 780-449-8066



DEMPSEY CORPORATION NOW CERTIFIED BY ECO VADIS

Dempsey Corporation has achieved the prestigious Silver Medal from Eco Vadis for our sustainability efforts in 2024. This recognition highlights our commitment to the Responsible Distribution Canada principles of continuous improvement in health, safety, and environmental practices.

As proud members of the RDC, we believe this achievement not only underscores our dedication to sustainable business practices but also enhances the collective value we bring to the association. Together, we are fostering a more responsible and sustainable distribution industry.

DEMPSEY CORP EARNS WORKPLACE HEALTH & PERFORMANCE MENTOR AWARD

Dempsey Corporation has been honored this June 2024 with the prestigious Workplace Health and Performance Mentor designation from Wellness Works Canada. This esteemed recognition is awarded to organizations that exemplify exceptional practices in promoting employee well-being and performance.

Being recognized as an "Employer of Choice" underscores Dempsey's unwavering commitment to being an exceptional place to work. This commitment includes offering a comprehensive health benefit plan, a flexible work environment, and numerous other incentives. The designation from Wellness Works Canada marks a significant milestone, reflecting the hard work and dedication of the entire Dempsey team in creating a workplace that prioritizes health, performance, and overall well-being.

President Benjamin Dempsey remarked, "Receiving this recognition is incredibly special to me, as it reinforces one of my core beliefs: Great people make great companies! A positive culture can't be imposed from the top; it must come from the people."

A heartfelt thank you to all the employees for their continued efforts in making Dempsey Corporation a truly great place to work, both today and for the future.



Company NEWS



KALIUM INTRODUCES ITS MODULAR SOLUTION

Kalium offers a software solution designed to simplify the process of drafting and managing the Safety Data Sheet (SDS), as well as the safe storage and transportation of hazardous materials.

Kalium is the perfect solution to meet your needs in terms of safety and compliance with current Canadian regulations, including the regulation on Consumer Product Volatile Organic Compounds (VOCs). Moreover, it offers efficient data management.

Kalium is much more than just software! It is a modular solution, accessible as a Software as a Service (SaaS), allowing you 24/7 access to your data through a secure online portal. Kalium is flexible and designed to adapt to your reality and specific needs.

Here is an overview of our three distinct modules:

1. SDS Management Software: Maintain compliance 24/7 by providing your workers easy access to an electronic SDS binder. You can even print your labels with just one click!
2. SDS Authoring Software: Accessible at any time, our software was developed by senior chemists specialized in regulatory affairs. It allows you to draft your SDS efficiently and compliantly.
3. Chemical Storage Software: Our software enables you to store hazardous materials safely, with 24/7 access for optimal management.

By choosing Kalium, you will benefit from a user-friendly and intuitive platform that simplifies chemical management, reduces health and safety risks for your employees, and ensures compliance with current standards, all while providing dedicated customer support to answer all your questions. With Kalium, everything is centralized - One stop shop.



POLARIS TRANSPORTATION GROUP: LEADING BY EXAMPLE

Polaris has always had a "how can we do better" attitude when it comes to serving our customers, taking care of our team and giving back to our communities. As we celebrate our 30th anniversary, we are proud of how we've managed to grow and enhance our service offerings while honouring our original family values established by Co-Founders, Larry (2017) and Geri Cox and their son, Polaris CEO, Dave Cox. As we continue seeing the positive results of our service and people-focused initiatives, we remain steadfast in pushing industry standards.

For decades, Polaris has been closely anticipating trends in the LTL and truckload market and addressing them with proactive solutions. Personalizing our service approach to meet our customers' core supply chain needs continues to earn us the esteemed titles as a Top 100 3PL Provider and Carrier of Choice after winning the Shipper's Choice Award for 16 years. We were also privileged to once again rank as a Top 100 Largest For-Hire Fleet and Top 100 Trucker, recognized for our expansive capacity and professional drivers who help us deliver first class service between Toronto and major USA cities.

Polaris has embraced cutting-edge innovations as one of the few North American transportation companies with an in-house technology division, NorthStar Digital Solutions (NDS). This year, NDS' digital achievements earned high honours including the Top 100 Logistics & Supply Chain Technology Provider and Trimble Ovation: Automation All Stars awards. NDS and Polaris continue to make progress in digitizing supply chain processes under the guidance of CTO, Dave Brajkovich, who recently received a 2024 Orbie Nomination for his leadership in tech innovation.

Since beginning with just one truck in 1994, safety has been embedded into the foundation of our business. As members of Partners in Protection (PIP), we follow all required protocols for carefully transporting goods across the Canadian and USA border every day. One of our latest accolades, the 2024 Excellence in Border Security Award, highlights our outstanding commitment to supply chain security and protecting the health and safety of all Canadians. We were also proud to be featured in the CBSA's Trusted Trader newsletter, sharing our cross border safety procedures for other transportation providers to follow.

As a 2024 Top Fleet Employer of Distinction and recipient of the Award of Excellence for Employee Engagement, we have fostered an inclusive work environment where we promote our team's professional development. This year, we celebrated the first graduate of the Larry Cox Academy, Polaris' intensive training program aimed to fast-track employee career paths. Polaris President, Richard Kunow, played a major role in our graduate's success as her mentor over the 15-month course. We are grateful for Richard's ability to motivate and uplift others and were proud to have him represent Polaris at RDC's Rising Industry Leaders meeting where he shared his inspiring career journey and exemplary leadership approach.



Company NEWS



Our people-focused efforts extend beyond our company toward our surrounding communities. To help in the fight against hunger, the Polaris Community Care Unit (CCU) has been hitting the road to distribute food items across the Greater Toronto Area, Southern Ontario and into the USA. We are thrilled to announce that since September 2023, our CCU has successfully delivered 14,520lbs of food and essential items to food banks, shelters, schools and more.

While serving as members of the Trucks for Change and Truckers Against Trafficking networks, we also take every holiday as an opportunity to raise money for charities dedicated to people facing poverty and hardship. With our event coming up, we look forward to bringing the Polaris family together to create new memories while collecting proceeds for important causes.

"For 30 years, Polaris has always been raising the bar to expand our impact across our company, industry and community," shares Polaris CEO, Dave Cox, "Our ability to deliver award-winning services and help people in need have all been thanks to our team's commitment and kindness. They remain our driving force while we keep our eyes on the road ahead to see what we can accomplish next."

Motivated by our original values and ambition, Polaris is looking into the future with upcoming initiatives promoting our sustainability, service excellence and charitable footprint. We aim to continue leading by example as top innovators within our industry finding new and creative ways to create positive change around us.



UNIVAR EXPANDS ROBUST LOGISTICS FOOTPRINT WITH NEW FACILITY IN ABBOTSFORD, BC

Univar Solutions, a leading global solutions provider to users of specialty ingredients and chemicals, announced on June 26 the grand opening of the Company's Abbotsford, British Columbia, Canada distribution facility. The site, approximately 2.5 miles from the United States border, is strategically located near Univar

Solutions' facility in Pitt Meadows, British Columbia. Together, the two sites will support more growth opportunities for suppliers in the region and enhance the quick and safe delivery of products to customers in western Canada, with a reduced carbon footprint.

At the recent ceremonial ribbon cutting, Chris Halberg, senior regional vice president of Chemical Distribution for Univar Solutions in Canada, expressed his optimism about the enhanced services for customers and suppliers, with two Company locations in the area. "We are excited about the growth opportunities and modern capabilities afforded to us via this new facility. Designed with the principles of our sustainability commitments embedded throughout, our ability to deliver products more quickly and safely when and where they are needed will offer strategic efficiencies for our suppliers and customers."

Abbotsford aligns with the Company's long-term sustainability commitment to achieve net-zero emissions by 2050. The facility was designed with the goal of offering energy-efficient technology and compliance through the latest emission standards as well as innovative logistic and storage strengths. Implementing best practices was a key focus throughout the planning and building of the facility, which included more efficient and expanded chemical and ingredient storage, rail capacity, a whole-site tank telemetry system for real-time product inventory, and specially designed blending rooms for solvents, corrosives, and oxidizers.

UNIVAR PUBLISHES 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

Univar Solutions LLC released on June 6 its 2023 ESG report, which is available through the Univar Solutions website. The report tracks Univar Solutions' progress against its ESG targets over the past year and shares 2023 metric highlights including:

Delivered significant progress on environmental goals:

- Continued our emissions reduction activities bringing global Scopes 1 and 2 emissions down 19.90 percent from our baseline, closing in on our 2025 target.
- Univar Solutions has set a new and first-time Scope 3 goal to reduce our Scope 3 emissions intensity 15 percent by 2030.
- Improved our significant release metrics from our baseline of 82, down to our 2023 performance of 76.
- Reduced our hazardous waste by 16.51 percent and increased the rate of general waste recycled to 19.21 percent.
- Reduced water waste by 34.64 percent from our baseline, surpassing our target.
- Increased our Sustainable and Natural Product range to over 600 unique materials, helping our customers meet their goals while reducing value chain impacts.

Company & Employee

NEWS

Strengthened positive impact on society:

- Despite our increase in Total Case Incidence Rates (TCIR) to 0.45 from a record low in 2022, we maintained a rate below our baseline of 0.47.
- We have met both of our targeted metrics on diversity within our teams, surpassing our goal to 2025, two years early.

Advanced governance issues:

- Maintained our EcoVadis Gold rating, increasing our score to 76/100, placing our business in the top 3 percent of all assessed companies.
- At the end of 2023 we achieved our target to communicate to all product suppliers our expectations on ESG topics via issuance of our Global Supplier Code of Conduct.
- We further expanded our assessment of our suppliers to 54.4 percent of our spend coverage, up from 44.5 percent in 2022.

"Our people are what make the difference as we continue to focus on progressing toward our goals for 2025 and beyond, said David Jukes, president, and chief executive officer. "We remain committed to executing our plans and advancing our sustainability journey as we look to deliver environmental and social value throughout our business and supply chain."

Univar Solutions achieved multiple recognitions including being named to FORTUNE's World's Most Admired Company List, TIME's Best Companies for Future Leaders List, and Newsweek's America's Most Responsible Companies List. The Company was also named as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign (HRC) Foundation, after receiving a score of 100 on the Corporate Equity Index (CEI) for a third year in a row while maintaining the recognition as a Great Place To Work® in Brazil and Mexico.

"I couldn't be prouder to see these results as our Company is well positioned to continue building on this progress and move closer to achieving our goals for 2025, said Alexa Colin general counsel and secretary and executive ESG lead at Univar Solutions. "These results help show how ESG is fundamental to our efforts to build a better tomorrow for our communities, while taking care of customer and supplier needs."



PRIMEMAX WECOMES ACCOUNT EXECUTIVE

Primemax Energy is happy to welcome Glenn Stokes to our growing team! Glenn

enthusiastically took on the role of Account Executive – Chemical Sales in March of 2024 and really hit the ground running! He brings with him a vast knowledge of the chemical industry and a drive to push Primemax forward within the bulk liquid transportation sector. Having held prominent positions at

Aquasan and Brenntag, Glenn was the ideal choice as we expand our bulk liquid transportation offerings and continue to service our existing customers. Glenn's vision is that everyone know that Primemax Energy has a fleet dedicated to chemical and compressed gas hauling throughout North America. He is most excited about fostering new relationships and reconnecting with some old ones too! If you have any bulk transportation needs, feel free to reach out to Glenn at gstokes@primemaxenergy.com and start the conversation!



UNIVAR APPOINTS AUSTIN NICHOLS AS PRESIDENT OF ITS CHEMPOINT SUBSIDIARY

ChemPoint.com, Inc. a subsidiary of Univar Solutions LLC, announced on May 6 the appointment of Austin Nichols as president of ChemPoint, effective immediately. As a leader in the marketing, sales, and distribution of specialty and fine ingredients, ChemPoint leverages industry experience, deep data, and a multi-channel approach to help overcome market challenges and deliver sustainable growth.

"I've known Austin for many years and have always been impressed with his energy and passion towards growth," said David Jukes, president, and chief executive officer for Univar Solutions. "With his expertise, I'm confident ChemPoint will be well positioned to grow its brands through an innovative competitive advantage and ability to quickly bring opportunities to market."

As an experienced distribution industry leader, Mr. Nichols brings a wealth of knowledge with a rich background in specialty ingredients and chemicals. Most recently, Mr. Nichols served as an operating partner for Small Car Performance, an original equipment manufacturer for the vintage Volkswagen aftermarket. Earlier appointments include various sales, business development, and product management roles at leading distributors including Nexeo Plastics and Univar Solutions. Mr. Nichols started his career at ChemPoint as a sales representative and received his bachelor's degree in biomedical engineering from the Georgia Institute of Technology.

"I'm very pleased to have Austin join us again and lead this unique business that is focused on demand creation and market growth," said Nick Alexos, chief financial officer and divisional president, Services, for Univar Solutions. "With a market focus, I'm confident Austin will bring new ideas for our wide range portfolio of chemicals and ingredients."



INTRODUCTION TO *CHEMISTRY TO GO* BINS

By: Carla Thorel, Chair Responsible Youth & Chemistry Outreach | RYCO

Chemistry to Go Bins are portable plastic storage bins containing safety glasses, You Be The Chemist experiment documentation, materials, and tools for conducting chemistry experiments. The bins are designed for easy transport and use in various settings, such as classrooms or events. The goal is to make chemistry more accessible and interactive, allowing youth to explore and learn about chemistry in a practical and engaging way.

My earliest introduction to Chemistry to Go Bins was supporting the ClearTech team to assemble bins for our community. This provided a unique opportunity to engage with the community and experience firsthand the importance of Chemistry to Go Bins. Chemistry to Go Bins bring tangible benefits to schools by promoting safety, fostering youth engagement, and providing a practical and accessible approach to learning chemistry. My involvement with Chemistry to Go Bins continued through You Be The Chemist challenges. The Responsible Youth & Chemistry Outreach committee (RYCO) has successfully supplied these bins to local classrooms for several challenges. These valuable community opportunities have been made possible through the support of RDC member companies.

Sponsoring Chemistry to Go Bins means:

- Practical experiments can initiate chemistry interest and excitement among youth.
- The bins can inspire youth to pursue further studies and careers in the chemical industry.
- Promoting practical learning and experience with chemicals in daily life.
- Using the scientific method assists in developing critical thinking skills.
- Emphasizing the importance of safety at an early age with the use of PPE.

- Empowering teachers to integrate applied chemistry demonstrations.
- Increasing applied experiments accessibility to schools with resource constraints.

Ways you can get involved with Chemistry to Go Bins:

- Connect with RDC and sponsor the bins and RYCO will create and send the bins out.
- Connect with RDC and sponsor bins and RYCO will create and send you the bins to deliver within your community.
- RYCO will send you the list and you and your team can create the bins and deliver within your community.

If you are interested in purchasing Chemistry to Go Bins, please contact Victoris Wright (victoria@rdcanada.ca).





A REWARDING EXPERIENCE FOR ALL

On March 6, 2024, RDC and Brenntag Canada hosted a You Be The Chemist Challenge in Etobicoke, Ontario. The day was heartwarming and memorable! It was an extraordinary experience for all involved – students, teachers, parents, industry volunteers and RDC staff.

The You Be The Chemist (YBTC) program was brought to Canada in early 2005 through the partnership between Responsible Distribution Canada (then CACD) and the Chemical Educational Foundation. Its purpose is to inspire students, engage educators, and strengthen communities to build a better world through the science of chemistry. It connects business and education in local communities, to reach students early in life and ignite a passion for chemistry and science-related careers. The program is specifically designed for children from kindergarten to grade 8 and boasts a number of free online activity guides and experiments for children of all ages.

The program consists of two key components: one, chemistry activity guides designed to assist elementary school teachers with confidently teaching hands-on lesson plans that have been mapped to the provincial curriculums and two, the YBTC Challenges. The Challenges are regional, and national academic competitions for students in grades 5-8. Teams in the challenges answer timed multiple-choice and short-answer questions and create a video response to a theme; this year's theme is "Life Sciences". Students form "a company" and are expected to come up with an innovative solution to a problem. Overall team scores will be a weighted combination of their video score and their Regional Challenge score. The weighted scores will be used to select the regional winners.

The winners will then be provided the opportunity to advance to the National Challenge in Houston, TX in June 2024.

Due to the pandemic, Canada has not hosted an in-person Challenge since 2019, and since this year also marks the 20th Anniversary of Chemical Educational Foundation, it made the challenge all the more special. The in-person Toronto Challenge hosted 12 teams (41 students) from the Toronto area, and the online Challenge had 250 students registered from across Canada.

This year, each of the students participating in the in-person challenge, received a swag bag containing donated items from RDC members and YBTC. The teachers were provided a YBTC Chemistry-To-Go bin donated by Brenntag. The Chemistry-To-Go bin contained all items required to perform five (5) of the most popular YBTC experiments. The gratitude from the students and teachers was tremendous.

The Challenge Day kicked off with a warm welcome by Martin Jetté, President of Brenntag Canada who shared encouraging words for the participants. Next, Victoria Wright of RDC, took the stage to thank everyone on behalf of RDC and provided the students with information on possible career paths in the chemical industry.

The participants of the challenge were walked through four (4) timed rounds of ten (10) questions, varying in complexity. The students stunned us with their focus, problem solving skills, and knowledge. Several teams were seen high fiving after all the answers were collected and the correct answer was read aloud. The "chemistry" radiating from the teams was contagious!



Once the question-and-answer portion of the Challenge was completed the day became even more interesting! Prashant Chauhan, Brenntag Canada Chemist, performed several experiments using dry ice, for the students. The frozen bubbles were the biggest hit!

After four rounds of competition and an exciting day of events, it was time for the announcement of our winners. It was a close race, however, two (2) teams managed to edge their way to the top spots. These students were provided Challenge winner and runner-up certificates, Indigo gift cards, YBTC backpacks, and toques. Though all of the teams conducted themselves with kindness, humility, team spirit, and humour, there were two (2) teams who stood out and they became our conduct award winners for the day.

At the close of Challenge Day, all the parents, the students and teachers in attendance thanked the volunteers in the room for such an incredible day. The energy and excitement from the students, along with the pride in the room felt from the spectators was something none of us will soon forget. Our hearts are full.

Thank you to Brenntag Canada and their exceptional team for hosting this memorable event. You have made a difference in your community and have exemplified the positive opportunities that the Canadian chemical distribution industry offers.

Testimonial from one of the teachers who participated in the challenge:

Thanks again for an outstanding experience. We appreciate the incredible effort you and your team put into organizing yesterday's competition. It was truly a remarkable event, and I can't thank you enough for making it such a fantastic day.

The students had a blast with both the trivia and the science experiment. The snacks and pizza were delicious and the adults appreciated the coffee. The kids cherish the swag bags. Of course the teddy bears and ducks were a hit but I have several students happily using the journal notebooks today. - which is awesome.

Having the chance to compete in person at an event like this gives a sense of purpose to their studies which significantly enhances their motivation, drive, and perseverance in tackling the complex chemistry material. Even my gr.5s, who have only scratched the surface of the content, came away excited about chemistry.



THIS SEASON'S BLOCKBUSTER: THE CANADIAN SUPPLY CHAIN IS BROKEN

By: Cathy Campbell, Executive Advisor | RDC

Initially, I wanted to make this article funny. However, the Canadian supply chain is no laughing matter. Right now, it is a scary horror movie and the stars in this show are losing fans day by day. RDC empathizes with each and every one of

you trying to manage something that you have absolutely no control over. Here's the rundown on where we currently stand on the modes of transportation and what the Association has been doing to help you navigate this horrific matinee:

RAIL

The union representing both railways offered to stagger the negotiations with each railway.

- This was rejected by both railways for the following reasons:
 - a) Not a good approach for the path forward, and
 - b) Does not solve issues.

Canadian Industrial Relations Board (CIRB) decision on what goods, products, etc are required for the health & safety of Canadians during a strike.

- Letter submitted to CIRB by RDC's president stressing the importance and significance of RDC members products getting to their customers.

Both railways have asked the government to initiate a "30 day colling off period" after the decision is made to allow

customers time to make alternate transportation.

- Catherine Wieckowska asked the members to submit letters on your applicable products.

The Minister of Labour ordered the CIRB to get the employees back to work and continue to mediate an agreeable contract.

- RDC signed letters with The Coalition of Rail Shippers and the Canadian Chamber of Commerce.

They cannot reach a mutually agreeable Contract and Teamsters union is taking the Federal Government to Court to appeal the move "that threatens constitutional guarantees around collective bargaining."

- Industry holds its collective breath.

FUEL SURCHARGES EXCESS RECOVERY COALITION

Waiting on response from Transport Canada on recommendation to end fuel surcharges through an amendment to Section 120.1 of the Act.

- RDC as part of FSERC has been asking the Federal government to put an end to fuel surcharges. There are remedies for Transport Canada and the Canadian

Transportation Agency, which both seem to be reluctant at this time. FSERC has provided a proposal that would work, revising the wording in Section 120.1. This amended language would correct shortcomings in the Agency's enforcement powers under subsection 120.1(1) and enable it to take remedial action to prevent over-recovery of fuel costs through inflated FSCs."

WESTERN & MONTREAL PORTS

WESTERN - ILWU Ship & Dock 2 separate strikes in one year. This must be some kind of record.

- RDC submitted letters and requested that Canadian supply chain workers be considered as “essential.”

During the second strike, the Minister of Labour again used the powers of CIRB direction to get the employees back to work for the peace of Canada.

- RDC signed letters with the Alliance for Chemical Distribution (ACD) calling on the government to keep Canada and the US trade moving.
- RDC signed a letter from the Chamber of Commerce with 175 industry organizations calling on an end to the strikes.

The union representing port supervisors in British Columbia is formally challenging the legal and constitutional authority of the federal labour minister to order them back to work.

MONTREAL - Federal government initiated “back to work legislation” at Canada’s second biggest port.

- Letters were submitted on Member’s behalf by RDC, ACD and the Canadian Chamber of Commerce.

November 12th Order by Minister of Labour to return to work.

- Again, businesses in Canada are held hostage as this scenario plays out.

CONTAINERS

Levelling off the previous shortage and Shipping lines are having financial difficulties

- RDC and allied groups continue to raise concerns on the alliances and the lack of competition in the marine industry. This is not a priority for the federal government currently.

Federal government is holding a consultation on the value of

the Shipping Conferences Exemption Act

- RDC submitted comments on the lack of value to this Act. There are no marine carriers using it, as alliances have been formed within the industry.
- RDC and allies have suggested that this Act be repealed.

TRUCKING

Putting an end to Driver Inc., seen to be a tax cheating scheme.

- RDC has been supportive.

CBSA has initiated CARM (CBSA Assessment & Resource Management).

- RDC held a session to introduce the system by a reputable Broker. The system launched October 21, 2024.

The two railroads striking at the same time wasn't a bad enough scene, the plot had to thicken with the ports on Canada's west coast and Montreal's port employees voting to strike. Again after pressure from provincial governments, Americans who do business with us and Canadian businesses, the Minister of Labour instructed CIRB to get the workers back on the job and continue negotiations. As of this writing, the unions representing the railways and supervisors at the ports in BC are taking the Government to court, challenging the Government's authority to send them back to work. This

movie is far from over. Let's hope the sequel is less dramatic and has favourable ending for once.

Please share your stories and actions you have taken, so that the Association can provide assistance or further information. RDC will continue to advocate and ensure your message is heard by government and other stakeholders. While we do not see an “and they lived happily ever after” ending, we do hope for a resolution to the labour disruptions. This season's blockbuster is rated a container full of rotten tomatoes.



EXPLORING THE FUTURE OF DISTRIBUTION

As a trusted solutions expert and a responsible global organization, Univar Solutions continues to invest in value-added services, helping suppliers and customers solve their toughest challenges and plan for a bright future.

Gain insights from executives and experts who are helping shape the future of chemical and ingredient distribution:

univarsolutions.com/future-of-distribution



PRESIDENT'S MESSAGE



THIS YEAR HAS FLOWN BY

Catherine Wieckowska
President - RDC | DRC
Email: catherine@rdcanada.ca

This year has flown by. As I age, I hear myself saying the things that I used to roll my eyes at. Things like “each year gets faster and faster” or “with a blink of an eye, it’s over.” I get it now. Especially this year. 2024 was a record fast year, likely because there was no rest for the supply chain. It felt as though we were putting out fire after fire. And, while we were putting out those fires, it was business as usual. The same can be said of RDC. While we were hustling and advocating on your behalf during the supply chain disruptions, we continued to fulfill the strategic objectives as established by your Board of Directors.

RD Leadership

This year, we saw a significant advocacy win through our work with Environment Climate Change Canada (ECCC). RDC was named in the ECCC Code of Practice for Environmentally Sound Management of Chemicals. It took two years of persistence and demonstration to prove to ECCC that our Responsible Distribution® Code of Practice meets and exceeds their requirements. With this success, RDC members will now save time and resources. Rather than hosting a 1–2-day audit from ECCC, members in RD good standing, will only need to complete a one-page checklist. This was a tremendous win for the membership as well as the brand integrity of RD.

Advocacy

Our stress levels were tested in August when the unions representing CN and CPKC decided to strike following unsuccessful labour agreements. While the “something” hit the fan in August, many of you know that RDC had been advocating

for rail as an essential service for much longer. Furthermore, since the top of the year, our advocacy team, along with industry colleagues, has been consistently communicating our concerns to the Feds. Unfortunately, it took far too long for them to intervene. In hindsight, this issue challenged your association to take on innovative approaches and it brought out the membership. We heard from over 80% of the membership through emails, calls, surveys, townhalls, and letter campaigns. This issue united us as an industry. We collaborated with supply chain colleagues and partnered with our allies at the American association. We rallied together and raised awareness of the impact to Canadian families, Canada-US trade, and the economy. The social media campaign that was created by RDC took off. The messaging of how each day of the strike would impact the availability of clean water, groceries and medication got through to new channels. Your companies shared the posts and our network grew. Ultimately, the Labour Minister announced a back to work ruling and we began moving goods again (well, until the port strikes). We cannot forget the havoc that the rail strike caused, however, we can see the silver lining. Some of the positive outcomes included: building new relationships with key stakeholders, connecting with different government agencies that will be beneficial on future issues, engaging with multiple media groups, and an enthusiastic membership who rallied together for the betterment of the industry.

Member Value & Education

Our events and training programmes were a success this year. From our Annual General Meeting in Ottawa, featuring Dr. Hailey Wickenheiser as the keynote speaker, to the free Spring

Symposium, through to the DEI speaker, Adwoa Buahene, at the Semi-Annual Meeting, the RDC membership had access to first-class speakers. Most recently, we hosted the end of year Joint Committees Meeting at the Endress & Hauser (E&H) Burlington facility. Our committee members had the chance to participate in a cyber security workshop and heard from the Canadian Security Intelligence Services. This Joint meeting was a complimentary event, designed to give back to those who volunteer and participate throughout the year. If you are not already on a committee, please consider joining one of our seven standing committees and/or regional chapters. They are an excellent way to learn, share, and connect with your peers in the industry. It's also a good way to see our new office that we moved to in June. Same building, but second floor and with a fresh look.

What's Ahead

The new year is bound to be another busy one. The Sustainability Committee, led by Sukhjit Varaich of Univar Solutions, and the Code Committee, led by Jennifer Bowman of Barentz have been extremely busy preparing the new Code of Practice adoptions. The goal is to have the sustainability and cyber security drafts communicated to the membership in Q1.

The Board of Directors has undergone succession, with Philip Zerr of Quadra Group as your Chair, Chris Halberg of Univar Solutions as the Vice Chair, and Frank Dempsey of Dempsey Corporation as your Immediate Past Chair. The board also welcomed Aislinn Chalecki of Chemsynergy as Direction-at-large. This Board is dedicated to growth and value. There are exciting things on the horizon. It is important that you stay connected to RDC and be sure to read the information circulars.

Thank you

At this time of year, we celebrate the successes we have seen. RDC has achieved a lot in 2024, and it is because of the dedication of our Board, committees, industry allies, and my small but mighty team. I want to thank you all for your support and perseverance this past year. It was one to remember!

RDC-CACD was founded nearly 4 decades ago. I have been around for almost half that time and quite honestly, it has flown by. I guess the saying is true "time flies, when you're having fun!"

Wishing you and your families a healthy and happy 2025,

Catherine





MAY 28 - 30

FAIRMONT PALLISER
Calgary, AB

**COMING
SOON**

Promotional Package Coming Soon

Peak Performance Summit 2025

*RDC's 39th Annual
General Meeting*

FEATURED KEYNOTES



**Graham
Sherman**

*Owner - Tool
Shed Brewing
Company*



**Bruce
Kirby**

*Acclaimed
Explorer | Writer
| Photographer*