



the **Chemunicator**

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**A WORD FROM
THE QUEBEC
CHAPTER**

**A REPORT ON
THE 2023 SAM**

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2024**

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WINTER • 2023
Volume 35, Number 2

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1160 Blair Rd, Unit 1 | Burlington, ON | L7M 1K9
Tel.: (905) 332-8777 | www.rdcandca.ca

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Editor & Advertising Sales

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email: victoria@rdcanada.ca | Tel: (905) 332-8777

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THE SPIRIT OF RD

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

It's that time of year again! The joyous holiday season as well as the time, when we reflect on the year that flew by. I hope you were able to achieve your goals, both personally and professionally in 2023.

RDC has had another busy year, representing the membership with multiple government groups, and building relationships with stakeholders that benefit your organization and its people. There is no shortage of work when it comes to advocacy. Our goal is to take on issues that directly impact the chemical distribution industry and champion issues that will save our member's time, money, and resources. We have been involved with many letter campaigns, feedback groups, and government sessions and as a result, have made significant gains with Transport Canada (TC), Health Canada (HC), and Environment and Climate Change Canada (ECCC).

- RDC submitted influential comments and participated in multiple stakeholder meetings with TC - General Policy Advisory Council on Part 6 Training to impact the Cost Benefit Analysis on the proposed TDG training requirements. RDC drew focus to the burden the requirements would cause industry, which resulted in TC reassessing their expectations. The working group, led by Mark Jasper of GHD (who was awarded a GPAC Chair position on behalf of RDC), Joe Caponio, and industry experts, Matthew Thwaites of Sodrox, Jeff Wiltshire of Univar and Garry Moore of Dempsey were successful in convincing TC that their valuation was off base. That in fact, the training costs would be more than 20 times greater than their original estimates (from \$17M

to over \$400M). Not only did this advocacy win save our membership time and resources, it also resulted in a multiyear collaboration commitment between government and industry. A trifecta win – a leadership position on GPAC, no training costs to our members for 2023, and a commitment from government that they will consult with industry before making regulatory changes in the future.

- RDC joined forces with industry allies to combat the continual issues with overcharges and service failures of the railways. We are pleased to report that RDC was successful in drawing the attention of TC, the Canadian Transportation Agency (CTA) and Competition Bureau on the excessive fuel surcharges and asked the government to review the existing business standards of class 1 railways. Our hope is that the assessment and involvement of TC, CTA and Comp Bureau will help our member companies in their contract agreements with rail lines. Further to that, RDC was instrumental in affecting the decision made on interswitching, increasing the approved distance range from 30kms to 160kms. The trial period is set for 18 months in the Prairie Provinces. Our goal is to demonstrate the safety and efficiency of this process to ultimately encourage the accepted distance across the country. I know, there are times when supply chain issues can feel overwhelming, this is where RDC can help. I encourage you to reach out to the association and share your concerns. Cathy Campbell has fiercely voiced your difficulties and advocated on behalf of the distributor sector. I can assure you that we are making progress and now have the attention of the government.

- RDC joined forces with the Chemistry Industry Association of Canada to raise the industry's concerns on the pre-notification request of raw materials and six Class B precursors prompted by the US. The original requirement was made to the United Nations to receive notice of pre-exportation of raw materials, or mixtures of six Class B Precursors. This would have had a great affect on our members and cause countless delays because Health Canada would require an export permit, which would be provided to the US – Drug Enforcement Agency. Through the dialogue with Health Canada and feedback provided by the collective, RDC received confirmation that the process for the precursors would remain unchanged and that the information provided would satisfy the US requirements. As a result, our members did not experience any delays and was able to continue shipping their products throughout the year.

The association experienced success on many regulatory and advocacy files this year. We fostered collaborations with allied groups and gained more recognition for Responsible Distribution®. But there is one story that stands out this year

which truly captures the spirit of RD and our purpose as an association. In mid- August, one of our member companies had a six-alarm fire at their facility. Fortunately, there were no casualties, and the company handled the situation responsibly. Following the incident, I was overwhelmed with pride when I received an abundance of phone calls and emails from other members (competitors to this company) to offer their support and compassion. There was no mention of commercial benefits or competitive advantage but rather an outpouring of “what can we do?”, “how can we help?”, “can we contact them directly?”. This was our community at its best.

RDC is fortunate to have over 170 volunteers who rally together on matters of health, safety, and sustainability. We are grateful for your continued collaboration and commitment to issues that effect our industry. Together, we have achieved our 2023 goals, and we look forward to working for you and along-side you in the new year.

Wishing you a healthy and happy new year,
Catherine Wieckowska, President

8 LESSONS FOR EDUCATIONAL LEADERS FROM *TED LASSO*

KNOW YOUR WHY

HAVE A PURPOSE. KNOW WHY YOU DO WHAT YOU DO. KNOW WHAT YOU WANT TO ACCOMPLISH.

FIND POTENTIAL IN EVERYONE

THERE'S POTENTIAL IN EVERYONE, BUT A LEADER'S JOB IS TO UNLOCK IT. MAXIMIZE THE STRENGTHS OF THOSE AROUND YOU.

LEARN, GROW, AND WIN TOGETHER

STAY COMMITTED TO YOUR PURPOSE AND WORK WITH THOSE AROUND YOU TO LEARN, GROW, AND WIN. SUCCESS IS A SHARED PROCESS AND EXPERIENCE.

LET IDEAS COME FROM EVERYWHERE

DON'T PUT LIMITS ON WHAT OTHER PEOPLE CAN OFFER. VALUABLE CONTRIBUTIONS CAN COME FROM ANYONE AT ANY TIME.

LET OTHERS KNOW THEY MATTER

PEOPLE DON'T CARE ABOUT PEOPLE WHO DON'T CARE ABOUT THEM. LET PEOPLE KNOW THEY MATTER AND APPRECIATE WHO THEY ARE AND WHAT THEY HAVE TO OFFER.

BE A GOLDFISH

HAVE A 10 SECOND MEMORY WHEN NECESSARY. LEARN FROM MISTAKES, BUT DON'T DWELL ON THEM. YOU'RE NOT PERFECT, AND THAT'S OK.

BE YOU

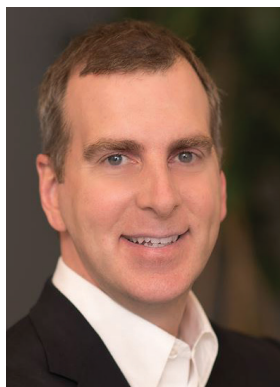
YOU ARE YOU. MAXIMIZE YOUR STRENGTHS. LEARN HOW TO BALANCE OUT YOUR WEAKNESSES. DON'T TRY TO CHANGE WHO YOU ARE TO PLEASE OTHERS.

BELIEVE

BELIEVE IN YOURSELF, BELIEVE IN OTHERS, AND BELIEVE WHAT YOU CAN ACCOMPLISH TOGETHER.



CHAIR'S MESSAGE



A NEW CHAPTER

Frank Dempsey, Dempsey Corp.
Chair, Responsible Distribution Canada
Email: chair@rdcanada.ca

Year-end always seems to be such a bittersweet time of the year for me. The end of the year can trigger a mix of emotions, including happiness for what was achieved, sadness for missed opportunities, relief that challenges are coming to an end, and apprehension about the uncertain future. Ultimately, the bittersweet feeling at the end of the year is often a natural response to the complexities of life, change, and the passage of time...can you tell that I just turned 50!

Nevertheless, there is no denying the excitement that comes with the start of a New Year, and the thrill of a new chapter in our lives that is just waiting to be written. Our Association accomplished a lot of great things again this year, and before we turn the final page on 2023, I would like to take this opportunity to mention just a few of those highlights that I am proud to share.

Firstly, we have begun rebalancing our board's representation and diversity this year and are thrilled to have welcomed to our Board Cassandra Loomans from Sylvite and Deborah McNamee from Megaloid Laboratories. We look forward to their contributions in helping the Board oversee our newly updated Strategic Plan. I also would like to express our heartfelt thanks to Garry Moore from IMCD and Jean-Pierre Pelchat, retiring managing director of Azelis Canada, for their many years of exceptional service on our Board. We wish them well as they begin new chapters in their personal and professional lives.

It was wonderful to see this year that our Western Chapter held their first meeting since Covid, chaired by Jessica Cain from GFL. The Chapter previously known as the Montreal

Chapter has been renamed the Quebec Chapter and hosted their first meeting too this Fall chaired by Simon Roy of Bourret Transport. All our local members and affiliates are welcome to attend these meetings and I am sure you will enjoy the remarkable social and educational value they provide.

I would like to especially recognize the excellent work accomplished by our committees and to thank the many dedicated volunteers creating a more responsible and sustainable future for our industry and the generations to come. It was an honour to attend the recent year-end Joint Committee Holiday Luncheon at the RDC office. I am always impressed when I listen to the updates from each committee chair. I enjoyed celebrating together this year's many outstanding accomplishments.

Now as I ponder on the future of our Association, I am confident in saying that the best is yet to come. Our Association is in great shape, with our president Catherine Wieckowska and her hard working dedicated staff that have lots of great things already planned for 2024. I invite you to attend in particular our upcoming AGM next May in Ottawa. It will be without a doubt a very memorable and exceptional event; one where we can all come together again to help write the next chapter of our Association's fantastic future! Wishing you and your families a safe and wonderful Holiday Season.

- Frank Dempsey

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SEMI ANNUAL MEETING REPORT

Co-Written By: Tamara Angelis & Joshua Kellier, RDC

RDC's 2023 Semi Annual Meeting, held at the Oakville Conference Centre, in Oakville Ontario, was a success. RDC was excited to welcome back many returning, friendly faces and welcome new attendees to the conference. Events such as this help remind us, that individuals with a passion, and a love for this industry, can infuse a room with energy to create something truly magical. We thank you all for creating an environment to collaborate, help, and learn from each other.

The diverse lineup of speakers this year provided relevant information and introspection. RDC's Secretary Treasurer, Chris Halberg of Univar Solutions opened the day and thanked the attendees for their participation. The first guest speaker, Garry Sault, Elder of the Ojibwe Mississauga's of the Credit First Nation gave a Land Acknowledgement and sang the prophecy song.



RDC Chairman, Frank Dempsey of Dempsey Corp. and Catherine Wieckowska, RDC President present Bernard Cook with Retiring Code Committee Chair award.

The Keynote speaker, Drew Dudley, an author, motivational speaker and Ted Talk specialist spoke about the Leadership Test and the Six Questions that Transform People and Organizations. He discussed impact, and how you can drive powerful moments that leave people feeling better off for. Sometimes you may not realize how you've impacted someone's life. It may be the little things, the small inspiring moments, or acts of kindness that can change someone's life or perspective for the better. He discussed the 6 Questions you can ask yourself everyday, which are:

1. Impact – What have I done today to recognize someone else's leadership?
2. Growth – What did I do today to make it more likely someone would learn something?
3. Courage – What did I try today that might not have worked, but I tried anyway?
4. Empowerment – What did I do today to move someone else closer to a goal?
5. Class – When did I "elevate instead of escalate" today?
6. Self-Respect – What did I do today to be good to myself?

William Armes from GHD Ltd, was next to the podium to discuss safety at emergency response sites. We learned about the role of incident command, and the hierarchy at various disaster sites. William also discussed what one should look for at different emergency sites and how to remain safe. He asked that we reflect on our own roles in our companies and how we would react given an emergency at our site. Will you have the information needed to support an incident? He reminded the attendees about safety at home and the importance of smoke detectors. Preparation is key to any emergency response.

Meagan Martin, of Natural Resources Canada, took the stage to discuss Restricted Components and provided some background on how the regulations came to be. She provided information on regulated explosive precursor chemicals including the four newly added to the list. The three (3) tiers of restricted components were discussed including which require enrollment

with NRCan. Meagan discussed the difference between Safety and Security of restricted components; safety is keeping people safe from the dangers of explosives/chemicals, while security is keeping dangerous people away from these items. It should be noted that there are numerous training materials located on the NRCan webpage, which are available for your use. RDC highly recommends you visit <https://natural-resources.canada.ca/our-natural-resources/minerals-mining/explosives-fireworks-and-ammunition/restricted-components/9981>, as this site has a wealth of information.

Carla Thorel, of ClearTech Industries Inc. and Chair of the Responsible Chemistry and Youth Outreach Committee was unable to attend the event. However, she provided her committee update via video message. You may remember this group as the You Be The Chemist committee. The new name reflects the broader commitment to fostering responsible chemistry in youth. This committee has recently modernized its goals, with the purpose of inspiring youth to have an interest in chemistry, connect students to career opportunities, and elevate a positive

perception of chemicals in people's lives. If you are interested in hearing more about this committee or becoming a committee member, please reach out to Tamara Angelis (tamara@rdcanada.ca) for more information.

The next presenter was Doug Culver of Public Safety Canada, who is no stranger to RDC as he has collaborated with the association for many years, in his previous role with the RCMP. Leveraging his impressive background with multiple law enforcement agencies, he provided background and insight into Chemical Diversion in Canada. Doug informed us that Canada is working with international partners on several plans to help curb the illicit drug market. One partnership includes the United Nations and the International Narcotics Control Board. This partnership is working on developing a national level mapping exercise of the supply chain to identify potential chemical sources/resources and focusing on preventing chemicals from being sourced by organized crime.

Next, Aislinn Chalecki of Chemsynergy Inc. and Vice Chair of the



Keynote Speaker, Drew Dudley motivates the audience with his lessons in leadership.

SEMI ANNUAL MEETING REPORT

Co-Written By: Tamara Angelis & Joshua Kellier, RDC

Regulatory Affairs Committee (RAC), provided an update on the committee, the number of regulations and updates that the group has recently discussed. One of the major topics discussed at the RAC meetings has been the Environment and Climate Change Canada's (ECCC) Notice with Respect to Certain Substances Under the Chemicals Management plan survey (the Section 71 survey). This survey is due January 17, 2024. If you cannot meet the deadline, please reach out to ECCC for an extension. This committee is a dynamic group and is always welcoming new members. Reach out to Tamara Angelis (tamara@rdcanada.ca) should you have any questions regarding this committee.

Frank Dempsey, Chair of RDC Board of Directors recognized the retiring committee chairs. Matt Thwaites of Sodrox Chemicals Ltd., who was Chair of the Safe Operations Committee (SOC) for

the past 3 years and Bernie Cook, of Brenntag Canada Inc, who has been Chair of the Code committee since 2006. Bernie has also retired from Brenntag Canada after 30 years in the industry. Bernie took the stage to reflect on his years in the industry and some of his most memorable moments. He will be missed by everyone who has had the pleasure of working with him over the years.

Marissa McIntyre of Len Pierre Consulting presented Foundations of Indigenous Cultural Safety. She spoke on Indigenous cultural safety and undoing Canadian socialization, unlearning what we were taught as children in schools and opening our eyes to Indigenous peoples and cultures in a new context. She provided a history of institutional oppression, trauma suffered by her people through colonial ideology and information on what a culturally safer organization looks like with these three principles :

1. Committing to ongoing learning of colonial history,
2. Developing professional anti-racism standards and strategies, and
3. Addressing colonial/corporate power imbalances.

It was an eye-opening experience for many. Following her presentation, many attendees approached Marissa to ask questions and get feedback on important leadership issues.

Louise Yako, the Co-Chair of Transport Canada's National Supply Chain Task Force presented virtually. She provided a background for the establishment of the Supply Chain Task Force, an overview of the recommendations and the status of those brought forth by the task force. Canada will need to invest trillions of dollars in marine and transportation infrastructure to meet the population growth between now and 2070. This push cannot come from the government alone. It is imperative that the Government of Canada and industry stakeholders join forces to address the transportation supply chain crisis. The establishment of the Transportation Supply Chain Office is a great start and will hopefully allow for more consistent communication between industry and the Government of Canada in the future.



Guest Speaker, Marissa McIntyre is presented with a thank you gift from RDC Secretary Treasurer, Chris Halberg of Univar Solutions (SAM Master of Ceremonies).



The final speaker of the day, Ray Angod of Emkal Inc., is well known to RDC. Ray provided us with insights into Cloud-hosted VoIP and why you should consider alternatives for your company's phone system. He explained that with many companies adopting a hybrid work environment, the standard phone system is not always the best option. He left us with some valuable information on the different types of VoIP systems and pricing models.

You may find a copy of each presentation in the Member's section of the RDC member section of the website www.rdcandata.ca.

The last order of business for the day was recognizing the member companies who received their RD Verification certifications. Frank Dempsey, of Dempsey Corporation and Catherine Wieckowska, RDC President presented this year's recipients with their certificates. The recipients this year included:

1. Comet Chemical Company Ltd. - Innisfil, Ontario
2. IMCD Ltd. - 99 & 75 Summerlea Rd, Brampton, Ontario
3. Quadra Ltd. - Delta, British Columbia
4. Sodrox Chemicals Ltd. - Guelph, Ontario
5. Univar Solutions - Weston Rd. & Downsview, Ontario

Closing the day, Mr. Dempsey thanked the incredible speakers and reflected on the valuable takeaways gained throughout the day. He thanked the generous sponsors and bid everyone farewell.

SPECIAL THANK YOU TO THIS YEAR'S SEMI-ANNUAL MEETING SPONSORS:

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Company NEWS



ADLI CELEBRATES 25 YEARS

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Our facilities are tailored with compliance in mind, so that we can meet our customers' expectations. With various types of storage ranging from NFPA flammable storage room, controlled and ambient chemical area, 2-8 C (36-46 F) cooler, being a temperature- and humidity-controlled facility, we offer a complete in-house solution for our clients. Not only that, but we are consistently audit-ready because of the internal and third-party audits.

Thank you to all our customers, carrier partners, and employees on the journey. Here's to many more years!!



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For comprehensive logistics solutions that fit your unique business needs – OTSFF® / OTS® delivers.



POLARIS ADVANCES IN THE FIGHT AGAINST HUNGER WITH THE LAUNCH OF THE COMMUNITY CARE UNIT

Polaris Transportation Group is responding to climbing hunger rates in their community with the launch of one of their most ambitious charitable efforts yet, the Polaris Community Care Unit (CCU).

Sharing the UN Sustainable Development Goal of achieving Zero Hunger in the future, Polaris' new initiative is eliminating food insecurity across the Greater Toronto Area and surrounding communities by helping local food banks, soup



Company NEWS

kitchens and shelters to meet the increasing demand. Due to rising costs of groceries and housing, Ontario has seen 24% annual increases in the number of families and individuals (now nearly 588,000) relying on food assistance programs. These organizations are receiving up to 403,000 visits every month and need more help than ever with replenishing their inventories to feed the hungry.

Polaris President and CEO, Dave Cox comments, "Polaris has always been a company that puts people first. We are in a fortunate position to take matters into our own hands, give back to our community and uplift those in need around us," He adds, "The Community Care Unit allows us to honour our family values and our sustainability goals to make a difference in the fight against hunger."

On a monthly basis – and twice a month during holiday seasons – the company will be purchasing a wide variety of essentials and high-nutrient foods for people of all ages, ranging from baby formula and healthy options for children to soft foods for seniors. In their dedicated Community Care Unit van, Polaris volunteers will be delivering these goods to organizations including Food Banks Mississauga, Barrie Food Bank, Hamilton Food Share, Daily Bread Food Bank, Orangeville Food Bank, Guelph Food Bank and the Guelph Student FoodBank.

Dr. Audrey Jamal, Assistant Dean (Strategic Partnerships and Societal Impact) of the University of Guelph's S. Lang School of Business and Economics, highlights the impact of Polaris' Community Care Unit, "Polaris is leading the way by turning their sustainability commitment into action. Food insecurity

is an issue that affects so many communities and this act of generosity will bring some relief to those who can't afford their next meal."

The company encourages anyone who is interested in supporting the Polaris Community Care Unit or knows of a cause they can help to contact their team at CCU@polaristransport.com or call 905.671.3100 x 1219.



**RDC COMMITTEE MEMBERS
SHOW THEIR HOLIDAY
SPIRIT AT END OF YEAR
MEETING**

Members of all committees joined the RDC on December 6th, 2023 at the head office in Burlington, Ontario. In addition to presentations from guest speakers and committee reports, there was plenty of fun with games, trivia, and a holiday attire competition.

Thank you to Yazmin de Guerre of Charles Tennant & Co., Aislinn Chalecki of Chemsynergy Inc. and RDC Chair, Frank Dempsey of Dempsey Corporation for showing the best holiday apparel. This year's winner was Aislinn!



Employee NEWS



AZELIS ANNOUNCES NEW CEO OF AZELIS AMERICAS

We are pleased to announce that Todd Cottrell has assumed the role of CEO of Azelis Americas when Frank Bergonzi retired on September 30, 2023.

Todd brings more than 30 years of expertise and industry knowledge, spanning both technical and executive roles. Frank, who has led Azelis in the Americas for over seven years, first as CEO & President of KODA Distribution, and afterward as CEO of Azelis Americas following the Group's acquisition of KODA in 2015, has made the decision to retire after a 40-year career.

For more information, please read the full press release [here](#).

communications@azelis.com
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NACHURS ALPINE SOLUTIONS® EXPANDS SPECIALTY CHEMICAL PRESENCE WITH NEWLY CREATED DIVISION

Nachurs Alpine Solutions® (NAS), a division of Wilbur-Ellis, is pleased to announce the formation of NASi Global Chemicals & Ingredients within NAS. Leveraging Wilbur-Ellis strategic sourcing capabilities, NASi Global Chemicals & Ingredients offers a wide range of chemical offerings to the industrial, energy, and agricultural raw material markets. Wilbur-Ellis has over 100+ years of experience sourcing materials and is highly respected in the agricultural and chemical markets.

"NASi Global Chemicals & Ingredients was formed," according to Jeff Barnes, President of NAS, "to provide additional emphasis on helping our customers find reliable, secure alternate sources for their raw materials and ingredients."



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According to Bob Hopp, Vice President of Global Chemicals & Ingredients, "We handle the entire logistics piece from performing supplier audits, to assuring quality suppliers, to getting it to our customer doorstep."

NASi Global Chemicals & Ingredients is part of the NAS Industrial (NASi) specialty chemical business suite including NASi Industrial Chemicals, NASi Energy, and NASi Transportation & Mining. NASi Global Chemicals & Ingredients further augments NASi with additional chemicals and sources beyond our traditional manufacturing base in ammonium, calcium, and potassium-based chemistries targeting the industrial markets.

For more information on NASi Global Chemicals & Ingredients, please visit www.nasi-gci.com

2024 Committee Meeting Dates

Annual General Meeting

May 28th - 30th, 2024

Brookstreet Hotel

Ottawa, ON

Spring Symposium - All Committees

March 27th, 2024 | Virtual

Semi Annual Meeting

November 6th, 2024

Oakville Conference Centre

Tee Off For Kids Golf Tournament

September 24th AM

Board of Directors

January 23 | 1 - 3pm (Virtual)

March 27 | 1 - 4pm (Virtual)

May 27 | 9 am - 1pm (AGM in Ottawa)

Sept 18 | from 1 - 4pm (Virtual)

November 27 | (RDC Office)

Code Committee

January 31 (Virtual)

April 18 (Hybrid)

- Joint with Sustainability

May 8 (RDC Office)

- Joint with Sustainability

September 12 (RDC Office)

November 14 (RDC Office)

- Joint with SOC

SOC Dates

February 7 (Virtual)

April 17 (RDC Office)

September 18 (Hybrid)

November 14 (RDC Office)

- Joint with Code

RAC Dates

January 23 (Virtual)

April 23 (Virtual)

June 11 (RDC Office)

September 24 (RDC Office)

November 12 (Virtual)

Rising Industry Leaders (Mondays)

February 5 (Virtual)

June 10 (RDC Office)

October 7 (Virtual)

Responsible Chemistry & Youth Outreach Committee

January 18 (Virtual)

May 16 (Virtual)

September 26 (RDC Office)

December 4 2024 (virtual)

Sustainability Committee

February 15 (RDC Office)

April 18 (Hybrid) - Joint with Code

May 8 (RDC Office) - Joint with Code

June 17 (Virtual)

September 9 (Virtual)

November 18 (Virtual)



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FORGOTTEN ARCHIVES & HABITS

By: Vyan Nguyen, Barentz
Regulatory Affairs & Quality Manager | Chair, Regulatory Affairs Committee

With the end of 2023, Barentz Canada (formerly Cambrian Solutions) moved out of the offices that have been our home for decades and into a new office in Burlington. Between packing the regulatory applications, pictures, and business cards, a lot of fond memories were brought to the surface. Nostalgia aside, we also realized how many different registrations, documents, and procedures needed to be updated for simply moving our offices. In the process of updating our procedures we also found that our procedures needed to be updated beyond just the address. This served as a good reminder for us to regularly review these procedures instead of waiting until we had to clean out closets full of dust and long forgotten records.

On top of it being a core requirement of a quality management system (including Responsible Distribution Canada's Code), a diligent self-auditing process is a key tool for all parts of an organization and not just Regulatory or Quality. A detailed, unbiased, review of your work can identify, fix, and improve upon past mistakes. A thorough review requires being honest about past mistakes, especially when they are your own. This applies to everyone in an organization and includes the government. We are fortunate to be able to collaborate with the government of Canada when it comes to new initiatives. For example, we recently saw Transport Canada reconsider a proposal for the Transportation of Dangerous Goods regulations regarding training requirements. After receiving industry feedback, Transport Canada took the revisions back to the policy makers for further discussion.

Transport Canada's own review initially did not fully consider the industry impact. It was only after opening the proposal for consultation that the government fully understood the potential impact for our industry. A self-audit is not much different as it is not easy to spot your own mistakes. You may even be biased by your original assumptions and thinking. A new unbiased perspective will produce a much more thorough review compared to a self-review. I found our previous health and safety procedures, that I had written, to be well understood and seemed acceptable for our new offices. It was only when reviewed by other members of our Health & Safety committee

that I realized this was not the case. Years of updating and following the same procedures did not bias my view of them or cause me to jump to conclusions.

Of course, all this feedback (self or others) is only valuable if it turns into action. This may be the more challenging part of continuous improvement as the fix may not be entirely obvious (if it was it probably would not have needed a thorough review to find). It helps to keep an open mind and collaborate with different perspectives when developing solutions. Including the sharing of best practices, as there is no shame in copying or adopting a proven solution.

Best practices in the safety, regulatory, and quality space are not just widely available but highly encouraged. The RDC and our committees are a great resource for this, as we strictly operate in a non-competitive environment and have a shared interest in promoting effective measures for safety and compliance. The RDC itself is also a great way to obtain feedback or connect with like-minded individuals in the industry. At the end of the day, I still need to apply solutions to our specific circumstances. However, hearing from others about their unique situations has sparked innovation on different problems, including those that have yet to exist. At the very least, the idea-sharing space organized by the RDC prompts participants to consider their own review which may lead to identifying gaps before they become problematic.

While it took us moving our office to discover these gaps in our processes, this should serve as a reminder for everyone to always be diligent and critical of your own work and procedures. It should not take a major change for existing processes to be reviewed and scrutinized. As Barentz settles into our new office, we look forward to 2024 and beyond as we make new wonderful memories and learn new lessons along the way. We hope you can visit our new office in the near future or feel free to reach out to me or the RDC for any help and guidance that we can offer.



AN UPDATE FROM THE SAFE OPERATIONS COMMITTEE

It's that time of year again. As winter, fiscal year end, and the holidays approach, we all find ourselves in familiar situations associated with this time of year. Busy schedules, rushing here and there, and you guessed it....seasonal weather. This year, Canada is faced with El Niño. El Niño is a naturally occurring climate pattern associated with warming of the ocean surface temperatures in the central and eastern tropical Pacific Ocean. The last one was 7 years ago. Forecasters predict that we will have a milder winter than usual. When temperatures hover around the freezing point, icy conditions can develop quickly and unexpectedly.

Slip, trip, and falls continue to be the leading cause of injuries at home and work. A reminder of some of the things you can do to mitigate the risk:

- Wear footwear with heavy treads for increased traction.
- Keep ice melter / traction aid near outside doors so it's available when needed. Pay close attention to stairs outside.

- Watch for slippery floors and puddles. Utilize absorbent doormats or runners in building entrances.
- Watch for black ice in parking lots, especially getting in and out of vehicles.
- Avoid carrying items so arms are free to move for stabilization.
- Keep electrical cords and other obstructions out of walkways.

Of course, it shouldn't go without mention about paying attention to the risks of driving at this time of year. Be on the lookout for road conditions that may be hazardous – changes in road conditions due to temperature, freezing rain, sleet, and snow. Leave extra time as not to rush. Adjust your speed appropriately. Winter tires beat all-season tires for improved traction. Drive defensively and watch for others on the road.

Stay safe and try to enjoy all the good things that there are during this time of year.



By: Simon Roy, Bourret Transport | Chair, Quebec Chapter



Hello everyone! Another year has come and gone, and we are preparing for the festivities. It feels good to be back to normal! Our Quebec chapter is no different. After a few years of not seeing each other, we finally met on September 27th. The team at GFL was kind enough to welcome us in their facility, where we enjoyed a company visit and great presentations.

One of the discussions were on the theme of the segregation of food grade products and dangerous goods for LTL transportation. Do we really know what happens behind the scenes? Do we really know why these requirements exist

and do they really protect the food chain? Carriers often receive requests to segregate these products, but is this feasible? It depends on a lot of factors...

There are no laws about segregation of products. There are norms, like the HACCP. Carriers and shippers are free to adhere, if it fits in their business model. The goal behind these requirements is to avoid contaminating o products, but the packaging also has a role to play. The manufacturer is responsible to package their shipments, so that it "withstands the normal rigors of transportation".

Once a shipment has been loaded in a truck, it could be transferred in a cross-dock facility where there are chemicals and/or dangerous goods products. It could also be transferred from one terminal to another in a linehaul trailer loaded with chemicals. The delivery could be performed after the chemicals were delivered at a previous stop.

Carriers are often required to sign a commitment that they will segregate these products, what should they do about it? Should they sign the document, and hope for the best? What would the liability be if something happened? Does an obligation without a clearly stated consequence have any value? Is it possible to prove that a contamination is the result of transportation? Is it possible to protect products



from the smell of other orders in the same truck (tires, resins, etc.)?

The best approach will always be transparency. Customers will appreciate written procedures and will always prefer to know exactly what really is happening, including potential delivery delays.

For shippers, there are a few solutions: Improving the packaging, requesting that the carrier send 2 different trucks for pickups and deliveries, which would incur additional costs, or use different carriers for food and chemical products.

KALIUM SOLUTIONS

Following that presentation, Brigitte Charpentier from Kalium Solutions spoke to us about the labelling of hazardous materials in Canada, and it was an eye opener for everyone present. Between the TDG and WHMIS, there are a lot of things to consider when handling and storing these products, even in our homes.

MISCELLANEOUS

This fall, we learned about the closure of the only warehouse in Quebec that accepted most classes of dangerous goods, Montreal Chemical Logistics. RDC's members are very concerned about the lack of options for that kind of storage. Lack of supply and high demand has driven the costs of these services through the roof.

Personnel shortage remains an area of concern for our members, as is the inflation rate, which is the highest in Canada. When speaking with other suppliers and distributors, expectations are that 2024 will be very challenging year.

It was great to finally being together. Our industry in Quebec is very dynamic and committed to safety and responsible distribution. I take this opportunity to wish everyone a Merry Christmas, and a happy, healthy new year.



NOUVELLES DU CHAPITRE QUÉBEC

By: Simon Roy, Bourret Transport | Président, Chapitre du Québec



Bonjour à tous! Une autre année tire à sa fin, et nous sommes en préparatifs pour le temps des fêtes. Quel bonheur de revenir à la normale. Après quelques années sans pouvoir se rencontrer en personne, nous avons finalement pu réunir le Chapitre Québec le 27 septembre. L'équipe de GFL nous a gentiment reçus dans leurs installations, que nous avons visitées. Nous avons ensuite eu droit à d'excellentes présentations.

Nous avons eu une discussion très pertinente sur la séparation des produits alimentaires et des matières dangereuses en transport de lots brisés (LTL). Savons-nous vraiment ce qui se produit en arrière-plan? Savons-nous

vraiment la raison de ces demandes, et si elles protègent vraiment la chaîne alimentaire? Les transporteurs reçoivent souvent ce genre de demandes, mais est-ce réalisable? Cela dépend de plusieurs facteurs.

Il n'y a pas de loi concernant la séparation de ces produits. Il existe des normes, comme le HACCP. Les transporteurs et les expéditeurs sont libres d'y adhérer si cela convient à leur modèle d'affaires. Le but visé est d'éviter la contamination des produits, mais l'emballage a aussi un rôle à jouer. Le fabricant est responsable de s'assurer que l'emballage peut « résister aux rigueurs normales du transport ».

Dès que l'expédition est chargée à bord d'un camion, il sera possiblement transféré à un centre de transbordement où se trouvent des produits chimiques et/ou des matières dangereuses. Il pourrait aussi être transféré d'un entrepôt à l'autre dans une remorque chargée de produits chimiques. La livraison pourrait même être effectuée après que les matières dangereuses ont été livrées à un arrêt précédent.

On demande souvent aux transporteurs de signer un engagement à séparer ces produits. Que devraient-ils faire? Devraient-ils signer le document et se croiser les doigts? Quelle serait la responsabilité en cas d'incident? Quelle est la valeur d'une obligation sans conséquence clairement exprimée? Serait-il possible de prouver que la contamination provient réellement de l'opération de



transport? Est-ce possible de protéger les produits chargés dans un même camion d'une odeur comme celle des pneus ou de la résine?

La meilleure approche demeure la transparence. La clientèle favorisera toujours la présence de procédures écrites et la communication ouverte, y compris l'impact sur les délais de livraison.

Pour les expéditeurs, il existe des solutions : Améliorer l'emballage, demander au transporteur d'envoyer deux camions pour les cueillettes et les livraisons (bien que ceci amène des frais supplémentaires), et l'utilisation de transporteurs différents pour les produits alimentaires et chimiques.

KALIUM SOLUTIONS

À la suite de cette présentation, Brigitte Charpentier de Kalium Solutions nous a informés sur l'étiquetage des matières dangereuses au Canada. Toutes les personnes présentes ont beaucoup appris sur les différences et les similitudes entre le SIMDUT et le règlement sur le transport de matières dangereuses. Il y a beaucoup de choses à considérer lorsque ces produits sont manipulés et entreposés, que ce soit au travail ou à la maison.

AUTRES POINTS

Cet automne, nous avons appris la fermeture du seul entrepôt de matières dangereuses au Québec, Montreal Chemicals Logistics. Le manque d'options pour entreposer ce genre de produits au Québec suscite une inquiétude chez nos membres. L'élimination de l'offre malgré une forte demande a provoqué une hausse importante des coûts d'entreposage.

Nos membres sont également inquiets de la pénurie de personnel au Québec. Notre province a également le plus haut taux d'inflation au Canada, et lorsque nous discutons avec les fournisseurs et les distributeurs, il semble que l'année 2024 sera plutôt difficile à ce niveau.

En terminant, ce fut très agréable de se réunir. Notre industrie au Québec est dynamique, et engagée dans la distribution responsable. J'aimerais profiter de cette opportunité pour vous souhaiter un Joyeux Noël, et une nouvelle année sous le signe de la santé et du bonheur.



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