

1.0 Purpose

- 1.1 Bilton Welding and Manufacturing Ltd. (Bilton) engages actively with our host communities and seeks to contribute positively to local sustainable development goals. We seek to minimize and mitigate any negative impact of our operations and ensure that neighbouring communities benefit from our presence on an enduring basis.

2.0 Applicability

- 2.1 We invest in social projects that support the development priorities of host communities, and seek to ensure that these are implemented in a way that leads to enduring benefits; and integrate social performance requirements into business planning, decision making and implementation processes.

3.0 Category Budget Allocation

- 3.1 During the fiscal budgeting phase, Bilton will invest a predetermined percentage of its earned EBITDA into its social performance plan.
- 3.2 The investment will be allocated as follows:
- | | |
|--------------|--|
| 65% to | <i>Health and Well-being</i> |
| 25% to | <i>Community and Social Development</i> |
| 5% to | <i>Children and Youth</i> |
| 5% available | <i>Employees to a maximum of \$100 per person
(Contributions for employee's children's programs- sports/arts/education etc.)</i> |

4.0 Donation and Sponsorship Application Requirements

- 4.1 Donation/sponsorship requests must be submitted in writing at least three (3) months in advance where the request has a corporate or provincial focus.
- 4.2 Applicants should include the following information in their requests:
- 4.2.1 Brief history of organization, with a clear description of its purpose, uniqueness, and who benefits from it;
 - 4.2.2 A brief history of event or initiative;
 - 4.2.3 A clear description of how the event/programs fits within one of Bilton's giving focuses;
 - 4.2.4 Amount of funding requested;
 - 4.2.5 Must explain the allocation of funds;
 - 4.2.6 List all funding sources;
 - 4.2.7 List of all confirmed sponsors;
 - 4.2.8 Plans for donor recognition;
 - 4.2.9 Demonstrate they are financially well managed;
 - 4.2.10 List charitable components of the event or project.

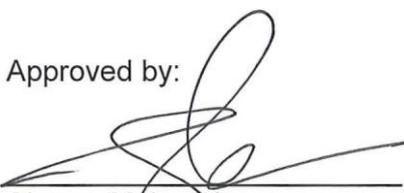
- 4.3 Include the following additional information in your proposal for sponsorship requests:
- 4.3.1 Impact the project/event will have on the community;
 - 4.3.2 Identify three measurable indicators to show the project has been successful. Please be specific;
 - 4.3.3 Identify how the event links to one (or all) of Bilton's three budget allocation categories. Please be specific;
 - 4.3.4 Please describe any charitable components to the event/program;
 - 4.3.5 Explain how Bilton will be profiled pre-event and during the event;
 - 4.3.5.1 Signage;
 - 4.3.5.2 Onsite promotion;
 - 4.3.5.3 Media campaign;
 - 4.3.6 Explain any charitable elements being developed for the event;
 - 4.3.7 Are there any opportunities for Bilton to partner with the charity/event;
 - 4.3.8 Identify opportunities for Bilton to host clients and prospects;
 - 4.3.9 Identify any opportunities for Bilton associates to participate in the program (volunteerism, ticket discount programs, parades, etc.).

5.0 Donation/Sponsorship Approval

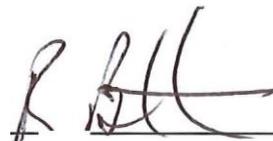
- 5.1 Bilton provides approval in writing up to three months in advance of the event or program where the request has a corporate or provincial focus. While all requests will be responded to, please note that due to a large number of requests for donations and sponsorships we receive, Bilton must limit its support to those requests that are consistent with the organizations corporate giving focus.

6.0 Plan Evaluation

- 6.1 The President and CEO shall review the Social Performance Policy on an ongoing basis to ensure its contributions are making a difference and the distribution is in line with the overall corporate initiatives.
- 6.2 The President and CEO, in conjunction with the Executive Management team, may make adjustments in the manner of computing the social performance plan, if he or she shall deem such adjustments to be appropriate.

Approved by:

Sharon McLachlan
VP, Finance

Date: 10/14


R. Bell

Date: June 10/14