

the **Chemunicator**

HIVER 2022 WINTER 2022

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

CDN \$4.95

**WORK FOR YOUR
TEAM'S MIRACLE
MOMENT**

**A REPORT ON
THIS YEAR'S
AGM**

**REG UPDATE:
WHAT'S ON THE
COMMENT LISTS?**

**RISING TOGETHER
TO CREATE A
BRIGHT FUTURE**

YOUR SINGLE SOURCE SUPPLY CHAIN PROVIDER



We understand clients' needs at a deeper level and create solutions that drive costs out of their supply chain and work with repeatable precision. From our facilities in Toronto, Ontario, product can be effectively distributed anywhere throughout Canada and the USA.

- Over 300,000 sq. ft. of warehousing capacity within the GTA
- Long-term, short-term and cross-dock storage options
- Protect from freeze, ambient temperature-controlled facility
- Regional, USA & international distribution
- Cloud-based technology
- RFID scanning, real-time visibility, EDI + WMS SaaS
- E-commerce capabilities – orders and shipments
- Pick & pack, labelling, assembly and replenishment
- Product inspection and quality control
- Reverse logistics and product returns
- Complete on/off loading of trailers and overseas containers
- Secure gated facility, including 24/7 indoor and outdoor surveillance
- 24/7 customer online inventory portal access

Contents

FEATURES

Editor's

NOTES: Reunited - V. Wright 4

Chair's

MESSAGE: We are Rising Together - F. Dempsey 5

Feature

HUB: Protect your Bottom Line - J. Middleton 8

Feature

AGM: Report on this year's AGM - C. Campbell 10

Feature

SAM: Highlights from the Fall SAM - V. Wright 12

Rising Industry Leaders

COMMITTEE: Work For Your Team's Miracle Moment - B. Paterson 15

Company

NEWS 16

Regulatory Affairs

COMMITTEE: Standing on the Shoulders of Giants - V. Nguyen 20

Employee

NEWS 21

President's

MESSAGE: The RDC Community - C. Wieckowska 26



RDC | DRC

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

RDC BOARD OF DIRECTORS

Chair

Frank Dempsey, Dempsey Corp.

Vice-Chair

Garry Moore, IMCD Canada

Secretary Treasurer

Philip Zerr, Quadra

Immediate Past Chair

Anna Derkach, Di-Corp

President

Catherine Wieckowska, RDC

Directors-at-Large

Marissa Cutts, Anchem Sales
Jean Pierre Pelchat, Azelis Americas
Martin Jetté, Brenntag Canada Inc.
Chris Halberg, Univar Solutions
Cassandra Loomans, Sylvite



Editor & Advertising Sales

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

Design & Layout

VZION Designs | www.vziondesigns.ca

Direct news releases, new product releases, professional staff changes, etc., to the Editor at RDC offices at the address above.

The Chemunicator is published 2 times per year.

Copyright 2022 by Responsible Distribution Canada. All rights reserved.

Note: RDC does not approve, endorse or promote, nor does it assume any responsibilities for damages arising from the use of the products, services and technologies mentioned or advertised in the Chemunicator.

RDC assumes no liability for errors, omissions or inaccurate information in the articles, advertisements, and/or accuracy of information provided by writers, authors or vendors.

Responsible Distribution® is a registered trademark of Responsible Distribution Canada.

You Be The Chemist® is a registered trademark of the Chemical Educational Foundation.



REUNITED AND IT FEELS SO GOOD!

Victoria Wright
Programs Integration Coordinator - RDC | DRC
Email: victoria@rdcanada.ca

Well everyone, it has been a busy fall here at the association! Within the past three months we've had the Tee Off for Kids Golf Tournament, the Annual General Meeting and the Semi Annual Meeting. Although unorthodox this year and despite a busy fall season, the membership rose to the occasion and showed support and enthusiasm for the return of in-person engagements. One buzz word you might find throughout this issue of the magazine is the energy. The energy of these in-person events is undeniable and reaffirms the sense of community that we all feel when we are together. Since starting at RDC, I am constantly in awe of the community here and the way members and affiliates share knowledge and resources so freely. This is what makes our association strong. *Together we rise.*

Our industry continues to show resilience as we work through supply chain issues, fast-changing markets, labour shortages and an increased demand for goods and services. I look forward to sharing this issue with you, which marks our first printed Chemunicator since the start of the pandemic. This magazine is a testament to all the great things going on in our industry, and the great things to come.

Page 8 starts with an excellent feature article from Hub International on the important of accounts receivables insurance. Read the article to learn more about enabling aggressive sales expansion strategies while minimizing the risk of buyer non-payment. Page 20 features an article from RDC's Regulatory Affairs Chair, Vyan Nguyen of Barentz Canada, "Standing on the Shoulders of Giants". Vyan's

article provides an interesting synopsis on relying trusted systems, specifically in relation to RDC's Code of Practice and other similar guidance procedures. He references similar procedural successes and shares findings from the Launch of Artemis I. Page 15 features an article written by RDC's Rising Industry Leader Chair, Braden Paterson of A.S Paterson Company. Braden encourages the fundamentals team synergies and how to "Work for Your Team's Miracle Moment". He speaks to themes of leadership inclusive of compassion, trust, consistency and fairness. In addition to our excellent feature articles, be sure to check out this year's event highlights including the Annual General Meeting Report (page 9) and the Semi Annual Meeting Report (Page 12).

A fresh start is soon on the horizon. 2023 will surely bring new opportunities and challenges, but I'm confident the RDC membership will rise to the occasion. We look forward to sending details for the 2023 Annual General Meeting in Montebello, Quebec at the top of next year and other great opportunities to come. I encourage you all to consider attending these in-person or virtual meetings or joining an association committee of interest. Find ways to get involved and develop long lasting relationships with your industry colleagues- I promise it's worth it!

On behalf of the association, we are wishing everyone near and far a happy, healthy holiday season!

Victoria

CHAIR'S MESSAGE



WE ARE RISING TOGETHER TO CREATE A BRIGHT FUTURE

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

We are fast approaching the Holiday Season, and the end of a year that has had more than its fair share of challenges. It is traditionally a time to reflect and be thankful for all that has happened in our personal and professional lives. A time to celebrate our successes and to heed the lessons learned so that we can better prepare for whatever comes our way next year. On that note, depending on who you speak with right now, next year will be either a great time to buy a home or to escape to Mars!

Whatever the future may bring, it is comforting to be able to rely on the help of others during challenging times. Case in point, our Association needed your help this year to recover financially from two years of very restrictive COVID measures. Our President Catherine Wieckowska, with the full support of your Board, boldly moved ahead with the return of in person events this year despite a lot of lingering uncertainty.

We firmly believed that hosting our AGM, the Tee Off for Kids Golf Tournament and our Semi-Annual Meeting would be a success; and thankfully our membership rose to the occasion. Our AGM in Victoria BC was a particularly special moment for me since it really felt more like of a big family reunion than your typical business conference. There were lots of laughs, a few tears (thank you Cathy Campbell!) and lots of excitement at seeing those familiar faces again

and meeting new ones. We owe a debt of gratitude to our membership who were able to safely attend and again support our in-person events this year.

Great things always happen when we get together, such as the launch this year of the 'Safe Foods for Canadians Annex'; and the amazing work accomplished by our different committees. I am particularly excited about this year's upcoming RDC Board Strategic Planning Session. I am confident that we will succeed in shaping a vision for our Association's next three years that will continue to provide value to all our stakeholders and help us stay relevant amid a constantly evolving Industry.

We are truly fortunate to have a staff and a network of volunteers at RDC who are incredibly committed and passionate about the health, safety, and sustainability of our industry. And so, it is without a doubt the remarkable people of our Association that comes first to my mind when I think about what we must be grateful for this Year. We are rising together to create a bright future for RDC that we can all be proud of.

I wish you and your family a safe and enjoyable Holiday Season, and all the best for 2023!

Frank



NOUS PROGRESSONS ENSEMBLE POUR CRÉER UN AVENIR RADIEUX

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

La période des Fêtes de fin d'année arrive à grands pas et l'on peut dire à juste titre que 2022 nous a présentés plus que sa juste part de défis. Traditionnellement, c'est le moment où l'on fait le bilan des événements dans nos vies personnelle et professionnelle. Un moment pour célébrer nos succès et tenir compte des leçons apprises afin que nous puissions mieux nous préparer à tout ce qui nous attend l'année prochaine. Sur ce point, selon la personne à qui vous parlez en ce moment, l'année prochaine sera soit un bon moment pour acheter une maison ou pour s'échapper sur Mars!

Peu importe ce que l'avenir nous réserve, il est réconfortant de pouvoir compter sur l'aide des autres pendant les périodes difficiles. Or, notre Association a eu besoin de votre support cette année pour se remettre financièrement de deux années de mesures COVID très restrictives. Notre présidente Catherine Wieckowska, avec le plein appui de votre conseil d'administration, a courageusement décidé de reprendre les événements en présentiel cette année malgré beaucoup d'incertitude persistante.

Nous croyions fermement que la tenue de notre AG, du tournoi de golf «You Be the Chemist» et de notre réunion semestrielle serait un succès; et heureusement, nos membres se sont montrés à la hauteur de nos attentes. Notre AG à Victoria, en Colombie-Britannique, a été un moment particulièrement spécial pour moi, car elle ressemblait plus à une grande réunion de famille qu'à une conférence d'affaires. Il y a eu beaucoup de rires, quelques larmes (merci Cathy Campbell!) et beaucoup de joie à

revoir ces visages familiers et à en rencontrer de nouveau. Nous avons une dette de gratitude envers nos membres qui ont pu assister en toute sécurité et ainsi soutenir à nouveau nos événements en présentiel cette année.

Quand nous, nous réunissons nous sommes en mesure d'accomplir des choses tellement exceptionnelles, comme le lancement cette année de la réglementation sur la salubrité des aliments au Canada, sans oublier le travail extraordinaire accompli par nos différents comités. J'ai particulièrement hâte à la prochaine séance de planification stratégique du Conseil DRC. Je suis convaincu que nous parviendrons à façonner une vision de notre Association pour les trois années à venir qui continuera à nous valoriser pour tous nos partenaires et à conserver notre pertinence au sein d'une industrie en constante évolution.

Nous sommes vraiment chanceux d'avoir un personnel et un réseau de bénévoles à DRC qui sont incroyablement passionnés par la santé, la sécurité et la pérennité de notre industrie. Donc, ce sont évidemment les personnes remarquables de notre Association qui me viennent à l'esprit en premier lorsque je pense à ce que nous devons être reconnaissants cette année. Ensemble nous, nous levons pour créer un brillant avenir pour la DRC dont nous pouvons tous être fiers.

Je vous souhaite, à vous et à votre famille, un temps des Fêtes agréable, et mes meilleurs vœux pour 2023!

Frank



Opportunity starts here

No matter your starting point or vision of the future, we will help you explore, unlock potential in your market and co-create solutions that go beyond the possible.

More than just a speciality chemicals and ingredients distributor or formulator, IMCD offers unmatched expertise. So together, we can identify and unlock opportunities in your market.

IMCD, creating a world of opportunity.

IMCD Canada

E sales@imcdca.com

T +1 844 458 7111

www.imcdca.com





PROTECT YOUR BOTTOM LINE

By: John Middleton, HUB

PROTECT YOUR BOTTOM LINE WITH ACCOUNTS RECEIVABLE INSURANCE

Imagine this: Your largest buyer has just filed for insolvency proceedings. As an unsecured creditor, your company anticipates minimal recovery. You must immediately begin damage control to minimize the risk of a snowball effect on the solvency of your business.

You will have to reassess your cash flow and your bank margin calculation, as well as determining the impact this event will have on future sales.

If your company had accounts receivable insurance, this loss could be indemnified by the insurer. Accounts receivable insurance is a tool to enhance financing, grow sales and insure working capital.

WHAT IS ACCOUNTS RECEIVABLE INSURANCE?

Accounts receivable insurance covers a portion of the bad debt losses due to insolvency of your buyer, or protracted delays in payment from your buyer, and repudiation (non-acceptance of goods by your buyer). For exporters, it also covers political events, which may frustrate the contract.

Examples include losses resulting from a government cancelling an import or export permit related to a contract, losses resulting from currency devaluation in a foreign market or losses resulting from war or civil unrest. It insures goods or services, and the

coverage can begin at the commencement of the contract, date of shipment and, in the case of services, when they are rendered or when they are invoiced. It covers both domestic and export receivables.

HOW DOES ACCOUNTS RECEIVABLE INSURANCE ENHANCE FINANCING?

Accounts receivable insurance enables a company to improve its borrowing base with the lender. Typically, banks provide margining on accounts receivable at 75 per cent of eligible receivables under a standard line of credit. Introducing accounts receivable insurance as additional security for the financial institution enables the margining ratio to be increased to 90 per cent on both domestic and export receivables, providing the borrower with additional working capital on the same asset base. Should the economy deteriorate, access to additional borrowing capacity will allow a company to manage their cashflow challenges during the economic downturn.

HOW DOES ACCOUNTS RECEIVABLE INSURANCE HELP A COMPANY GROW REVENUE?

Accounts receivable insurance enables aggressive sales expansion strategies while minimizing the risk of buyer non-payment. Companies can work with their insurer to identify credit worthy buyers and develop sales programs with those entities, knowing that the insurer will provide coverage on that receivable at a higher value than the company was prepared to consider.

In addition, a company can use the insurance coverage to offer longer invoice payment terms to a buyer to help secure more business. For example, a major chemical company wanted the ability to offer an overseas buyer longer payment terms to match the competition and enable their customer who was facing 12 per cent plus annual borrowing rates in their country to reduce their cost of borrowing by converting bank debt to supplier debt with longer trading terms. With the support of accounts receivable insurance, the company was able to offer their customer 180-day payment terms, share in their buyer's interest expense savings and preserve their market share. (See Table A demonstrating how gross margin from increased sales offsets the cost of insurance.)

Companies that actively use accounts receivable insurance as part of their sales growth strategy typically grow their sales at a rate that generates gross profit in excess of the annual premium expense. Given the current economic climate, wouldn't it be a good idea to utilize accounts receivable insurance to help grow revenue and profitability?

ADVANTAGES OF USING A BROKER

Working with an insurance broker that specializes in accounts receivable insurance will enable a company to obtain access to all the licensed accounts receivable insurers in Canada. The broker will be able to help maximize coverage, provide expertise and guidance during the claims process and negotiate endorsements

to the policy that will enhance the coverage. If you already have accounts receivable insurance and are dealing directly with an insurer, you should consider appointing a broker to be an advocate for your company with the insurer.

There are several strategies a company can utilize with accounts receivable insurance. This product has become a tool to help companies implement innovative strategies to improve profitability, enhance financing options and increase revenue. Finance professionals should view this product as more than just another insurance expense.



John Middleton is currently employed by HUB International and works in their complex risk unit, specializing in accounts receivable insurance. John has spent approximately 30 years in the accounts receivable insurance industry, holding the role of both underwriter and broker. John is accountable for HUB's strategic direction and growth related to the receivables insurance business. Currently, John is the chair of the Receivables Insurance Association of Canada and is the first broker to hold this role. John graduated with a Bachelor of Commerce from the University of Toronto, is a Chartered Professional Accountant, holds a RIBO license and is licensed in seven provinces across Canada.



Shaping the future of our industry

At Brenntag, we add value for our partners every step of the way: through our product knowledge, innovation, and sustainable solutions. Combined with our people's passion for delivering service excellence, these are just some of the outstanding benefits of partnering with the global market leader in chemical distribution.

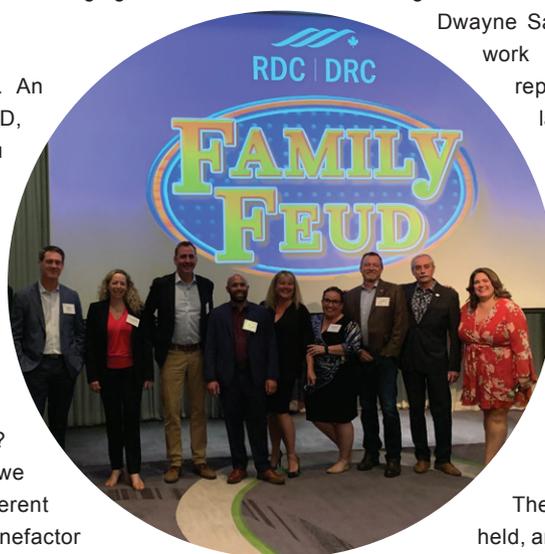
Join us as we shape the future of our industry!

brenntag.com



The 36th Annual General Meeting was held in beautiful Victoria, BC at the Delta Ocean Pointe Resort in September 2022. This was a different time of year for the AGM, but if we have learned anything from Covid, it's that everything is subject to change at any moment. Your Association was changing while simultaneously staying the same.

The meeting's content was excellent. An added bonus was Garry Moore of IMCD, chair of the meeting, providing "Did you know?" trivia about RDC throughout the two days. The attendees were welcomed by a Le-La-La dancer who shared his story of his family living on the land where we were now gathered. His ancestors greeted us spiritually. Garry opened the meeting with a challenge for everyone in attendance. What can we do as a team? We can achieve so much more when we work together, even if we represent different companies. The industry will be the benefactor of the good work.



Sarah Howcroft from BMO had a less than favourable task. She had to deliver some hard truths of the current state of the Canadian financial reality. A two percent y/y is the target for growth. That may not happen, due to inflation and the fear of a recession. Groceries are up 11% from the same time last year. We would be seeing job losses typically, but because of the labour shortage, that probably won't occur. The US dollar is at a 20 year high, expectation is a weakening in 2023. Unfortunately, the Canadian dollar has not kept pace. Interest rates are expected to keep rising. The bottoming out for housing will probably be spring 2023. Inflation will be the main determinant of what's to come.

The afternoon continued on another slightly depressing presentation – the ongoing never-ending issues of rail service.

Ryan Gallagher of McMillan LLP gave the members a bit of good news, we're not alone in our battle. All customers are treated the same by the railways.

Our good friend from the Chemical Educational Foundation Dwayne Sattler gave a status report on all the good work being done. Dwayne was pleased to report that Canada had participated in the last International YBTC Challenge. This is something we have been working towards for years!

The night at Hatley Castle was so special. Not because we were in a castle, it was friends and colleagues seeing each other for the first time in years. It felt like there was electricity in the air, while it was actually laughter, hugs and conversations we all have missed.

The following day, the Annual Meeting was held, and the new slate of directors was completed. An Association Report was distributed. If you would like a copy, please contact the office.

Kimberley Amirault-Ryan supercharged the group with high level of enthusiasm and passion. She said everyone should set limitless goals. She shared her story of being selected as the first female coach in the NHL. Her first day on the job was 9/11 in New York City. If you can get through that, you can do anything. Her habits to execute through stress and adversity are:





By: Cathy Campbell, Executive Advisor

Release, Relax, Rewind, Regroup, Refocus

We're so fortunate to have Sean Simpson from Ipsos back to give the status on where Canadians perceive ourselves versus the rest of the country and globally. The top five worries of Canadians are:

- Lack of confidence in the economy
- Healthcare
- Social cohesion
- Personal financial health
- Concern for the environment

60% of Canadians are worried that they cannot feed their families, this increases to 68% for those who have children. 73% of Canadians are fearful of interest rates and there's still 10% worried about socializing due to Covid.

Megan Gluth-Bohan gave an update from NACD. She will be the next Vice Chair of NACD, and they are fortunate to have someone with so much passion and care for the industry.

Sukhjot Varaiich of Univar Solutions, the chair of the new Sustainability Committee spoke about customers and suppliers demands on what your company is doing to be a better corporate citizen. He made a plea for committee volunteers and support from members for the work that needs to be done. Sukhjot told everyone that sustainability processes can help your business be better.

Chris Welsh of Welsh & Associates (who performed the survey on marine carriers and containers) attended virtually to provide a status update on what the data said and what it can be used for.

There has been an ongoing joke, that joining RDC is like being part of a big family. That came true in a 'Family Feud' playoff round organized by Catherine Wieckowska. Jimmy Bhesania of Chemsynergy selected his team: Randy Bracewell, Teena Warrin, JP Pelchat and Marissa Cutts. Benjamin Dempsey of Dempsey Corporation selected his team: Garry Moore, Rod Paterson, Anne-Marie Infilise and Bernie Cook. Although there were close rounds, Benjamin was able to walk away with bragging rights.



The evening ended on a heartfelt moment. Frank Dempsey, Chair of RDC presented Cathy Campbell with a 'Special Award' for her work at the Association in the last 25+ years. He gave a list of Association accomplishments over that time. In her acceptance, she thanked the members for allowing her to serve and work with the hundreds of volunteers who are the backbone of RDC. Although overtaken by gratitude, Cathy said she could retire knowing RDC was in the right hands with Catherine's leadership into the future.

The 36th AGM ended successfully in large part due to the sponsors and the participants who will go back to the office or home with new ideas, practical actions and positive energy. The 37th AGM will be held at Chateau Montebello on May 30th-June 1st, 2023.

Please see below for a list of successful company re-certifications in 2022:

- ANCO Chemicals Inc.
- Azelis Canada
- ClearTech Industries Inc.
- Dempsey Corporation
- EMCO-Inortech Ltd.
- Quadra Chemical Ltd.
- Univar Solutions

RDC recognizes the generosity of our 2022 sponsors:

- Azelis Canada
- Brenntag Canada
- ClearTech Industries Inc.
- ICC The Compliance Center
- Univar Solutions
- IMCD Canada
- Polaris Transportation Group
- Caron Transportation Systems
- Toronto North CAER
- DSN Chemical Transportation
- Valleytank Inc.

SEMI ANNUAL MEETING REPORT

RDC's 2022 Semi Annual Meeting followed a very busy fall. Due to pushback from Covid, the association was forced to host three major events within a 6-week span. Despite the busy season, we were pleased and grateful to see friendly faces from the industry at Lionhead Golf and Conference Centre on November 2nd. Similar to the Annual General Meeting, there was a certain buzz and excitement surrounding the opportunity to reconnect with old friends, colleagues, and new industry partners. We were pleased to see over 75+ attendees at the peak of the day.

This year's programme was jam-packed, with a diverse line-up of educated speakers, industry professionals and motivational speakers. RDC Secretary Treasurer, Philip Zerr of Quadra Chemicals, kicked off the day with a warm welcome and singing of our National Anthem. He then welcomed the day's keynote



speaker, Tim Arnold, to the stage. Tim offered advice on themes of leadership and "How to Lead with 'And'". He introduced the group to the 6 Unavoidable Leadership Tensions:

- Being Optimistic AND Realistic
- Embracing Change AND Preserving Stability
- Being Profit Focused AND Purpose Driven
- Having Expectations AND Extending Grace
- Caring for Others AND Caring For Yourself
- Building Confidence AND Remaining Humble

We then had guest speaker, Ryan Convery of the Ontario Ministry of Economic Development, Job Creation and Trade (MEDJCT) speak to the group on "Why Ontario- How the Ministry of Economic Development, Job Creation and Trade can support your growth in Ontario". Ryan's presentation brought light to how advantageous it can be to operate as a chemical company within the province, and provincial benefits to manufacturers.

RDC was pleased to welcome Sanket Das to the RDC stage to top off the morning agenda. Sanket educated the group on Operation Clean Sweep: Industry's Commitment to Plastic Loss Reduction.

Our next topic of the day could not be more relevant, falling shortly after Cybersecurity Awareness Month. Nicole Henderson of Blake, Cassels and Graydon LLP (Blakes) spoke to our group about Cybersecurity Trends in 2022.

RDC companies are encouraged to mitigate risk through cyber preparedness:

- Data Governance ~ data mapping, record retention policies, etc.
- Build a Cyber Monitoring Team ~ include IT, HR, legal, have clear mandates, have the right resources, etc.
- Audit & Test Security ~ assess effectiveness of current security, consider hiring cyber experts, penetration testing, etc.
- Educate & Train Staff ~ Cyber hygiene, develop and disseminate cyber policies, refresh training

- Supply Chain Management ~ due diligence on vendors
- Cyber Incident Plan ~ Plan should map our 'what to do' in case of an attack
- Cyber Insurance ~ Assess whether this is something that makes sense for business, make sure you have the right coverage

Our next speaker was no stranger to the RDC community and none other than Mark Jasper of GHD Ltd. Mark emphasized the importance of an effective Emergency Management program. Mitigation is the key and companies are urged to focus on: Avoidance, Loss Prevention & Loss Reduction.

Following Mark's presentation, we were joined by Krystal McColgan, Transport Canada's Chief of Rail Security Operations, Intermodal Surface Security Oversight. Although audits were virtual during the pandemic, Krystal was pleased to report that these audits have not returned to conducting on-site inspections beginning with comprehensive inspections, site inspections and oversight of the visual security inspections.

Following Krystal's presentation, Dave Hill of GFL Environmental Inc., and Chair of CERCA, took the stage. CERCA is the Canadian Emergency Response Contractors' Alliance, which acts as a network for professional environmental emergency response providers in Canada.

Our group was then addressed by the team at SAI Intertek. John Fraser spoke about trends in audits, as it pertains to the RD Code of Practice. The Top 5 clauses receiving non-conformances are currently:

- 2.1 Identification and Evaluation of Hazards and Risks
- 3.5 Top Management Review
- 1.2 Document Control
- 4.4 Evaluate Compliance
- 2.8a Internal Assessment

The hope is to bring attention to these areas to assist management of respective companies to re-define focus for future audits. John was also joined by his colleague, Jennifer Canton, who spoke about the new RDC Safe Foods program and the importance of distributing safe, wholesome food products.

The educational portion of the day ended with recognition of new RDC certificate recipients:

- EMCO-Inortech ULC
- Quadra Chemicals

Catherine Wieckowska, RDC President, was also pleased to acknowledge the dedication of this year's Chemical Industry Regulatory Professional (CIRP) graduates. Aaislinn Chalecki and Anyta Kitagowa of Chemsynergy Inc. impressed CSCM's esteemed panelists in late 2021 with their savvy business knowledge & creative solution skills. They were awarded their CIRP designation in early 2022. RDC was pleased to give proper recognition, in-person, at this year's Semi Annual Meeting.



SEMI ANNUAL MEETING REPORT

The evening portion of the event kicked off with special guest speaker, Dr. Joel Moody, Ontario's Chief Prevention Officer. Dr. Moody spoke about the prevention tools we can use for the cold season ahead to keep employees safe amidst Covid-19 and flu & cold season. Dr. Moody spoke factually and in support of the health of all Canadians. He also gave special thanks to the members of RDC, who prioritize safety and responsibility.

With Remembrance Day around the corner, RDC wanted to acknowledge our Canadian heroes at this year's SAM. We were thrilled to welcome Henry F. Verschuren CD, Canadian veteran and Poppy Chair for the Brampton Royal Canadian Legion. Henry spoke of the important programs the Royal Canadian Legion runs to support Canadian veterans, past and present, and the importance of remembering their sacrifice. RDC was pleased to donate \$1000 to the Royal Canadian Legion.

RDC Secretary Treasurer, Philip Zerr, ended the evening with thoughtful comments to our Canadian heroes. He then bid everyone safe travels and expressed gratitude to this year's attendees, who participated with thoughtful questions and engagement.

A special thanks to this year's Semi Annual Meeting sponsors:

- Azelis Canada (Annual Silver Sponsor)
- Brenntag Canada (Event Silver Sponsor)
- ClearTech Industries Inc. (Event Silver Sponsor)
- ICC Compliance Center (Annual Silver Sponsor)
- Univar Solutions (Event Silver Sponsor)
- Dempsey Corporation (Event Bronze Sponsor)
- IMCD Canada (Annual Bronze Sponsor)
- Polaris Transportation Group (Annual Bronze Sponsor)
- Caron Transportation Systems (Annual Copper Sponsor)
- DSN Chemical Transportation (Event Copper Sponsor)
- Toronto North CAER (Event Copper Sponsor)
- Valleytank Inc. (Event Copper Sponsor)



WORK FOR YOUR TEAM'S MIRACLE MOMENT

By: Braden Paterson, Chair
Rising Industry Leaders

Whether you are a diehard hockey fan or a casual couch supporter of your local team you have probably heard of the 'Miracle on Ice'. 'The Miracle on Ice' was a hockey game played between the host USA versus the Soviet Union during the 1980 Winter Olympics in Lake Placid, New York. The US team were extreme underdogs. Their lineup was composed almost entirely of college players. The Soviet team was a four-time defending gold medal juggernaut with no signs of slowing down. Spoiler alert... the US beat the Soviet Union 4-3. This game is considered one of the most dramatic upsets in Olympic hockey history.

The question is how did they do it? On paper the Soviet lineup was composed of some of the greatest individual players on the planet. When you compare those players to the US bench, defeat was inevitable. In the days leading up to the game, the US team believed that too.

The reason they were able to achieve this great feat and rise to the occasion was because the USA had a 'miracle moment'. A miracle moment is when a group of individuals transform into a team. The moment when real synergy forms and the group is now working toward a single goal. This type of synergy is realized when the team is able to achieve more than the sum of its parts.

The exact moment when a successful team has their 'miracle' should be easily identified. This doesn't happen by accident or chance however. So, by simply waiting for a team to gel, its very unlikely it will happen. It takes real work to create an environment where this type of synergy occurs. As leaders it is our job to create this environment.

Trust must be the foundation. Trust doesn't happen over night. It takes time. It is human nature to keep your guard

up. Real trust means team members can be themselves at work without reservation. Their unique experiences, perspectives and talents are recognized and accepted. Only at this point does a person move from an individual to a team member. That's when the real work can begin.

Consistency and fairness are the next steps. Make sure your goals and work expectations are fair and agreed upon by everyone on the team. Once they are agreed upon, you have to stick to them no matter what the circumstance. Once a track record of consistency is set, team members will begin to hold each other accountable and a culture of not letting the team down will begin to surface.

Compassion is where the real synergy begins to form. Often in business, relationships can become cold or insincere. This is especially true over a longer period of time, working with the same individual's day after day. Everyone's life is different and filled with unique challenges. It's very difficult to 'hang those challenges on the doorknob' on your way into the office. Showing compassion means having a sympathetic consciousness of others distress with a real desire to help. If your individuals can learn to care about each other in a deep meaningful way, your group is on the path toward having their miracle moment.

The message here is simple. It's up to the leader to create the environment where a team can truly become a team. Actively think about and construct opportunities for your employees to grow together as one. It is rare that teams synergize by accident. Work hard at developing trust, be consistent and fair, and always show compassion. When your organization's 'miracle moment' happens, your team will be able to accomplish anything.

Company NEWS



Andicor Divests Container Division

Andicor Specialty Chemicals Corp.'s industrial container distribution business was acquired by Novvia Group, and rebranded as Novvia Group Canada. Andicor team members that were affiliated with the container business were transferred to Novvia Group Canada, including Chris Machin, President.

customers operate hydro plants, manufacturing facilities, food processing plants and breweries—just about any kind of business that requires water and waste treatment.

Though the business landscape has changed, there have been a few constants. One is our adherence to the philosophy of never compromising on customer service. We know that if we give our customers what they want when they want it, our relationships will flourish, and we'll have a solid, balanced foundation of customers to navigate through turbulent times. Other constants include our focus on safety and ongoing pursuit of ever-better ways of protecting the environment.



2022 – A Year to Remember at Flochem

In 2022 our industry has faced numerous major challenges, including the lack of notice on chemical price increases, manufacturers invoking force majeure to absolve themselves of contractual obligations, and shortages of chemicals, packaged goods, and employees. COVID, of course, has been fundamental to many of the challenges. Despite the headwinds, in our 30th year in business, FloChem is having the best year we've ever had. In fact, we've never been stronger. How have we done it?

When we built our warehouse and office 8 years ago, we all thought that it was huge. Today we feel the opposite. We've expanded and diversified our business and are now meeting the needs of new customers in the agricultural sector—and of customers in the U.S. Our packaged goods business is going from strength to strength, and we could really use a bigger plant. For the younger members of our team, it will be their mission to meet this need—to help both FloChem and our customers be more profitable.

As we hire and train new employees, including some from Ukraine, FloChem is excited about prospects for the future. We'd like to express our gratitude to RDC for all their hard work in supporting its members, and to wish all our colleagues under the RDC umbrella success in 2023—which we're confident will be less volatile than 2022.



Without question, our success is rooted in our employees, some of whom have been with us for a quarter century. FloChem has a remarkable team and an exemplary culture of dedication, resilience and entrepreneurialism that has helped us meet challenges head on.

When we started out 30 years ago, we basically supplied commodities to municipalities and industrial customers for wastewater treatment. Over time we shifted our focus to the pulp and paper industry, which was encountering bacteria problems. Today we're focused on specialized products, allowing us to exercise more control over our destiny. Our



35 Years and Still Going Strong

WHERE DID IT ALL BEGIN?

ICC Compliance Center was founded in 1987 in response to the Mississauga train derailment of November 10, 1979. The train was carrying railcars that contained styrene, toluene, propane, caustic soda, and chlorine, all of which are dangerous chemicals that spilled onto the tracks and into the air.

Within a short amount of time Mississauga was left a ghost town. Once the contaminants were cleared and the dangers diminished, local residents were allowed to return to their homes. The city was not reopened for a long 6 days after the derailment. This was considered the largest peacetime evacuation in North America at the time. This titanic event became the backbone for legislative changes to the safe transportation of dangerous goods in Canada; and a shining example of emergency planning for communities worldwide.

Company NEWS

THE INCEPTION OF ICC COMPLIANCE CENTER?

In the 1970's, life-long friends Bob Monette and Mike Jeanrie were working together in the printing industries in Montreal. After the Mississauga derailment, they noticed a sudden demand in a certain type of warning signs for what is now known as placards. Bob, being an entrepreneur with a big vision, started to investigate what they were for. As he learned more, he saw an opportunity in this area and opened a printing company specializing in compliance products in Toronto.

Once the Transportation of Dangerous Goods Regulations was enacted in 1985, there was a great demand for not only the compliance products but also the training and consulting service that follows. In the same year, International Compliance Center Limited known today as ICC Compliance Center was established with Bob Monette, Mike Jeanrie, Conrad Jeanrie and Andy Li.

35 YEARS AND STILL GOING STRONG

ICC Compliance Center has proudly been Canadian owned and in business for 35 years. We are delighted to say that ICC currently has many long-time employees on staff, many of whom have been with ICC since the very beginning. ICC's 35-year employees have worked in various departments such as: regulatory, purchasing, customer relations, production, marketing, sales and accounting. Several of these employees have been in multiple positions over the years, thereby contributing to the many facets of ICC's growth and success.

Today we have 6 locations throughout North America, with offices from coast to coast throughout Canada and the United States. ICC Compliance Center's Regulatory Team has over 180 years of regulatory experience, and is comprised of professionals with science, chemistry, chemical engineering and Masters Degrees. Their up-to-date, expert knowledge qualifies them to serve ICC's customers in the areas of 49 CFR, 29 CFR, TDG Clear Language, IATA/ICAO, IMDG, WHMIS, OSHA, the European Hazard Communication regulations, and the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) recently adopted in the United States.

Finally, ICC would like to thank our employees, our vendors & partners and most importantly our customers for their continue support for all these years, especially over the last several years during the global pandemic. Our goal has never changed since day one and that is to be a leader in providing products, services and training you need to be compliant with respect to your DG needs.

ICC Compliance Center's vision is to be recognized as the leading North American industry expert and provider for transportation, health and safety compliance products and

consulting services. ICC wishes to be your first and only expert compliance partner and the benchmark for global hazmat solutions. Visit us at www.thecompliancecenter.com.



Teknor Apex Announces Partnership with IMCD for Sale and Distribution of TruVis® Esters

(Teknor Apex, Pawtucket, RI USA, November 1, 2022) ... Teknor Apex announced today that effective December 1, 2022, a partnership will begin with IMCD US, LLC, IMCD Canada Limited and IMCD México S.A. de C.V., part of IMCD Group ("IMCD"), for the sale of its TruVis® lubricant esters throughout North America. IMCD will market, sell, warehouse and support Teknor's full product portfolio of mono-esters, diesters, trimellitates and polyol esters for industrial and transportation applications.

Teknor Apex first introduced the TruVis® product line in 2008, but has over 60 years of experience manufacturing esters. TruVis® Esters are ideal base stocks and additives, and are widely used in automotive, industrial and metalworking applications. Available in adipate, trimellitates and polyol esters, TruVis® products are manufactured at the company's Brownsville, Tennessee site, which employs over 700 and has an ester manufacturing capacity in excess of 100MM pounds per year.

"We are excited about our partnership with such a leading full-service distributor like IMCD", said Randall Butler, Business Director of Teknor Apex Chemicals Division. "We look forward to working with IMCD to support the needs of lubricant formulators working to address emerging opportunities and challenges in the US, Canada and Mexico."

More info:
teknorapex.com/truvis-esters
imcdgroup.com/en



DKSH Performance Materials Strengthens its North American Presence with the Acquisition of Terra Firma

DKSH has signed the acquisition of Terra Firma, a leading distributor of specialty chemicals in North America. With this acquisition, DKSH expands its platform of the Business

Company NEWS

Unit Performance Materials to the USA and Canada. The transaction is an important step in DKSH's strategy to build a global distribution platform for specialty chemicals and ingredients. With the acquisition of Terra Firma, DKSH creates a scalable platform for growing its presence in Performance Materials in North America.

Terra Firma has national coverage in the USA and Canada and is representing premier suppliers in its core segments of CASE (Coatings, Adhesives, Sealants, and Elastomers), plastics and construction, agrochemicals, health and nutrition, as well as personal care. The addition of a strong player in the North American Industrial specialty chemicals distribution sector is a major contribution to DKSH's Performance Materials business and is complementary to DKSH's existing specialty industrial business globally. DKSH's expertise in the distribution of life sciences ingredients offers a strong base to expand further into food, pharma, and personal care in North America.

Stefan Butz, DKSH's CEO, commented: "Expanding our presence in the North American market has been a strategic focus for our Performance Material business. Terra Firma's teams operate coast to coast and will accelerate our expansion into the North American specialty chemical distribution market, while we will provide their clients access to our global network. The Terra Firma acquisition is a milestone in the transformation of DKSH Performance Materials to becoming a global player."

Tim Fetters, Terra Firma's CEO, added: "Terra Firma has earned an excellent market reputation by delivering value and significant growth to its customers and suppliers. By joining DKSH, we will be able to leverage our growth platform further and increase our presence in life sciences."

For more information, please visit www.ontf.com or www.dksh.com.



Polaris Receives 15th Consecutive Shipper's Choice Award

Polaris is celebrating another year of winning Inside Logistics' Shipper's Choice Award in the LTL Carrier category!

This is our 15th Shipper's Choice Award in a row, now earning us the Carrier of Choice title for 11 years.

We are especially grateful for this recognition as it comes



directly from our customers who voted in this year's survey. With your positive feedback, we received high rankings across all 8 LTL performance categories including On-Time Performance, Information Technology, Competitive Pricing, Customer Service among others.

This title reflects our team's endless dedication to deliver industry-leading LTL solutions across North America. We understand today's supply chain challenges and are continuously investing in our people, fleet and in-house technological developments to enhance your shipping experience. We'll keep elevating our standards to provide you with the most streamlined transportation and logistics services possible.

Polaris President and CEO, Dave Cox, extends his appreciation to the people involved in this achievement, "Thank you to our employees whose incredible work ethic inspires us to keep raising the bar! We share this award with all of you and look forward to another year of collaboration and innovation. I'd also like to thank our valued customers for placing your votes! It's our honour to be your chosen North American LTL carrier."

Polaris Wraps Up an Award-winning Year of taking care of Our People, Customers and Communities

Polaris has dedicated 2022 to embracing our core values of putting people first. We've invested more efforts into helping our team reach their full potential while elevating our customers' shipping experiences and supporting those around us. As we near the end of this year, we are celebrating the impact we've made across our company, communities and industry as a whole.

It has been a milestone year as we were chosen by our customers as the Shipper's Choice for the 15th consecutive

Company NEWS



full-time forklift operator so they can find safety and comfort in a new home in Canada. We would like to thank SafetyOne in Mississauga, ON for assisting with this by offering their forklift training services.

“We wanted to make a difference in 2022 and I am so proud to see we achieved that,” Polaris President and CEO, Dave Cox reflects, “It has been a rewarding year and our employees deserve all the recognition they’ve received so far. Here’s to more shared successes in 2023!”

Happy Holidays from all of us at Polaris!

year, making us Carriers of Choice for 11 years. Their positive feedback highlights the competitive edge we’ve maintained in delivering innovative, scalable solutions that fulfill their needs amid today’s supply chain conditions.

The combination of our dedicated specialists, modern equipment, technological innovations, and partnerships also earned us positions on two distinguished lists published by Inbound Logistics. We once again ranked as Top 100 3PL Providers and as Top 100 Truckers for the 5th year in a row, selected for meeting supply chain demands with visibility, flexibility, agility and control.

With our success rooted in our team’s well-being, we remain diligent in fostering a company culture where employees of all genders and backgrounds feel welcome and supported. It was an honour to not only be named a 2022 Top Fleet Employer, but also the recipient of this year’s prestigious Achievement of Excellence for Women in the Workplace. We accepted these titles with immense pride as they reflect our commitment to offering all members of our team the resources and growth opportunities to find fulfillment in their careers.

Giving back is more essential now than ever. This Fall, our team came together for several fundraisers including a PJ Day for SickKids, Breast Cancer Awareness Walk for the Canadian Cancer Society, and a Thanksgiving Food Drive for the Mississauga Food Bank. With their ongoing generosity, we made significant contributions to these organizations among many others that are providing essentials and bringing hope to people in need. We will continue fundraising, donating, and spreading cheer this holiday season.

Recently, we supported a family from Ukraine by arranging their father’s training and hiring him as a



Canada's Premier Provider of
Safe and Efficient Liquid,
Chemical, and Dry Bulk
Transportation

Caron

TRANSPORTATION SYSTEMS

**CANADA
BEST
MANAGED
COMPANIES**

**Top Fleet
Employers '22**



STANDING ON THE SHOULDERS OF GIANTS

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

As we rise together and look upward, we saw the launch of Artemis I and NASA's renewed program for humans to return to the moon for the first time since 1972. The Artemis I mission signals a return to goals that previously inspired a generation of discovery, collaboration, and wonder. We now find ourselves in our everyday lives navigating a post-COVID world and are resuming postponed goals. Unsurprisingly, we and the fine folks at NASA have immediately faced new challenges involving budgets, technology, operations, and of course, regulations.

Thankfully our regulatory challenges do not involve launching a 2.6 million kilogram rocket into space; however, the impact of our industry is still significant on a global scale. There has been an increased focus on global climate, financial, and human health issues. We have recently seen renewed government programs and initiatives to address these issues. For example, the Chemical Management Plan has resumed assessment of potentially harmful chemicals and Health Canada also continues to enact new labelling requirements. Across all government agencies we see a resurgence of compliance and inspection activities that were paused or delayed. Combined with new regulations and the precarious global situation, we find ourselves in a new and ever-changing regulatory environment.

While the situation may be novel to us, we must still find ways to effectively manage risk while remaining competitive. The main challenge NASA faced with the Artemis missions was developing a rocket that could propel a spacecraft to the moon while on a budget. A completely new design creates additional problems and the technology from 1972 belongs in a museum. NASA's solution was to re-purpose the engines from the proven space shuttle program that were retired in 2011.

We too can rely on trusted systems such as RDC's Code of Practice to guide our decision-making and procedures. It is equally important

to understand any shortcomings and to always consider continuous improvement. The re-used engines as they were could not achieve their new objective without incorporating new technologies and improvements. Above all, the systems we rely on must be designed with the flexibility to react and adjust as necessary.

To nobody's surprise, the Artemis I launch was delayed multiple times even when it was staged on the launchpad. As you can imagine, the costs of having to roll back the launches and re-stage the rocket were significant and in our industry it is no different when it comes to unplanned incidents. This highlights the importance of validating processes to minimize costs and prevent mishaps. By performing lifelike drills and detailed reviews, the systems we depend on can be tested in controlled environments. Findings from these exercises should then be used to identify and address deficiencies before they become significant problems.

Ideally all potential shortcomings could be identified through validation but given the dynamic world we live in, any number of scenarios are unexpected and cannot be realistically planned for. We typically focus on the likely and severe risks, but this should not discourage us from thinking beyond our current situation.

NASA describes a new generation of explorers, the Artemis Generation, that will be inspired by humankind's return to the moon. Beyond the technological feat of exploring the moon once again, the Artemis missions will also provide valuable data for future space exploration. Whether it is sending the first astronauts to Mars or creating a sustainable supply chain, we must ensure that the challenges and successes today become the trusted systems and lessons that future generations can rely on.

Employee NEWS



Caron Transportation Systems Welcomes David Hunt as New VP of Development

Each new year brings a great deal of change in our industry and 2022 has been no different at Caron Transportation Systems. In August, we were thrilled to welcome David Hunt as our new Vice President of Business Development.

David comes to Caron with over 20 years of experience in the sales and industrial space. Most recently he was on the executive team at DFI Corporation, where he oversaw commercial operations and business development, and prior to that, David was General Manger at Fluid Life.

David says, "I am excited to have joined the Caron Transportation Systems' team. I look forward to serving our customers' distribution needs."

David's arrival comes as we prepare to wish Kevin Tetzloff, Vice President of Sales & Marketing, a very happy retirement after nearly 24 years with Caron.



IMCD appoints Jean-Paul Scheepens as President in the United States

Cleveland, United States (1 November 2022) – IMCD Group ("IMCD"), a global leading distributor of speciality chemicals and ingredients, has appointed Jean-Paul Scheepens as President of its US operations, effective November 1, 2022.

"Jean-Paul's nearly 20 years of industry experience displays a track record of building great teams and driving profitable growth," said Nicolas Kaufmann, Americas President, IMCD.

"The growth IMCD US has accomplished so far has been impressive and I look forward to working closely together with the team and various partners to further develop our coast-to-coast operations throughout the US," said Jean-Paul Scheepens, President, IMCD US.

Jean-Paul is a dual citizen of the US and The Netherlands. Prior to joining IMCD, he has held leadership positions at Avient, PolyOne, PPG and AkzoNobel. He will be based in the Greater Cleveland headquarters of IMCD US, which has regional offices in California, Texas, New Jersey and market-focused laboratories located in California, New Jersey, Texas and Florida.



Terra Firma Canada Expands its Team in Quebec and Ontario

Terra Firma Canada strengthens its team with the hiring of several new employees in the areas of Sales, Inside Sales and Customer Service.

We are pleased to announce the addition of Jean-Marc Picard as Senior Account Manager based in Quebec. Jean-Marc has 18 years of experience in sales of which 9 years was with Sun Chemical. His commercial experience involved selling in the flexible packaging and printing industry. He holds a Business Administration degree and brings with him several accomplished academic training programs geared towards strategic selling, negotiations, and relationship development.

Terra Firma Canada also welcomes the addition of Shahram Farhadi to our company as Inside Sales, Laboratory and Regulatory Support Coordinator based in Ontario. Shahram holds a Bachelor of Science degree in Material Science and brings with him technical and R & D experience in exterior insulation finish systems (EIFS), specialty coatings for walls and design finishes and knowledge in corrosion control chemistry. His role in the company will cover several areas with an emphasis on Inside Sales and being a support resource for our applications laboratory.

We also extend a warm welcome to Nader Farag as our new Customer Service Representative based in Quebec.

Terra Firma Canada, now a DKSH company, welcomes our new employee additions to our growing team.



2022 Driver of the Year Award

On November 3, 2022 at the OTA conference in Toronto, driver Don Dunbar was recognized with the 2022 Driver of the Year award, sponsored by Volvo Trucks Canada. This award recognized Don's spotless record for driving over 40 years and 2.5 million kms without an accident, as well as his passion for giving back to his community through helping the elderly on his days off. A family man with two daughters and a marriage of over 30 years Don is recognized as a true team player with RDC member, Univar Solutions Canada. Don drives for Tandet Dedicated Inc., serving customers across the Ontario market, and as indicated by Ryan Tilley, VP Transport at the Tandet Group, "Don is safe...professional...reliable...and he embodies the sense of what we ask a Tandet driver to be...every day."

TOO EARLY TO START PREPARING FOR 2024?

By: Joe Caponio | Regional Director

It's been a busy year in general, more so in the Transportation of Dangerous Goods (TDG) world. Of course, this guy is still in his first year with RDC, so one could argue that I lack perspective, or the prior experience needed to make such a claim. True, but as the saying goes, you don't have to be a rocket scientist or own a crystal ball to know that 2023 will usher in new legislation that will greatly impact the administrative activities of RDC members involved in the handling dangerous goods (DGs). Without proper planning and prioritization, 2024 could prove to be challenging for some, at least in so far as TDG compliance is concerned.

To no one's surprise Part 6 Training & Part 17 Registration Database have topped the TDG headlines for the past two years. Let's have a look and see where these two initiatives currently sit, where they're going and the efforts RDC has made, and will continue to make, in advocating for positive change.

Part 6 Training of the TDG Regulations has commanded much of our attention, both this year and last. As most are aware, these changes are rooted in the unfortunate events of Lac Megantic and the many investigations and recommendations that followed. One such recommendation was to improve TDG training and move from the current certification process wherein an employer simply certifies when an employee has been adequately trained, to a competency-based training and assessment standard. These changes are significant. They introduce the requirements for 2 training categories. The first is general awareness and the second is function specific. Details of this new training were published in CAN/CGSB-192.3-2020 and although the standard is not yet enforceable, it's been available since November of 2020. The regulation was published in CG I at the end of 2021. My predecessor, Jim Bird, along with many others within our association and from industry, outlined their concerns during this process. Indeed, there were many. 90 comments from 31 different parties were

finally published in Dec 2021 and, at the request of several industry associations including RDC, Transport Canada came back to the table in the summer of 2022 to conduct further consultation. These sessions, focused on three main areas:

GENERAL AWARENESS TRAINING AND THE CGSB STANDARD

General Awareness training, as published in CGI was far too broad and conversely the standard was found to be too prescriptive. Had TC moved ahead as intended in CG I, a company would be forced to train anyone who handled DGs, in the same manner, regardless of DG class or mode of transportation. As an example, someone who exclusively handled only 1 or 2 classes of DG's and only shipped them by air, would be required to receive general awareness and function specific training on all classes and all modes of transportation. TC's revised approach, after consultation, will be to introduce the concept of training that is commensurate with a person's responsibilities.

CERTIFICATE OF COMPETENCY AND COMPETENCY CODES

Certificates of Competency would replace the current Training Certificates and Function specific training would be indicated by Competency Codes. For the Certificates of Competency, RDC and others, petitioned TC to reconsider this costly administrative burden that offered no additional safety value. After all, the information on a certificate of competency would also appear on a training record. Therefore, a training record, prepared in accordance with the standard, should be viewed as sufficient proof of competence. As for Competency codes, they were found to be vague, open to interpretation, and offered no additional safety benefit. Following consultation, TC agreed to accept the both the Training Record as proof of competency



and provided industry with the option to include a summary document in place of individual competency codes.

TRANSITIONAL PERIOD

The additional requirements being introduced by this legislation cannot be understated. TDG Training programs will have to be thoroughly reviewed to ensure they meet the new requirements, specifically around a competency-based assessment. RDC petitioned TC to consider extending the transitional period from 12 months to 24 or 18 months to accommodate the implementation of such large-scale changes. Minimally, if the 12-month implementation was maintained, stakeholders would continue to be consulted during the transition period. While TC did not agree to extending the implementation timeline, they did agree to a soft implementation, additional stakeholder engagement and as touched upon above, more codes and certificate of competency.

Final publication that incorporates the outcomes of the above consultation is expected to take place in CG II in the spring of 2023.

Following closely behind Part 6 Training are the new requirements for Part 17, Registration Database or as it is more commonly referred to as CID (short for Client Information Database). Unlike the TDG Part 6 which seeks to implement changes to the existing requirements, CID is brand-new. The origins of this undertaking stem back to Transport Canada's internal audits of its TDG Program in 2006, 2011 and again in 2020. These audits highlighted TC's insufficient knowledge and understanding of its regulated community, i.e. TDG sites involved in DG activities. In short, CID will introduce the requirement for parties that own or operate a site that is engaged in the handling, offering, transporting, and importing of DG's (HOTI for short), to register their sites within the database and ensure, on annual basis, that all information remains accurate. The legislation proposes two levels of information required, Basic and Extended. As one might expect, the latter

is arduous and is required for any site that handles ERAPable or UN recognized, high hazard DGs.

RDC took part in several consultation meetings throughout the summer. As a result of these discussions, we worked with TC and with some of our members to take part in the testing of the registration database. Transport Canada finally published this new requirement to CG I in September of 2022. To no surprise, the 60-day comment period garnered much attention. TC received comments from 33 different parties, including RDC. In all, 109 comments were received. Greater than 50% of these comments centered around the expected, increased burden and registration requirements of the regulation. RDC has encouraged TC in the past, and will continue to do so in the future, to reconsider in favour of regulations that are less burdensome. We believe, like many of our members and industry colleagues, that priority should be placed on identifying over 20,000 unknown TDG sites. Furthermore, we believe this could be easily accomplished, with less impact to RDC verified organizations, by focussing efforts on Basic registration requirement. The identification of thousands of previously unknown sites will present challenges to Transport Canada particularly around on-site inspections. RDC is proposing that should Transport Canada deem Extended information necessary, that it be considered only after an implementation period wherein they had a chance to properly assess Basic data and risks associated with over 40,000 TDG sites. It's currently expected that publication to CG II will take place in the spring of 2023, with (you guessed it) a one-year transitional period. Once again RDC has requested, and TC has agreed to, further consultation prior to publication in CGII.

Regardless of these additional consultation opportunities that RDC continues to push for, 2023 will see its fair share of TDG regulatory changes. You can bank on that. Now would be the right time then, for members to start planning for 2023 activities that will facilitate the implementation of the changes needed to comply with these regulations in 2024 and beyond.

REGULATORY UPDATE

WHAT'S ON THE COMMENT LISTS?



By: Tamara Angelis | Regulatory & Government Affairs Specialist, RDC

The regulatory landscape in the chemical and Ingredient supply chain industry is ever changing and always challenging. Regulations and requirements change, update, or end on a regular basis and staying current or ahead of these changes can be frustrating and exhausting. The changes could simply be based in the new interpretation of a written regulation, an amendment to a current regulation or even a new written standard.

There has been a number of changes, proposed changes, amendments, proposed amendments etc. published over the past several months; however, there are a few specific updates to focus on for this article.

Over the past several months there have been a many proposals to comment on under the Chemical Management Plan; one of which is the proposed Prohibition of Certain Toxic Substances Regulations, 2022 (PCTSR) which was published in the Canada Gazette, Part I, there is a 75-day public comment period which ended on July 28, 2022; this would be replacing the Prohibition of Certain Toxic Substances Regulations, 2012 once it comes into force. The proposed PCTSR is aimed at expanding the restriction on the manufacture, use, sale and import of three (3) groups of oil and water repellants by removing or providing time limits for exemptions. These regulations would also prohibit two additional flame retardants, and products containing them, with limited exemptions. The overall reasoning and hope fueling

this new regulation is to generate an overall improvement in the environment by reducing these substances and their emissions to the environment in the years to come.

The proposed PCTSR, has triggered a bit of a ripple effect, causing the Regulations Designating Regulatory Provisions for Purposes of Enforcement (CEPA, 1999) and the Export Control List (ECL) of CEPA to be amended to compliment the proposed regulation. The final verdict on this proposed regulation has not been shared to date; hopefully there will be some information coming shortly on the status of this Regulation.

Moving into the Natural Health Product arena and the Natural Health Products Regulations amendments. The NHP amendments came into force on July 6, 2022. In these amendments were improvements to the NHP labelling which included security packaging, improved labeling of key allergens, modernizing contact information, standardizing of the product facts table, inner and outer labelling requirements, and other administrative items. The Natural Health Directorate hosted several industry zoom meetings over the course of the summer and early fall, to provide clarification on a number of points brought forward by industry. For instance, in the case of fragrances in NHP's, the change in the regs will not have an impact on fragrance allergens until there is a time of concern. There are also some exemptions around product packaging size and labelling requirements.

The Natural Health Directorate also stated they would be more than willing to have further meetings to go over the challenges industry faces as the new regulations and subsequent requirements are implemented. RDC will continue to advocate and stay on top of this for our members.

This next tidbit of information applies to those “lucky” people whose businesses are in Ontario. The Province of Ontario has introduced the new Hazardous Waste Registry Program. For those who are not familiar with the program, the basis is to ensure industrial hazardous or liquid waste is properly stored, transported, recycled, recovered and disposed of to protect public health and the environment. The goal of the amendments to Regulation 347: General Waste Management under the Environmental Protection Act (EPA) is to ensure generators, carriers and receivers of hazardous and liquid industrial waste report their waste management activities, including manifesting, to the Ministry of the Environment, Conservation and Parks through a digital reporting system; this system replaces the

Hazardous Waste Information Network (HWIN). Although the new Hazardous Waste Program Registry was created and is managed by the Resource Productivity and Recovery Authority (RPR), the Ministry will continue to oversee the Hazardous Waste Program and be responsible for compliance and enforcement activities.

The registry opened for users November 15th with a number of training and information tools. The regulatory requirement to report on waste management, including manifesting, through the RPR’s digital registry, will come into effect January 1, 2023.

On a positive note, we’d like to remind you of the Regulatory Finder located under the Important Resources tab in the Member section of our RDC website. This is a benefit of being a member and is designed to make your job just a little easier! With nearly 350 regulatory links, we are certain you will be able to find whichever regulation you are looking for with a little less stress and frustration.

YOUR COMPLETE SOURCE FOR DANGEROUS GOODS SOLUTIONS

Since 1987, our Product, Services & Training Solutions have been with you at every step of the journey.



THECOMPLIANCECENTER.COM
888.977.4834 | Regulatory Helpline: 855.734.5469



THE RDC COMMUNITY

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

It is already the end of November. The year has flown by. It feels like just yesterday that I took on the role of President. Honestly speaking, starting a leadership role during a pandemic recovery, endless supply chain disruptions, rising inflation and with a new team hasn't exactly been the dream start, but it has provided a unique opportunity.

I have always been a competitive person, so the challenge was (and is) inspiring. However, the most motivating factor has been the people. It's the members who chose to sustain their membership because you see the value in belonging to this first-class association. It's the companies that jumped in with financial support when we were worried about the AGM participation. It's the committee volunteers who continued to attend meetings to share their knowledge with their peers, and it's our industry partners who collaborate with us on issues effecting the supply chain.

I often talk about the "RDC Community" and its because I am very proud to be apart of it and now fortunate to be steering it. The RDC Community is responsible for challenging the status quo and for pushing our "small but mighty" association to be trailblazers in the chemical sector. We do a lot as an organization and as a community. Our 2021-2022 association report demonstrates the value that our association offers the industry. If you haven't already read it, please check it out. A few of the Association's accomplishments over the past 18 months were:

- Attended over 150 government meetings in 2021, building relationships with policy makers and having direct impact on issues effecting regulatory requirements, transportation, environment, provinces, etc.

- Reached over 111,000 contacts in the supply chain by way of online engagement, virtual events, and social media.
- Completed phase two of the Safe Foods for Canadians quality management recognition with the CFIA, inclusive of pilot audits.
- Created a new standing committee to address ESG issues affecting Canada and the global community. The Sustainability and Social Responsibility Committee commenced in early 2022.
- Sustained 100% of the membership, grew the sponsorship program, and supported other non-dues initiatives to ensure the financial health of the association.

We know that the future is uncertain. An impending recession, continued concerns of material availability, while scrambling to source and sustain talent. It's demotivating but we have been here before and we have survived. I am confident that we will get through this struggle too. How are we going to do it? *Together.*

This RDC Community is stronger than ever. We saw it during the height of the pandemic and more recently, at this year's Annual General Meeting. The "buzz" in the room was an example of the positive energy we create when we are together. So please don't be a stranger in the New Year. Come to meetings, join us at a conference, participate in our online training, and take advantage of all the resources that RDC offers. Get the most out of your membership and continue to contribute to this remarkable RDC community.

I wish you peace and happiness this holiday season,
Catherine



2023 Courses Available: In-Class and Online

www.cscm-edu.com



Semester 1:

Diploma Course. Students who successfully complete semester one will be awarded with a diploma in the Fundamentals of the Chemical Supply Chain and have an understanding of the following:

- Evolution of Regulations in Canada
- Importing & Exporting into / from Canada
- Federal & Provincial Government legislative process
- Government advocacy, engagement and stakeholder participation
- Mandatory acronyms

Semester 2:

Managing Federal Regulations Required for the Chemical Industry Regulatory Professional (CIRP) Designation. Students who successfully complete semester two will be awarded with CIRP designation and have an understanding of:

- Developing internal compliance programs
- Significant regulations in Canada
- Transport of Dangerous Goods (TDG)
- Workplace Hazardous Materials Information System (WHMIS)
- Globally Harmonized Systems (GHS)
- Canadian Environmental Protection Act (CEPA)
- Food & Drug Act
- Precursors

ENROLL TODAY



**RDC'S 37TH ANNUAL
GENERAL MEETING**

THE
REIMAGINE
CONFERENCE

May 30 - June 1, 2023
Fairmont Le Château Montebello
Quebec



Scan the code to save the date! The RDC Annual General Meeting is an excellent opportunity to learn, share and network, and we look forward to offering this robust conference in beautiful North Eastern Canada.