

COMMUNITY IMPACT REPORT

Essential Deliveries, Exceptional Impact



The Erb Group

Fiscal Year
2024

3 — *Who We Are*

4 — *Message From Our CEO*

5 — *Our History of Giving Back*

6 — *Our Values in Action*

7 — *Notable Contributions*

9 — *A Strong Foundation*

10 — *Strengthening Our Communities*

15 — *Erb's Cool for a Cause*

16 — *Protecting our Future*

20 — *Empowering Our Workforce*

23 — *Building Strong Foundations*

24 — *Acknowledgement*

CONTENTS





Our Founder, Vernon Erb's first job as a bread delivery truck driver in Wellesley.

WHO WE ARE

The Erb Group is more than just a transportation company—we are a vital part of the food supply chain. Since 1959, our expertise in temperature-controlled transportation has enabled us to deliver fresh and frozen food to families across North America. We're dedicated to supporting communities while delivering essentials that make a real difference.

WHAT WE DO

Our refrigerated fleet ensures that food stays at the right temperature from the moment it leaves the supplier until it arrives at its destination, preserving quality and freshness while reducing food waste. We understand our critical role in feeding families, and this responsibility drives everything we do.

Beyond transporting goods, we strategically use our ability to deliver nutritious food to support food security initiatives in the communities we serve. Whether providing logistical support for local food banks or working with organizations to distribute food to those in need, our services go beyond business; they serve a greater purpose. We are proud to bring food to families' tables while helping to strengthen our communities from coast to coast.



Wendell Erb.

MESSAGE FROM OUR CEO

We are truly grateful to share the first edition of The Erb Group's Community Impact Report. While this may be our inaugural report and relatively modest in size, it reflects a year of meaningful impact and heartfelt dedication. In just 365 days, we have had the privilege of making a positive difference, and we are humbled by the opportunity to contribute to the communities we serve. We hope this marks the beginning of many more ways to give back and create lasting change together.

For over six decades, our commitment has remained strong: to bring meaningful service to the transportation industry and the communities that surround us. The Erb Group is, at its core, a family business built on family values. Since 1959, community has been our foundation, and those who supported us in our early days have continued to inspire us. Today, it's a privilege to give back to those communities that have been part of our journey and beyond.

Operating as an essential service, we approach each day with integrity and a drive for excellence. This work wouldn't be possible without our dedicated employees, trusted suppliers, loyal clients, and partners, who each play a role in helping us fulfil our mission of bringing food to families' tables. Our success lies in the strength of these partnerships and in the commitment of each person connected to The Erb Group.

Every day, we are reminded that at the heart of it all, people need connection—a sense of belonging to a community that provides support and purpose. Together, the Erb community is a powerful force for good, always willing to help whenever we can.

In a time when connection matters more than ever, our impact goes beyond just deliveries. We're building a network of trust and warmth that helps us all make a positive difference.

Thank you for being a part of this journey. Together, we're building a legacy of care, commitment, and community impact that we look forward to growing for years to come.

— **Wendell Erb**
Chief Executive Officer

OUR HISTORY OF GIVING BACK

Since 1959, The Erb Group has viewed itself as more than just a business. Established by our Founder, Vernon Erb, and his wife, Viola, our company was built on family values and a deep commitment to the community. Vernon's entrepreneurial vision, paired with Viola's support, shaped not only the growth of the company but also our passion for giving back to those who helped us grow and flourish. This foundation continues to shape The Erb Group into the leading transportation provider we are today.

From the start, Vernon and Viola recognized the power of community. They understood that The Erb Group's success was a collective effort, and as pioneers in cold chain trucking, they relied on local farmers and businesses who trusted our reliable services. Their dedication to supporting their neighbours led to active involvement in local causes—from food banks to community initiatives—ensuring that our success was shared and felt by all.

Today, The Erb Group remains firmly grounded in the values established by Vernon and Viola. As we continue to grow, our commitment to making a positive, lasting impact in the communities we serve is stronger than ever. With a focus on food security, health, and wellness, our legacy of giving back continues to guide our work, helping strengthen communities and creating meaningful change for generations to come.



Vernon Erb working at The Apple Orchard on his Father's farm (1950's).

OUR HOLISTIC APPROACH

At The Erb Group, our values drive everything we do, from our business practices to our support for local and national initiatives that make a real difference in the communities where we live and work.





Sherrill, Mike, and George helping Jennifer from the Food Bank in Trenton, 2024.

NOTABLE CONTRIBUTIONS



\$550,000

Over the years, our Annual Charity Golf Tournament has brought together our stakeholders and raised more than half a million dollars to support essential local nonprofits focused on housing, mental health, food security, and family support.



\$6,500

In 2024, we proudly served as the presenting sponsor of the Stratford 5K, contributing \$6,500 to support The Local Community Food Centre in Stratford, Ontario.



\$5,000

We're proud to invest in a hunger-free tomorrow for children across North America through Breakfast Club of Canada.



\$1,500

We've invested in initiatives this year that promote sustainability, innovation, and the development of future leaders, helping to shape a more sustainable and forward-thinking community.



\$500

In response to the urgent food insecurity crises in Toronto and Mississauga, we've donated to the Daily Bread Food Bank to help put food on tables for those in need.

The Cameron Memorial Tournament, Quinte West Soccer Club, 2024.



Jim Pinder at Silver Heights Public School.



BUILDING STRONG FOUNDATIONS

At The Erb Group, we are dedicated to creating a lasting impact in our communities—socially, environmentally, and economically. Our approach is fueled by strong collaborations with community partners, empowering and engaging our employees, and ensuring food security so that individuals and families can consistently access the essentials they need. Through these efforts, we strive to be a better business and a reliable neighbour to the communities we serve.

We are committed to building stronger and more resilient communities where everyone has the opportunity to thrive through strengthening our communities, protecting our tomorrow, and empowering our workforce.



STRENGTHENING OUR COMMUNITIES

We are dedicated to delivering food across the country, playing a critical role in ensuring that the neighbourhoods we serve have access to the nourishment they need. Our ongoing partnerships and contributions to local food banks and community organizations make a significant difference in the lives of individuals and families who need it most.



PROTECTING OUR TOMORROW

We are committed to protecting the environment and promoting sustainability, both in our operations and through community partnerships. By reducing our carbon footprint and supporting environmental causes, we are helping to build a more sustainable tomorrow for future generations, recognizing that there is still a long way to go.



EMPOWERING OUR WORKFORCE

We foster a supportive and inclusive environment where employees feel empowered, valued and encouraged to grow. Beyond the workplace, we encourage our team to volunteer, engage in community initiatives and advocate for the trucking industry. Through these efforts, we inspire the next generation and contribute to the continued growth and diversity of our industry.

*Alyssa, Wendell, and Kaitlyn
Breakfast Club of Canada
Cheque Presentation.*



STRENGTHENING OUR COMMUNITIES

*Over \$15k contributed to food
security initiatives in 2024*



2022

2023

2024

\$16,500

Since the charity run began in 2022, The Erb Group has contributed a total of \$16,500.

STRATFORD 5K - LOCAL COMMUNITY FOOD CENTRE

In 2024, we proudly sponsored the Stratford 5K Run/Walk with a \$6,500 contribution, supporting community food security, health, and wellness. This event benefits The Local Community Food Centre in Stratford, advancing their mission to “cook, advocate, grow, and share good, healthy food” in their neighbourhood.

Our employees enthusiastically participate each year, whether running or volunteering on race day, including managing water stations to keep participants cool and refreshed. This year, we also provided in-kind support, by using our trucks to deliver race barriers to the event site.

Since 2022, The Erb Group has been a presenting sponsor, contributing a total of \$16,500 to this meaningful cause. We are honoured to support their efforts in making nutritious food accessible and promoting a healthier, more resilient community.



By continuing to sponsor the Stratford 5K, we are able to support important organizations like The Local Community Food Centre, which enhances food security and deepens our connections within the community by providing access to fresh and healthy food.



— Wendell Erb
Chief Executive Officer

ANNUAL CHARITY GOLF TOURNAMENT

Since 1994, we have proudly hosted an Annual Charity Golf Tournament, raising over \$550,000 for local not-for-profit organizations. Every year, the tournament builds connections, enhances partnerships, and provides direct support to organizations that are making a positive impact on the lives of those in need.

This event is a celebration of our collective commitment to giving back and the profound impact we can have when we come together for a common cause. It gathers individuals from across The Erb Group community, including our executives, partners, suppliers, employees, and members of the recipient organizations.

We are thrilled to have contributed more than half a million dollars to charities that make a difference in the Wilmot region. These donations were shared among three charities: The Wilmot Family Resource Centre, Interfaith Counselling Centre, and Aldaview Services.



Photos from the Erb Group's 31st Annual Charity Golf Tournament.



 Tri-County Mennonite Homes

 Wilmot Family Resource Centre

 ICC Interfaith Counselling Centre

\$550K
Raised since 1994

TRUCKS FOR CHANGE

The trucking industry has a longstanding tradition of generosity, uniting to deliver essential goods, aid in emergencies, and support causes that uplift communities across the country.

Since 2011, The Erb Group has proudly partnered with the Trucks For Change (T4C) Network. Together with other transportation companies, we support meaningful initiatives that strengthen communities across Canada, reinforcing our commitment to giving back and driving positive change.



Our Partnership Contributions

Helped move 10,816 lbs of food to various communities throughout North America.

Contributed food donations at Truck World in April.

Participated in the After the Bell Food Pack Assembly Day in May.

Participated in the Food Sorting Challenge at Daily Bread Food Bank in October.



BREAKFAST CLUB OF CANADA

As we work hard to deliver food to families' tables, we are equally passionate about our belief that no child should ever start their day with an empty stomach. This year, we continued our commitment to fueling brighter futures across North America by donating \$5,000 to support healthy breakfast programs, ensuring that all children have an equal opportunity to learn. Through our contributions, we support a national network of schools and partners providing nutritious food for children in need.

In Canada, 1 in 3 children are at risk of going to school hungry.



TRENTON THANKSGIVING FOOD DRIVE

This Thanksgiving, our Trenton Terminal came together to help ensure everyone in our community could enjoy a holiday meal. With each donation—whether food items like potatoes, canned cranberries, turkey, and ham, or a \$5 contribution—participants earned meal tickets and a chance to win small raffle prizes.

Thanks to these generous contributions, we prepared multiple hampers filled with Thanksgiving essentials for local families who needed extra support around the holidays.

SUPPORTING THE DAILY BREAD FOOD BANK

In response to the recent food insecurity emergency in Mississauga and the alarming findings of the WHO's Hungry Report 2024, we reaffirm our commitment to supporting neighbourhoods experiencing increased food insecurity.

This November, we donated \$500 to the Daily Bread Food Bank, a vital organization that provides essential food support to individuals and families in Toronto and Mississauga. While this donation is a small step, we take pride in being able to contribute immediate relief for families facing food insecurity.

THE GREAT POTATO RESCUE

In July, we partnered with Foodsharing Ottawa to rescue 16,000 lbs of surplus potatoes from Manitoba. Over four days, these potatoes were delivered to more than 25 local non-profit and charitable organizations, including the Share It Don't Toss It group, reaching countless individuals and families from Ottawa to Aylmer, Gatineau, and Smiths Falls.

Potatoes are a versatile and essential food for many people around the world. That's why it was so important for us to help ensure these potatoes reached as many homes as possible. We were honoured to provide in-kind support through a trailer for cold storage, access to our dock and staff, and assistance with transportation so that the potatoes could reach various organizations in need of fresh food.



ERB'S COOL FOR A CAUSE

We take pride in giving back to our communities in any way we can!

Through our "Cool for a Cause" initiative, we support local events by providing in-kind transportation or refrigeration services, ensuring food and beverages remain fresh, accessible, and enjoyable. By using our fleet to provide seamless logistics, we help events run smoothly, reduce food waste, and support community well-being and connection. We're grateful to be part of these community celebrations.



We kicked off the summer by supporting Wilmot's Canada Day event, using one of our refrigerated straight trucks to ensure all goods stayed fresh for guests.



Our support extended to the Thunder Bay area for the Folklore Festival (Thunder Bay Multicultural Association).



Our vibrant red trucks were part of the Annual Cherry Festival in Kitchener, Ontario, for the third year running.



Additionally, we dropped a trailer at the BrewHa Festival to help the beer vendors keep their suds cool during their event.



PROTECTING OUR FUTURE

Investing in a cooler future

ELECTRIC CAR PROJECT SPONSORSHIP

Preston High School, Cambridge Ontario

Our sustainability efforts are invested in the future of transportation through sponsorships like the Waterloo High School Electric Vehicle (EV) Challenge, hosted by Waterloo Engineering. We have sponsored a team from Preston High School, where students are collaborating across various teams to design, build, and promote an electric vehicle. With roles spanning from design and manufacturing to marketing, the students work together to bring the project to life while gaining valuable hands-on experience in safety training and technical skills. The electric vehicle they are creating will be put to the test in the annual competition, where teams compete in endurance and performance challenges.

In addition to working on the vehicle, students are undergoing safety training and learning valuable new skills, such as welding. Not all students come from technical backgrounds, making this a valuable learning experience for everyone involved.

Learn more about the program

<https://uwaterloo.ca/electric-vehicle-challenge/>





Former Minister of Defence visiting sunroof pannels at our Baden location — 2023.

NAVIGATING AN ECO-FRIENDLY COLD CHAIN

The trucking industry heavily relies on moving motor vehicles to transport goods from one destination to another. As concerns about the climate crisis grow, there is an increased need for our industry to adopt more sustainable practices and reduce its carbon footprint. Amidst the [transition of fleets](#) and infrastructure, **where else can we initiate action?**

At The Erb Group, we are committed to doing essential work with an environmentally friendly approach. Over the years, we have taken various measures to ensure that our business practices align with our [commitment to sustainability](#). From our facilities to the highways and within our communities, we stand dedicated to being a positive force in an essential industry.

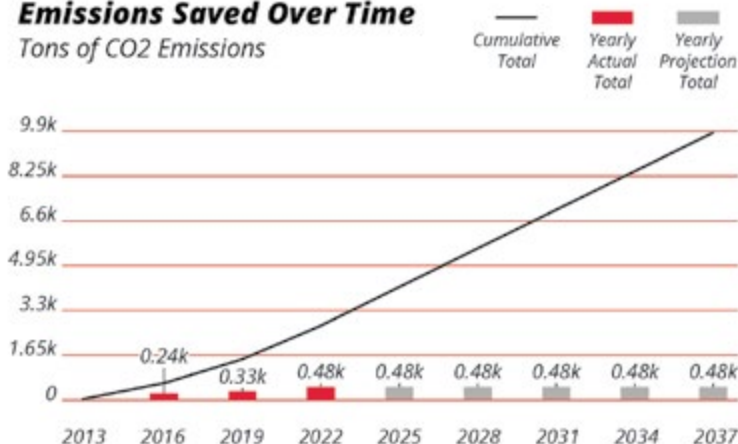
Our Efforts

Since 2013, The Erb Group has been actively collaborating with businesses like [Arcadian Projects](#), that share our vision of a greener future. By implementing small yet effective changes (energy-efficient projects such as lighting upgrades, installing solar rooftops, and energy management systems) in our locations across North America, we have been able to make a significant impact toward our goal of being a sustainable business with foresight for today's business and tomorrow's future.

Since working with Arcadian, our company has achieved significant CO₂ savings. Specifically, our lighting upgrade project at the Baden Shop in May 2014 resulted in an annual savings of 891,756 kilowatt-hours (kWh) of energy and a reduction of 133.76 metric tons of carbon emissions. Similarly, our Energy Management project at Baden in May 2021 annually saves 984,000 kilowatt-hours (kWh) and reduced 147.60 metric tons of carbon emissions. These projects showcase our ability to implement effective solutions that drive operational efficiency while positively impacting the planet.

We look forward to enhancing our sustainability efforts across all operations in the future.

Emissions Saved Over Time
Tons of CO₂ Emissions



SMART WAY CERTIFICATION

Our dedication to sustainability extends over the road (OTR). Recognizing the power of proactive steps to protect and preserve our planet, we've renewed our Smart Way certification through the EPA for the ninth year. This reaffirms our commitment to reducing emissions and minimizing our environmental impact. By partnering with SmartWay, we continue to implement best practices and innovative solutions to optimize our operations and reduce our carbon footprint.

Amidst our ongoing efforts to combat the climate crisis and advance sustainability in trucking, we eagerly anticipate what's to come in our sustainability journey.

We believe it is our responsibility to consider the impact of our actions on the planet and the generations to come, and we are committed to doing our part to create a more sustainable future for all.





EMPOWERING OUR WORKFORCE

Supporting Our Industry's Professionals

INSPIRING YOUTH THROUGH EDUCATION

Service to Community Scholarship

At The Erb Group, we value the transformative power of community service. Since 2008, we have annually sponsored a \$1,000 scholarship through the OTA Education Foundation to support its mission of assisting future generations of parents in the trucking industry.

Honouring a student who demonstrates exemplary community spirit, support and charitable involvement, we believe that fostering a sense of responsibility and connection to one's community is essential for building strong, compassionate leaders who will positively impact the industry and society as a whole.

Learn more about the **Service to Community Scholarship** and how you or someone you know could be the next recipient:

<https://erbgroupp.com/the-erb-groups-service-to-community-scholarship/>



FOSTERING THE NEXT GENERATION

This year, we've participated in many events that have helped spark interest in the transportation industry. By showcasing the importance of trucking and the various avenues within the sector, we aim to inspire the next generation and foster a deeper appreciation for the vital work that our equipment and workforce do for our communities.

We were involved in several activities, including **The Mighty Trucks event with Ken Seiling's Museum, Career Day in North Bay, the Touch a Truck event in Wellesley, Take Your Kid to Work Day, and multiple visits to local schools.**

During these visits, students had the chance to engage directly with our equipment, ask questions, and learn how food is transported and makes its way to their dinner tables. These experiences create an environment where children can envision a future where they see themselves in the driver's seat – not just on the road but in leadership roles across the industry. We are proud to share our industry and expertise with today's youth to continue driving positive change for our trucking industry while building a better tomorrow.

EMPOWERING OUR WORKFORCE TO DO GOOD



Truckers Against Trafficking

In Canada, almost 3,000 people have been taken for the purpose of being trafficked between 2011 and 2021.

We are proud members of Truckers Against Trafficking (TAT), which educates and empowers the trucking, bus, and energy industries to combat human trafficking. To raise awareness and prompt action against this issue, we have trained our drivers to recognize the signs of modern-day slavery and know how to respond if they suspect it is occurring.

We're proud that 89% of drivers have completed TAT training to enhance their knowledge. We will continue offering this training in our onboarding process.

Special Olympics Truck Ride

In 2018, our Founder, Vernon Erb, began a meaningful tradition by participating in the annual Special Olympics Truck Ride in Paris, Ontario. This inspiring initiative supports individuals with intellectual and developmental disabilities, promoting respect, equal opportunities, and physical wellness.

Each fall, drivers from our headquarters proudly participate in the Paris Truck Ride. This year, we were thrilled to expand our involvement to include the Manitoba Truck Ride, with two of our Winnipeg Terminal drivers representing Erb with pride.

We are honoured to carry on this legacy, fostering inclusion and empowering athletes to achieve their fullest potential.

Women in Trucking

We are dedicated to fostering a workplace where women are empowered to thrive. Our focus is on creating more opportunities for women in leadership roles, promoting diversity across all departments, and actively working to eliminate biases in our recruitment practices. By showcasing the contributions of women in various roles, we strive to build an inclusive and innovative organization that drives positive change both internally and within the industry.

Our commitment to these initiatives has earned us recognition as a *Top Companies for Women to Work in Transportation* by the Women in Trucking Association for three consecutive years. We take pride in the progress we have made toward creating a more inclusive workplace and are determined to continue building on this foundation to ensure even greater opportunities for women in the future.

Representation

As a recognized Top Fleet Employer, we are committed to fostering diversity through our HR and recruitment practices. By showcasing a wide range of backgrounds, languages, and accessible opportunities, we strive to create an environment where everyone feels valued and can see themselves as part of our team. Our ongoing efforts aim to increase representation both within our company and in the broader community, ensuring that all individuals feel that there is a place for them within our organization.

Employee Choice Awards

In 2024, we launched our annual Employee Choice Awards (ECA) program, which has become a powerful tool for employee recognition and support. By placing the power of recognition in the hands of our team, we've created an opportunity to honour the unique contributions of each member and foster an environment where appreciation and mutual respect thrive.

With a range of awards reflecting our shared values, employees are encouraged to nominate one another, celebrating the impact we make through our daily interactions with peers, clients, and community members. This year, an impressive number of nominations were submitted, highlighting the dedication and teamwork that make our organization truly exceptional.

160
NOMINATIONS

30
AWARD WINNERS

Spirit Days

By celebrating Spirit Days, we actively promote awareness and diversity within our workplace. These moments may be small, but they are part of our ongoing commitment to educate and engage our team on important topics, while also celebrating our differences and fostering compassion and understanding.



By empowering and supporting our team, we've created a workforce that leads with integrity.



— **Alyssa Couvillion**
Vice President of Human Resources

ACKNOWLEDGEMENT

As an essential service, we approach every day with integrity, a drive for excellence, and a strong commitment to uplifting our communities. This year, we have focused on being more conscious of our impact, emphasizing compassion and community spirit in all that we do. Our goal remains to support those in need, reduce our environmental footprint, and continue delivering the essential services that our communities rely on.

We are deeply thankful for the kindness and dedication of our team, partners, clients, and community members. Their continuous collaboration and unity have been crucial in helping us achieve meaningful change during times when it is most needed. Together, we've achieved remarkable milestones and are excited to embrace continued growth and impact in the years ahead. Thank you for your trust and partnership as we work to deepen connections, inspire collaboration, and make a lasting difference in the neighbourhoods we serve.

Until next year,



COMMUNITY IMPACT REPORT

*Essential Deliveries,
Exceptional Impact*

2024



@theerbgroup

To learn more about
our initiatives, visit
erbgroup.com/csr



The Erb Group

© 2024 The Erb Group and
Erb Transport Limited. All Right Reserved