

2025 PERFORMANCE EXCELLENCE SUMMIT & 41st ANNUAL CANADA AWARDS FOR EXCELLENCE



***Driving Canadian Competitiveness Through
Sustainable Excellence***

November 20, 2025
Eglinton Grand, Toronto



EXCELLENCE • CANADA

improving performance, recognizing excellence | améliorer le rendement, reconnaître l'excellence

MESSAGE FROM THE GOVERNOR GENERAL



THE GOVERNOR GENERAL • LA GOUVERNEURE GÉNÉRALE

Message from the Governor General 41st annual Performance Excellence Summit and Canada Awards for Excellence Ceremony

As patron of the Canada Awards for Excellence, I am delighted to extend my warmest greetings to everyone gathered for the 41st annual Performance Excellence Summit and Canada Awards for Excellence Ceremony.

Excellence Canada is considered the national authority on healthy and quality workplaces. Since its creation, its experts have supported thousands of organizations in implementing strategies aimed at enhancing performance, while prioritizing the well-being of their staff.

Through its various programs and services, Excellence Canada is helping to ensure the prosperity and growth of our communities across the country.

Congratulations to this year's winners, who have distinguished themselves by their outstanding achievements.

I wish you all a memorable event.

A handwritten signature in black ink, reading "Mary Simon". The signature is fluid and cursive, with the first name "Mary" and last name "Simon" clearly distinguishable.

Mary Simon

MESSAGE DE LA GOUVERNEURE GÉNÉRALE



THE GOVERNOR GENERAL • LA GOUVERNEURE GÉNÉRALE

**Message de la gouverneure générale
Sommet annuel sur l'excellence du rendement et 41^e cérémonie de
remise des Prix Canada pour l'excellence**

À titre de présidente d'honneur des Prix Canada pour l'excellence, je suis ravie de saluer chaleureusement tous ceux et celles qui participent au Sommet annuel sur l'excellence du rendement et à la 41^e cérémonie de remise des Prix Canada pour l'excellence.

Excellence Canada est reconnue comme l'autorité nationale en matière de milieux de travail sains et de qualité. Depuis sa création, ses experts ont accompagné des milliers d'organisations dans la mise en œuvre de stratégies visant l'amélioration du rendement, tout en plaçant le mieux-être du personnel au cœur de leurs priorités.

Grâce à ses divers programmes et services, Excellence Canada contribue à la prospérité et à l'essor de nos communautés, partout au pays.

Toutes mes félicitations aux lauréats de cette année, qui se sont démarqués par leurs réalisations exceptionnelles.

Je souhaite à tous un événement mémorable.

Mary Simon

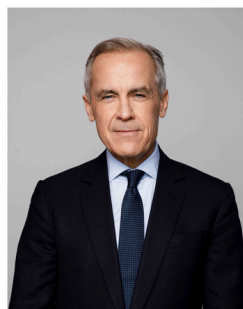
MESSAGE FROM THE PRIME MINISTER



PRIME MINISTER • PREMIER MINISTRE

I would like to convey my warmest greetings to everyone attending the 41st Annual Performance Excellence Summit and Canada Awards for Excellence.

You have come together today to honour organizational excellence in the areas of leadership, governance, strategy, planning, customer experience, employee engagement, innovation and wellness. I would like to offer my sincere congratulations to this year's award nominees and recipients. Your work has earned you the respect and admiration of your peers and you can take pride in this very special recognition of your achievements.



I would also like to thank Excellence Canada for hosting this event and for its commitment to supporting and celebrating professionals across Canada.

I wish you all a memorable event.

A stylized, handwritten signature in black ink, representing Mark Carney.

The Right Honourable Mark Carney, P.C., O.C., M.P.
Prime Minister of Canada

Ottawa
2025

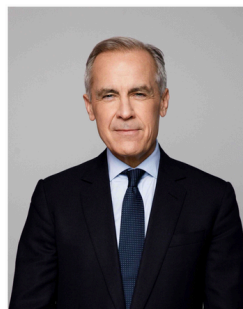
MESSAGE DE LA PREMIER MINISTRE



PRIME MINISTER • PREMIER MINISTRE

Je tiens à saluer chaleureusement toutes les personnes qui assistent au 41^e Sommet de l'excellence en matière de rendement et à la cérémonie de remise des Prix Canada pour l'excellence.

Vous vous êtes réunis aujourd'hui pour honorer l'excellence organisationnelle dans les domaines du leadership, de la gouvernance, de la stratégie, de la planification, de l'expérience client, de la mobilisation des employés, de l'innovation et du mieux-être. Je tiens à féliciter sincèrement les candidats et les lauréats de cette année. Votre travail vous a valu le respect et l'admiration de vos pairs, et vous pouvez tirer fierté de cette reconnaissance très spéciale de vos réalisations.



Je tiens également à remercier Excellence Canada d'avoir organisé cet événement et de s'être engagé à soutenir et à célébrer les professionnels de partout au Canada.

Je vous souhaite un événement mémorable.

Le très honorable Mark Carney, C.P., O.C., député
Premier ministre du Canada

Ottawa
2025

MESSAGE FROM THE PREMIER OF ONTARIO



CANADA AWARDS FOR EXCELLENCE

Excellence Canada

November 20, 2025

I'm pleased to extend my warm greetings to everyone attending the Performance Excellence Summit and Canada Awards for Excellence, hosted by Excellence Canada.

Congratulations to this year's award recipients. Your dedication to innovation, wellness and continuous improvement reflects the best of Ontario's spirit and values. These awards recognize organizations that are not only thriving today, but also leading the way toward a more resilient and inclusive future.

Ontario is proud to be home to many of the organizations honoured this year. Your leadership in areas like mental health, workplace culture and governance is helping to build stronger communities across the province and beyond.

To all those being recognized, thank you for your commitment and vision.

May this achievement inspire you to reach new heights and continue making a meaningful impact.

Enjoy the celebration and my best wishes for your continued success.

A stylized, handwritten signature of Doug Ford in black ink.

Doug Ford
Premier

MESSAGE FROM THE MAYOR OF TORONTO



MESSAGE FROM THE MAYOR

Welcome to the 41st Annual Performance Excellence Summit and Canada Awards for Excellence, hosted by Excellence Canada.

These awards celebrate public, private and not-for profit organizations across Canada for their organizational excellence, healthy workplace and/or mental health at work and journey of excellence in their respective industries. Congratulations to all of the organizations whose hard work has earned them this recognition.

The City of Toronto is proud to acknowledge organizations that are committed to making a difference in their communities.

On behalf of Toronto City Council, please accept my best wishes for an enjoyable and memorable event.

Yours truly,

Olivia Chow
Mayor of Toronto

MESSAGE FROM THE PREMIER OF QUÉBEC



MESSAGE DU PREMIER MINISTRE

Je tiens à féliciter les récipiendaires des Prix Canada pour l'excellence. Cette 41^e cérémonie souligne l'engagement des entreprises et des organisations d'ici à donner le meilleur d'elles-mêmes et à respecter les plus hauts standards de qualité. Bravo à tous ceux et celles qui sont derrière ces beaux succès!

Année après année, je suis particulièrement fier de voir des organisations québécoises se démarquer et recevoir un Prix Canada pour l'excellence. Étant moi-même issu du monde des affaires, je sais tout le travail qu'il y a en amont de ces réussites. En tant que premier ministre, j'ai à cœur le développement économique, et surtout l'essor de fleurons québécois. C'est pourquoi le gouvernement du Québec déploie des moyens considérables pour que l'excellence, la performance et l'innovation guident nos petites, moyennes et grandes entreprises.

Je remercie Excellence Canada de contribuer à soutenir les meilleures pratiques organisationnelles. Les récompenses prestigieuses décernées ce soir valent de l'or pour les femmes et les hommes qui consacrent leurs efforts à la qualité irréprochable de leurs biens et services.

Félicitations à tous les lauréats!

François Legault

I would like to congratulate all the recipients of the Canada Awards for Excellence. This 41st awards ceremony underscores the dedication of local companies and organizations to giving their best and meeting the highest standards of quality. Congratulations to all of you behind these great accomplishments!

Year after year, I am particularly proud to see Québec enterprises stand out as recipients of the Canada Awards for Excellence. Coming from a business background myself, I understand the amount of effort needed to attain such achievements. I am committed to economic development in my role as premier and, especially, to the growth of Québec's outstanding enterprises. Accordingly, the Gouvernement du Québec invests considerable resources to ensure that excellence, performance and innovation guide our small, medium and large businesses.

I would like to thank Excellence Canada for helping to support best business practices. The prestigious awards presented here tonight are worth their weight in gold to the devoted businesspeople who focus their efforts on offering impeccable goods and services.

Congratulations to all the recipients!

MESSAGE FROM THE PREMIER OF NEWFOUNDLAND AND LABRADOR



A Message from Premier Tony Wakeham

On behalf of the Government of Newfoundland and Labrador, I extend heartfelt congratulations to both Louise Bradley on receiving the Special Recognition of Achievement Award and the St. John's International Airport Authority on being honored with the 2025 Canada Award for Excellence. Both achievements highlight the exceptional contributions being made by individuals and organizations from our province.

Louise, as a proud Newfoundlander and Labradorian, your unwavering dedication to advancing mental health care across Canada is a source of great pride for all of us. Your leadership and advocacy, from your beginnings as a nurse in Corner Brook to your transformative work as President and CEO of the Mental Health Commission of Canada, have had a profound and lasting impact.

Similarly, the St. John's International Airport Authority's recognition for fostering a healthy workplace reflects the commitment to excellence that defines our province. Thank you for your outstanding service and contribution to our province. Newfoundland and Labrador celebrates your remarkable accomplishments and your dedication to creating a brighter future for all of us.

Congratulations!

Honourable Tony Wakeham
Premier of Newfoundland and Labrador

MESSAGE FROM THE PREMIER OF BRITISH COLUMBIA



A MESSAGE *from* PREMIER DAVID EBY

As Premier of British Columbia, I am pleased to extend warm greetings to everyone attending the 41st Canada Awards for Excellence.

Since 1984, these awards have recognized the achievements of Canadian organizations that have shown a continued commitment to improvement and a pursuit of excellence. Through innovation, agility and sustainable practices, these organizations have proven themselves to be leaders in their respective industries.

I would like to congratulate APEX Food Source, City of Kamloops, and Simon Fraser University for being recognized on their Journey to Excellence as well as all of the winners across Canada. I would also like to thank Excellence Canada for its continued support of Canadian organizations, supplying tools for competitive edge and contributing to economic growth.

Please accept my best wishes for a wonderful event!

A handwritten signature in blue ink, reading "David Eby".

Honourable David Eby, KC
Premier of British Columbia

MESSAGE FROM THE PREMIER OF ALBERTA



MESSAGE FROM THE PREMIER OF ALBERTA

On behalf of the Government of Alberta, it is my pleasure to congratulate the winners of the 41st Canada Awards for Excellence.

The recipients of these awards have demonstrated outstanding achievement in organizational performance, and I commend their commitment to continuous improvement. Not satisfied with the status quo, they have dedicated their efforts to meeting or exceeding standards that drive excellence in many areas, including leadership, service, planning, and employee engagement and wellness. This passion helps ensure Canada's private, public and not-for-profit organizations, across industries, are competitive, innovative and constantly striving for better outcomes – and that benefits all of us.

Thank you to this year's award winners for modelling excellence and showing the world how Canada gets things done. Thank you as well to Excellence Canada for four decades of improving and recognizing organizational performance across our country.

Congratulations again, and best wishes for continued success.



A blue ink signature of Danielle Smith.

Honourable Danielle Smith, Premier of Alberta

MESSAGE FROM THE PREMIER OF NOVA SCOTIA



Premier's Message

On behalf of the Province of Nova Scotia, I extend my warmest congratulations to Excellence Canada on celebrating 41 years of the Canada Awards for Excellence.

Since 1984, this distinguished program has been a beacon of quality, innovation, and organizational excellence. Over four decades, it has recognized and inspired countless organizations across sectors, showcasing their unwavering commitment to the highest standards.

As we celebrate 41 remarkable years, we honour the enduring dedication that continues to elevate our communities and strengthen our nation.

Here's to 41 years of Excellence Canada—and to many more years of inspiring excellence and achievement!

Yours truly,

A handwritten signature in blue ink that reads "Tim Houston".

Honourable Tim Houston
Premier of Nova Scotia



MESSAGE FROM THE PREMIER OF NEW BRUNSWICK



Office of the Premier
Cabinet de la première ministre



October 17, 2025

Excellence Canada,

It is a pleasure to offer my heartfelt congratulations to this year's recipients of the Canada Awards for Excellence. Your achievements reflect not only strong leadership and innovative thinking but also a deep commitment to improving the lives of Canadians. That dedication strengthens our organizations, our economy, and the communities we serve.

These awards are more than a recognition of success. They highlight the effort, collaboration, and perseverance behind meaningful results. By setting a high standard for quality and service, you inspire others to aim higher and make a difference.

As we celebrate the 41st anniversary of these awards, I want to thank each of you for your remarkable contributions. Your leadership and example help shape a stronger, more inclusive, and resilient Canada.

On behalf of the Government of New Brunswick, please accept my warmest congratulations and best wishes for continued success in the years ahead.

Sincerely,

Susan Holt
Premier of New Brunswick

MESSAGE FROM THE PREMIER OF MANITOBA



PREMIER
OF MANITOBA

Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

A MESSAGE FROM THE PREMIER

On behalf of the Province of Manitoba, I want to welcome you all to the 41st Annual Performance Excellence Summit and Canada Awards for Excellence and congratulate all of this year's award recipients.

The people being recognized today represent outstanding Canadian organizations who go above and beyond to create safe, healthy workplaces for everyone. As job creators, employers, and leaders, each one of you plays an important role in building a country where no one is left behind.

Thank you to Excellence Canada for continually recognizing organizations that are exceeding expectations and for paving the way towards healthier workplaces. I wish you all a wonderful celebration.

A stylized, handwritten signature in black ink, representing The Honourable Wab Kinew.

***The Honourable Wab Kinew
Premier of Manitoba***

MESSAGE FROM THE PRESIDENT & CEO



It is my great pleasure to welcome you to the 41st Annual Canada Awards for Excellence and Performance Excellence Summit. A lot has happened since I joined the organization as CEO just over a year ago.

Whether private, public, or not-for-profit, Canadian organizations are facing a unique blend of challenges that require them to be flexible, resilient, and intentional. Today's realities provide Excellence Canada with the opportunity to return to our original purpose as defined in our updated mission statement: To equip Canadian organizations with the tools to achieve efficiency, agility, and a sustainable competitive advantage.

We're here today to celebrate and recognize Canadian excellence across many dimensions. Many organizations are on a years-long journey, here to be recognized for achieving important and impressive milestones. Others work tirelessly to create safe and healthy cultures, and others are here to be recognized for taking that first important step on their intentional journey to excellence. We're even recognizing the inaugural recipient of the EPIC Award, our first new framework in over a decade.

This year's Special Recognition of Achievement laureate, Louise Bradley, has committed the entirety of her career to improving access to mental health services for people in all parts of our country.

I'm personally inspired by each and every organization and person we're recognizing today. The work they're doing continues to give me hope that Canada, and indeed, Canadians, are up to the challenges we face, those we know about, and those we've yet to encounter.

I come to work every day, ready to live and lead our vision, newly refreshed to drive our work: A Canada where every organization is strong, competitive, and thriving, and ready for what the future brings.

Thank you for investing your time in being here with us today. Merci. Miigwetch.

A handwritten signature in black ink, appearing to read 'Sean Slater', with a stylized flourish at the end.

Sean Slater
President & CEO
Excellence Canada

MESSAGE FROM THE CHAIR



Welcome to the 41st Annual Canada Awards for Excellence, where we highlight the intersection of innovation, sustainability, and global competitiveness.

Across the country, organizations are navigating rapid change with new governance models, advancing leadership, renewed offerings, and supporting emerging talent, all ready to shape what comes next. And this spirit of renewal is very much reflected in Excellence Canada's own work this year. We, too, have been evolving, strengthening our governance, refreshing our programs, and building the talent and expertise needed to support organizations in a fast-changing world.

Today, we celebrate those who are raising the bar and showing what excellence looks like in action. Their achievements remind us that renewal, innovation, and strong governance are not just ideals—they are the drivers of Canada's future success.

After eight years, my term as Chair has concluded. It has been an absolute privilege to serve as Chair to this organization and I know that Excellence Canada will continue to thrive with steady continuity and thoughtful leadership with Neil Crawford as our next Chair.

Thank you for being here to celebrate this momentum and everything that lies ahead.

A handwritten signature in black ink that reads "Shirlee Sharkey". The script is fluid and cursive.

Shirlee Sharkey
Chair
Excellence Canada

PERFORMANCE EXCELLENCE SUMMIT & 41ST CANADA AWARDS FOR EXCELLENCE AGENDA

REGISTRATION AND CONTINENTAL BREAKFAST **8:00-9:00AM**

WELCOMING REMARKS **9:00-9:10AM**

Sean Slater, President & CEO, Excellence Canada

CHAIR'S OPENING REMARKS **9:10-9:20AM**

Shirlee Sharkey, Chair, Board of Directors

KEYNOTE ADDRESS **9:20-9:50AM**

Justin Scaini, Group Head &
Executive Vice President, Strategy, Innovation and Transformation,
Kids Help Phone

EXCELLENCE COLLABORATIONS **9:50-10:00AM**

NETWORKING AND COFFEE BREAK **10:00-10:20AM**

SHOWCASE OF EXCELLENCE **10:20-11:05AM**

Presentation of the Excellence in Productivity, Innovation and
Competitiveness (EPIC) Award, Journey to Excellence Badges,
Canada's Healthy Workplace Month (CHWM) and Great Employer Awards

FIRESIDE CHAT **11:05-11:50AM**

Ivy Nanayakkara, A/Director, People and Culture (also Unit Commander,
Wellness Unit), Chief Superintendent Frank Barredo, and Superintendent
Michelle Olszewski, Toronto Police Service
Moderated by Sean Slater

**PRESENTATION OF THE 2025 SPECIAL
RECOGNITION OF ACHIEVEMENT AWARD** **11:50-12:00PM**

Louise Bradley for her lifetime commitment to improving access to
mental health services across the country

LUNCH AND NETWORKING **12:00-1:00PM**

**PRESENTATION OF THE 2025
CANADA AWARDS FOR EXCELLENCE**

1:00-2:00PM

(Listed in order of appearance)

Mental Health at Work® - Silver

- Appeals Commission for Alberta Workers' Compensation

Mental Health at Work® - Gold

- Toronto Police Service

Healthy Workplace® - Silver

- Health Sciences North

Healthy Workplace® - Gold

- Cambridge Memorial Hospital
- St. John's International Airport Authority

Healthy Workplace® & Mental Health at Work® - Platinum

- Liquor Control Board of Ontario (LCBO)

Excellence, Innovation & Wellness® - Bronze

- Ville de Trois-Rivières

Excellence, Innovation & Wellness® - Silver

- Evnia firme-conseil en écofiscalité
- Yourbarfactory

Excellence, Innovation & Wellness® - Gold

- Blackcircles.ca

Excellence, Innovation & Wellness® - Platinum

- Stella Jones Structures d'Acier

Organizational Excellence - Platinum

- The Corporation of the Town of Aurora

INTRODUCTION OF NEW BOARD MEMBERS

2:00-2:15PM

CLOSING REMARKS & TOAST TO THE RECIPIENTS

2:15-2:30PM

SPECIAL RECOGNITION OF ACHIEVEMENT AWARD RECIPIENT



Louise Bradley
NLB Consulting

Louise is a true champion for mental health. Retired as the President and CEO of the Mental Health Commission of Canada for over ten years, she continues to work towards wellness for everyone through work on several boards, inquiries and projects, including chair of the Governor General's Working Group on Mental Health. Amongst her achievements, she cites the Psychological Safety Standard for the Workplace as one of her most proud.

Throughout her career as an administrator, clinician, and her own lived experience, Louise has advocated for mental health as an essential part of health care. Her dedication to this work over the years has been recognized nationally and internationally. Louise is the proud recipient of the Order of Canada, the Order of Newfoundland and Labrador and numerous awards and honorary degrees.

SPEAKERS



Justin Scaini
Group Head and Executive Vice President, Strategy,
Innovation and Transformation,
Kids Help Phone

Justin Scaini is the Group Head and Executive Vice President, Strategy, Innovation and Transformation at Kids Help Phone where he leads acceleratorKHP, driving forward game changing innovation, data science, technology operations and organizational transformation.

Justin began his career as a management consultant at Accenture before transitioning into health services where he designed and led the pro-bono consulting program at Capitalize for Kids, supporting 30+ mental health organizations across Canada. Prior to joining Kids Help Phone, he served as a Senior Strategy Consultant at Mackenzie Health, playing a key role in the organization's response to the COVID-19 pandemic and the opening of the Cortellucci Vaughan Hospital.

He holds a Bachelor of Science (Honours) in Life Sciences with a minor in Economics from Queen's University, and a Master of Health Science in Health Administration from the University of Toronto.

Outside of work, Justin is a proud father, loves time in the wilderness for landscape photography and an avid non-fiction reader.

SPEAKERS



Ivy Nanayakkara, Acting Director, People & Culture Toronto Police Service

Ivy Nanayakkara brings over 25 years of experience in occupational health, safety, and wellness across private and public sectors. She specializes in integrating psychological health into workplace strategies and has led the modernization of health and wellbeing programs at the Toronto Police Service since 2018. As Acting Director of People & Culture and former Unit Commander of Wellness, Ivy spearheaded the development of the Service's Member Wellbeing Strategy and has modernized its health, safety and wellbeing programming at the Service.



Frank Barredo, Chief Superintendent Toronto Police Service

Frank Barredo brings nearly four decades of experience with Canada's largest municipal police service and is widely recognized for his tactical expertise and operational leadership. He has commanded specialized units including the Emergency Task Force, developed the Public Safety Response Team, and currently oversees Public Safety Operations which is comprised of many specialized uniform functions. Throughout his career, Frank has championed members wellbeing in high-pressure environments, integrating safety, resilience, and mental health considerations into operational planning to support those on the front lines.



Michelle Olszewski, Superintendent Toronto Police Service

Michelle Olszewski has nearly 30 years with the Toronto Police Service, holding leadership roles in frontline operations, major investigations, and specialized enforcement. She has led teams in community policing, undercover operations, and joint-force projects, including pivotal roles in the Gun and Gang Task Force and Firearm Enforcement Unit. A strong advocate for equity and inclusion, Michelle champions diversity in specialized units and strengthened community partnerships. She now oversees Talent Acquisition, managing hiring and promotions for sworn and civilian members, and is provincially accredited as an Incident Commander and Public Order Commander.

SPEAKERS



Shirlee Sharkey
Chair of Excellence Canada

Shirlee Sharkey is recognized as one of Canada's notable experts on home care. As the long-time CEO of SE Health, a unique not-for-profit social enterprise, she has dedicated her career to empowering people, championing compassion, and advancing social innovation. In May 2022, Shirlee stepped down from SE Health following 30 years of breakthrough leadership. Shirlee's commitment to corporate governance and public service is evident in her leadership and involvement today on many boards, including University Health Network, Toronto Ontario; Chair Michener Institute of Education; The Centre for Aging + Brain Health Innovation (CABHI); Chair Excellence Canada and BAYADA Home Health Care, Pennsauken Township New Jersey. Shirlee shares her passion and expertise as a thought leader, speaker, author, and mentor.



Sean Slater
President & CEO
Excellence Canada

Sean Slater was named President and CEO of Excellence Canada in July, 2024. Prior to joining Excellence Canada, Sean held executive leadership roles at Homewood Health, Solareh, VPI Inc., and Ceridian Canada.

His 25 years of experience extends to executive management, sales leadership, business development, quality and process improvement, workplace health and wellness, treatment, and technology-enabled health products and programs. He has collaborated closely with private, public, and not-for-profit organizations of all sizes, across all sectors of the Canadian business landscape.

Sean is passionate about growth and success and is a transformative leader dedicated to defining and driving positive results and business evolution. He is committed to helping organizations achieve and sustain their success.

EPIC

Excellence in Productivity, Innovation and Competitiveness Framework



Canadian organizations are facing strong headwinds because of economic and political challenges and uncertainty. Government is acting to mitigate the impact, but leaders need to proactively shock-proof their businesses. Excellence Canada has been working with Canadian organizations since 1984 to establish and manage standards and frameworks that do just that.

To support organizations with the challenges of 2025 and beyond, we proudly announce the launch of the Excellence in Productivity, Innovation, and Competitiveness (EPIC) Framework. Appropriate for all organizations, but geared towards Canada's small and medium sized enterprises, it is a purpose-built management framework that helps organizations achieve sustained excellence through structured planning, customer & market engagement, and technological innovation.

Why EPIC Matters

Every challenge is an opportunity. EPIC provides organizations with a clear, pragmatic path to sustainable performance and measurable results.

EPIC helps organizations:

- Strengthen leadership and accountability
- Build engaged, innovative teams
- Deliver exceptional customer value
- Embed continuous improvement as a way of life



EPIC. Excellence in Action. To learn more, please visit www.excellence.ca/epic

CONGRATULATIONS TO...

Inaugural Recipient

APEX FOOD
SOURCE

JOURNEY TO EXCELLENCE

We wish to acknowledge the following organizations who have begun their Journey to Excellence, demonstrating their commitment to continuous improvement, innovation, and high standards in service, leadership, and results.

Mental Health at Work®

- Lethbridge Polytechnic
- Simon Fraser University
- Southern Alberta Institute of Technology

Healthy Workplace®

- City of Kamloops
- Ontario Energy Board
- Purolator

Organizational Excellence

- Apex Food Source
- Regional Municipality of Durham
- Nipissing Paramedic Services
- PortsToronto



EXCELLENCE COLLABORATIONS

Over the past year, Excellence Canada has been fortunate to collaborate with a variety of remarkable partners, each bringing unique strengths, fresh perspectives, and a shared commitment to raising the bar for excellence across Canada. These collaborations are not just strategic; they are intentional. We seek out partners who challenge us to think differently, who complement our expertise, and who help us create greater value for the people and organizations we serve.

We build these partnerships because we know that meaningful progress doesn't happen in isolation. It happens when we combine knowledge, resources, and passion with those who share our vision. Whether working with academic institutions that fuel innovation, industry leaders who push boundaries, or community organizations that ground us in purpose, each partnership is an essential part of amplifying our impact and expanding what's possible.

Thank you to our valued Collaborators:



EXCELLENCE COLLABORATIONS CON'T...

Excellence Canada gratefully acknowledges Humber College and Centennial College for their critical academic partnerships through the student co-op program, contributing meaningful knowledge, skills, and fresh perspectives to our organization.

Their students played an integral role in the development and execution of the highly successful Canada's Healthy Workplace Month.

About Canada's Healthy Workplace Month (CHWM)



Canada's Healthy Workplace Month (CHWM) is the annual celebration to inspire organizations across the country to create and sustain healthy workplaces. Led by Excellence Canada, every October for the past 25 years, we encourage employers to prioritize employee well-being by fostering environments that support physical, psychological, and social health.

Since its inception, CHWM has provided businesses with resources, tools, and actionable strategies to enhance workplace culture, engagement, and productivity. By focusing on leadership, mental health, healthy lifestyles, and workplace culture, we empower organizations to make lasting improvements that benefit both employees and businesses alike.

2025 Impact

- 🎯 913 employers registered for daily content - representing 3.5 million employees (new in 2025)
- 🎯 21,000 outgoing emails (new)
- 🎯 35,000 unique users accessed 250,000 resources - a 100% year-over-year increase
- 🎯 35,000 unique users accessed 250,000 resources - a 100% year-over-year increase
- 🎯 350 participants joined live webinars (new)
- 🏆 24 Great Employer Award winners - a 75% increase year-over-year

CANADA'S HEALTHY WORKPLACE MONTH 2025 GREAT EMPLOYER AWARD



Celebrating organizations that demonstrate their commitment to building and sustaining healthy and safe workplaces.

CONGRATULATIONS TO...



Thank you to our 2025 Sponsors



2025 CANADA AWARDS FOR EXCELLENCE RECIPIENTS





MENTAL HEALTH AT WORK® - SILVER

Appeals Commission for Alberta Workers' Compensation (Tribunal)

The Appeals Commission is a quasi-judicial tribunal and is the final level of appeal for decisions made by the Workers' Compensation Board of Alberta. The Appeals Commission is committed to a fair, client-focused experience, while demonstrating its values of respect, service, integrity and accountability. In addition to its adjudicative role, the Appeals Commission operates and administers three independent programs: the Advisor Office, the Medical Panels Program, and an internal Secretariat.

The Appeals Commission is dedicated to continuous improvement in both its services and the quality of its workplace. In recent years there has been an increased focus on ensuring the physical, social and psychological wellbeing of its team. Certification against the National Standard of Canada for Psychological Health and Safety in the Workplace validates what the Tribunal has accomplished so far, and provides a framework for what it intends to achieve in the future.



Photo: Meeting, Edmonton Office



Dale Wispinski, KC
Chief Appeals
Commissioner
& CEO

"I'm proud that the Appeals Commission has achieved Silver in the Canada Awards for Excellence, Mental Health at Work Essentials Framework. This honour recognizes our team's dedication to fostering an exceptional workplace culture and our commitment to communication, client service, and leadership. We're truly honoured to receive this recognition and to stand alongside other respected organizations who share this commitment."



Toronto Police Service

The Toronto Police Service (TPS) is Canada's largest municipal police service, committed to delivering policing excellence to ensure the safety and security of Toronto's more than 3.0 million residents. Guided by its core values of integrity, fairness, respect, and accountability, the Service works in partnership with communities to prevent crime, enhance trust, and keep Toronto one of the safest major cities in the world.

Through its Wellness Strategy, TPS has introduced programs and resources that promote physical, psychological, and social health, including mental health awareness, peer support networks, and resilience training. This focus on creating a healthy, supportive workplace led to TPS becoming the first municipal police service in Canada to achieve Canada Awards for Excellence – Gold Level in Mental Health at Work®.



Myron Demkiw
Chief of Police

"We are proud to be the first municipal police service in Canada to achieve Gold-level recognition for Mental Health at Work®.

This certification recognizes our ongoing work to address the mental health and well-being of our members. The nature of our work is inherently stressful, and it is crucial that we help our members be at their best so they can thrive and continue to serve the people of Toronto with excellence. While celebrating this significant milestone, we acknowledge that there is still much work to be done. Member feedback remains essential as the Service strives to strengthen supports and embed mental health into its culture."



HEALTHY WORKPLACE® - SILVER

Health Sciences North

Health Sciences North (HSN), together with HSN Research Institute, HSN Foundation, and its medical staff, has demonstrated a strong commitment to building a healthier, more engaging workplace through alignment with Excellence Canada's Healthy Workplace Framework. Over the past two years, this collaboration has advanced progress across Leadership & Commitment, Planning & Risk Management, Implementation & Evaluation, and People & Well-Being.

HSN's journey reflects meaningful improvements in trust, engagement, professional development, and safety, supported by wellness programs, leadership initiatives, and EDIA priorities. Through strategic planning, data-driven decision-making, and a focus on continuous improvement, HSN has fostered a culture of well-being and collaboration. Looking ahead, the organization remains dedicated to strengthening mental health supports, enhancing inclusivity, and expanding opportunities that empower every member of Team HSN to thrive personally and professionally.



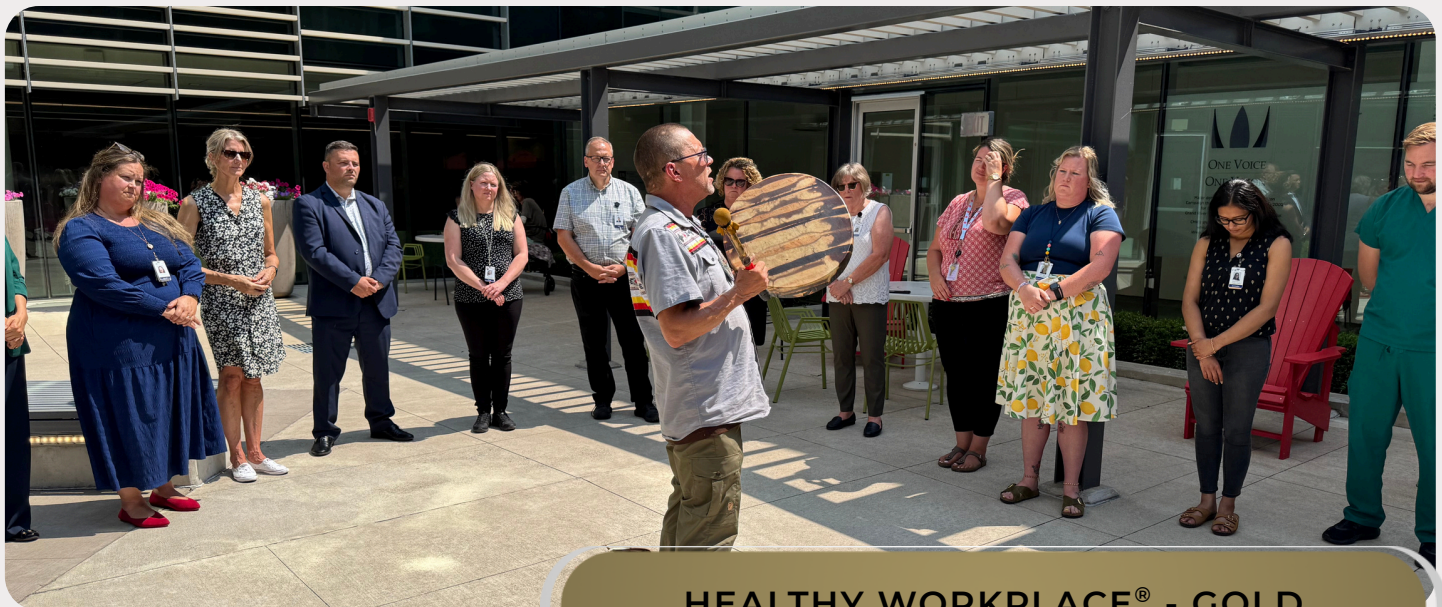
David McNeil, Ph.D.
President and CEO
Health Sciences North &
Health Sciences North
Research Institute

Photo: HSN's IDEA (Inclusion, Diversity, Equity, Accessibility, and Anti-Racism) Committee celebrated its first anniversary in January 2025. The committee's work led to the development of the Social Accountability Passport - a collection of training modules and workshops designed to help all Team HSN members support a more inclusive organization.



Health Sciences North
Horizon Santé-Nord

"Achieving Essentials certification through Excellence Canada affirms Health Sciences North's commitment to a healthy, equitable, inclusive, diverse and sustainable workplace. Guided by our Together for You 2030 strategic plan and vision of a healthier North, we recognize that advancing the wellbeing of our patients and communities begins with supporting the physical, psychological, social and community wellbeing of our staff. This recognition reflects strong collaboration across the organization and provides a clear pathway for continued improvement as we strengthen our culture and uphold our responsibility to those who work with us and those we serve."



HEALTHY WORKPLACE® - GOLD

Cambridge Memorial Hospital

Cambridge Memorial Hospital (CMH) is committed to fostering a healthy, safe, and engaging workplace for every team member, reflecting its vision of creating healthier communities, together. With a team of over 2,100 staff, physicians, midwives, and volunteers, CMH takes a collaborative, holistic approach to wellness and well-being, ensuring programs meet the diverse needs of its people.

In 2019, CMH adopted the IHI Joy in Work Framework, and incorporated 'Increase Joy in Work' as a strategic priority, which has continued through the 2022-27 Strategic Plan to #reImagineCMH. Signature programs, such as the CMH Paws (Facility Dog) Program, bring comfort and joy to team members on an ongoing basis. Through pursuit of Excellence Canada's Healthy Workplace Gold-level Certification, CMH continues to adapt, grow, and foster a culture where every team member feels valued, supported, and empowered on their own individual journey to well-being.



Patrick Gaskin
Chief Executive Officer

Photo: Indigenous community partner drumming during the organization's annual Eagle Feather re-energizing ceremony.



"We are deeply honoured to receive Excellence Canada's Healthy Workplace Gold-level Certification. This recognition reflects the dedication and compassion of our entire CMH team, who have worked collaboratively to build a workplace where people feel valued, supported, and connected. Our journey toward a healthier, more joyful workplace is ongoing, and this certification reaffirms our shared commitment to keeping people at the heart of everything we do."



St. John's International Airport Authority

Recognized as a Top Employer in Atlantic Canada in both 2024 and 2025, the St. John's International Airport Authority (SJIAA) is a private, not-for-profit, non-share capital corporation that oversees the safe and efficient movement of people and goods at Newfoundland and Labrador's premier air transportation gateway. Our mission is to proudly connect Newfoundland and Labrador with the world.

SJIAA was recently honoured with the 2024 Airport Service Quality (ASQ) award for Best Airport Under 2 Million Passengers in North America, a prestigious recognition that highlights our ongoing commitment to delivering an exceptional airport experience for passengers and for fostering economic growth and social well-being in the communities we serve.



Dennis Hogan
Chief Executive Officer

Photo: Town Hall – The St. John's International Airport Authority team presenting nine children in our communities with brand new bikes following the inaugural Employee Town Hall.



"The St. John's International Airport Authority (SJIAA) is deeply committed to fostering a healthy and thriving workplace where every employee feels supported," said Dennis Hogan, Chief Executive Officer, SJIAA. "We are on a continuous improvement journey, and achieving Gold-level recognition from Excellence Canada is a milestone our entire organization can celebrate. While we're proud of this progress, we remain focused on the opportunities ahead."



HEALTHY WORKPLACE® & MENTAL HEALTH AT WORK® - PLATINUM

Liquor Control Board of Ontario

Established in 1927, the Liquor Control Board of Ontario (LCBO) is a government enterprise and a responsible wholesaler and retailer of wine, beer, cider, and spirits in Ontario. As one of the largest beverage alcohol retailers in the world, the LCBO embraces its role as a leading corporate citizen – governing the responsible sale of alcohol while championing issues that matter to Ontarians.

The LCBO is committed to amplifying a safe, inclusive, and healthy workplace – setting the standard for wellness, safety, and belonging across the province and beyond. The organization prioritizes the holistic health, safety, and wellness of its employees, customers, business partners, and communities, embedding these principles into its core values. This commitment is reinforced by a multi-year mental health strategy, featuring tangible actions to cultivate a psychologically healthy and safe environment for all.



George Soleas
President & CEO

Photo: In recognition of World Mental Health Day, Laurel Minnes and Minuscule Music led LCBO employees through a sing-along of Stand by Me at LCBO's head office.

LCBO

At the LCBO, one of our core values is creating a safe place for all – and that begins with supporting the health and well-being of our people. Being recognized with Platinum Status for both a Healthy Workplace and Mental Health at Work Standards is a powerful affirmation of that commitment.

We're proud of the work we've done, and continue to do, to lead with purpose and build a culture where everyone feels safe, supported, and included."



City of Trois-Rivières Municipal Administration

The City of Trois-Rivières, resulting from the merger of several municipalities in 2002, is the ninth largest city in Québec. Its municipal administration provides high-quality services to over 142,000 residents through transparent and sustainable management of public resources. The organization includes just over 1,300 employees working in sectors such as public safety, urban planning, culture, leisure, and local services.

Since 2008, Trois-Rivières has fostered a culture of organizational performance and continuous improvement to strengthen both service efficiency and the overall citizen experience. The entire administration's work is guided by six core values: citizen-focused service, creativity, commitment, integrity, respect, and rigor.



François Vaillancourt
Directeur général

Photo: Organizational performance team



"Performance is at the heart of our mission and values. At the City of Trois-Rivières, senior management is fully committed to supporting this culture, because it represents far more than tracking results: it reflects our determination to excel together. Every employee contributes to building a stronger, more innovative, and citizen-focused organization. As management, our role is to create the right conditions for performance to become a sustainable engine of collective success"



Evnia firme-conseil en écofiscalité

For 20 years, we have been supporting businesses to simplify the management of their environmental obligations and ensure reporting compliance.

Our in-depth knowledge of all stewardship programs, combined with our tailor-made approach, allows businesses to save valuable time and resources.

Our advanced software makes it possible to assess the compliance obligations of your business quickly and ensure our data is reliable and handled confidentially.

In 2020, the president and founder, Marlène Hutchinson, received the prestigious Distinction award by Réseau Environnement for the Waste Sector and, a year later, was named one of 100 entrepreneurs who are changing the world by Evol (Femmessor). In addition, she won the Prix Femmes d'affaires du Québec in the Certified Female-owned Businesses category.



Marlène Hutchinson
President & Founder





Yourbarfactory

Since 2001, Yourbarfactory has embodied excellence in the custom manufacturing of allergen-free snack bars. Based in Quebec, the company combines innovation, precision, and social responsibility to meet the demands of the most rigorous markets. Certified LEED and B-CORP, it is committed to reducing its carbon footprint and promoting workplace well-being. Its annual growth of over 35% is the result of exceptional team synergy and a corporate vision rooted in strong everyday values. The journey toward excellence has been driven by a deep commitment to continuous improvement, transparency, and positive impact. With an annual production of 100 million bars for local and international private labels, Yourbarfactory proves that performance and conscience can coexist. Receiving the Canada Award for Excellence validates its commitment to making sustainable innovation a driver of growth and collective well-being.



Martin Joyal
President and
Head of Sustainability

Photo: Both the work environment and our team members make YBF a great place to work.

yourbarfactory^{MC}
allergen free expert

"Our team is at the heart of our success. It's through a shared vision, strong values, and the ability to innovate with flexibility that we move forward. Each member helps build a company that is agile, human, and future-focused. Excellence isn't something you claim—it's something you live, together, every day. This collective strength is what allows us to turn ideas into concrete, sustainable solutions."



Blackcircles.ca

Since its creation in October 2018, blackcircles.ca has become the leader in online tire and wheel sales, distinguishing itself through its constant commitment to excellence—both in customer service and in the continuous training of its teams. The company also focuses on continuous improvement of its processes and the automation of its systems, with the goal of increasing efficiency and better serving a growing customer base. Always attentive to its customers, employees, and numerous partners, blackcircles.ca places satisfaction and collaboration at the heart of its growth.



Martin Gendron
President -
General Manager

Photo: Team spirit and well-being at work

 **blackcircles.ca**
click. buy. install ► tires

"As a 100% online company with no physical storefront, the recognition from Excellence Canada is a source of pride and also brings added legitimacy."



**EXCELLENCE, INNOVATION & WELLNESS®
- PLATINUM**

Stella-Jones Steel Structures

Since 2019, Stella-Jones Steel Structures (Locweld) has been engaged in a structured journey toward excellence through its membership in the Quebec Quality Movement (MQQ). Active within this network of manufacturing companies, the organization participates in five annual meetings that foster the sharing of best practices, continuous improvement, and total quality.

Represented since 2021, Stella-Jones Steel Structures (Locweld) has transformed these learnings into tangible results through the Quebec Performance Awards (PPQ) — the province's highest distinction in management. After earning a regional distinction in 2020 and a high commendation in 2022, the company reached the highest level of excellence in 2024 by winning the Trophy, a first in four years. This recognition crowns an exemplary journey of continuous improvement, now honored on a national scale by Excellence Canada.



Pierre Lavoie
President and
Chief Financial Officer



"It is with immense pride that we receive the Platinum Excellence Canada award — a milestone achievement for Stella-Jones Steel Structures. Since 1947, we have been fabricating transmission lattice towers, backed by more than 77 years of expertise. This distinction celebrates our commitment to excellence and innovation, while carrying forward Locweld's legacy and our dedication to delivering reliable, customer-focused steel solutions"



The Corporation of the Town of Aurora

Aurora strikes a rare balance of small-town charm with big-city access and amenities. Located just north of Toronto, we're a community where opportunity and quality of life go hand in hand, supported by a strong local economy and countless ways to stay active and engaged.

With more than 800 acres of parkland, best-in-class recreation, award-winning special events, and programming for all ages, Aurora takes active living seriously. We've recently created new pickleball opportunities, modernized our playgrounds, strengthened our active transportation network, and expanded our largest recreation centre to give residents even more ways to stay healthy and connected.

Our new Aurora Town Square cultural centre has quickly become the heart of the town, a place for the arts, events and community connection. And as we further develop our historic downtown, we're blending its heritage character with new shops, restaurants, and destinations like the Slabtown Armoury – an exciting new partnership with Slabtown Cidery Company inside the historic Aurora Armoury.

Aurora is also home to builders and innovators. Local entrepreneurs continue to open community-focused businesses, and major employers invest here because of our talent, location, and reputation. Above all, Aurora residents care about their neighbours, environment, and a shared future.

Photo: Town Staff at our annual spring fever showcase, where all departments meet to share marquee projects and initiatives, collaborating and knowledge sharing.



Doug Nadorozny
Chief Administrative
Officer

"Achieving Platinum Certification is a tremendous honour for the Town of Aurora and a testament to the dedicated work of our staff. This recognition demonstrates our commitment to strengthening the organization, improving the services we provide, and building a culture of excellence that benefits both staff and our entire community."

Introducing... T.H.R.I.V.E



Building Healthy, High-Performing Workplaces

Excellence Canada's T.H.R.I.V.E Standard brings Healthy Workplace and Mental Health at Work together in one progressive framework—helping organizations build, sustain, and celebrate a culture where people and performance flourish.

In a rapidly changing world, T.H.R.I.V.E provides the structure, strategy, and support to create safe, respectful, and resilient workplaces. It aligns with Excellence Canada's Healthy Workplace and Mental Health at Work frameworks, and the CSA/BNQ Psychological Health and Safety Standard, giving organizations a practical roadmap for excellence.

Why T.H.R.I.V.E Matters

When people are well, organizations excel. Thriving workplaces see greater trust, engagement, and innovation—within their teams and communities.

T.H.R.I.V.E helps organizations:

- Strengthen health, safety & well-being
- Build engaged, high-performing teams
- Identify and manage health-related risks
- Attract and retain top talent



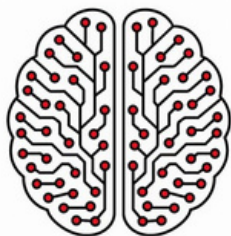
Public Safety Personnel Services (PSPS)



Public Safety Personnel face unique physical and mental demands. In partnership with the Toronto Police Service, Excellence Canada is developing a custom T.H.R.I.V.E Guide for the PSPS sector, including input from Nipissing Paramedic Services, Wounded Warriors and others—offering strategies and examples tailored to their realities.

THRIVE. Because when people flourish—organizations do too. To learn more, please visit www.excellence.ca/thrive-standard

Corporate AI Training Program



In partnership, Excellence Canada and Swift Racks are delivering the AI Workforce Advantage Training Program.

The modern training engagement begins by pinpointing your organization's most valuable AI opportunities—quantifying ROI, mapping your data and processes and upskilling teams through 24 hours of targeted, hands-on coursework.

By training your staff around high-ROI workflows and real organizational scenarios, the program cultivates collective intelligence so you launch the right pilots and capture lasting business value.

AI Workforce Advantage

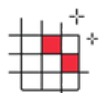
The AI Workforce Advantage Training Program features five tailored modules using your organization's real scenarios, awarding graduates a certificate and immediately usable AI skills.

Participants learn to deploy ready automations, receive a concise opportunity map highlighting where trained staff have the most impact, and earn credentials that support career growth while making AI adoption a strategic, organization-wide effort.

Delivered By
 **SWIFT RACKS**



What You Will Get



OPPORTUNITY HEAT-MAP

Clear assessment of processes to find quick-win AI opportunities



CONTEXTUAL LEARNING

Training tailored to real organizational scenarios using a common framework.

24H of AI Training

Five modules with exercises tailored to your workflows



PRACTICAL CERTIFICATION

Earn Applied AI for Professionals credential



ROI PROJECTIONS

Understand cost-benefit scenarios clearly.

Learn more at www.excellence.ca/swift-racks/

About Swift Racks

Swift Racks is a Canadian AI product building leader focused on turning business goals into working solutions—fast. The team blends product strategy, engineering, and go-to-market into an experiment-led, outcomes-driven approach that de-risks adoption while maintaining security, privacy, and governance standards.

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THE UNIVERSITY OF BRITISH COLUMBIA

Thank
you!