



LEAN Innovation Incentive Award Policy

Purpose:

Acres Vision Statement

We are a talented team of diversified, tech savvy, construction professionals who continually challenge the status quo. We innovate around traditional challenges to create opportunities, leveraging new technologies

We consider our employees to be our greatest resource for using creativity to develop new or improved processes, methods, systems, products, or services to add value to the company. For this reason, we have introduced a LEAN Innovation Incentive Award to incentivize employees to make innovation a priority and encourage reasonable and calculated risk taking.

Scope:

This policy applies to all employees.

Policy:

The award is used to provide a reward to employees who exemplify our vision statement.

Criteria:

- Develop Imaginative ideas to drive the organization forward; to come up with creative, new, and efficient ways of doing things that save time and costs without impacting quality.
- Consider current situations and problems from new and diverse perspectives, addressing challenges in an innovative manner.
- Question existing assumptions and beliefs; finds new ways to make the most out of our existing processes and resources.
- Convert new and efficient ideas from general concepts into actions plans, swiftly mobbing ideas to implementation.

Example: Switching our equipment from base oil to synthetic oil, extending our service intervals, saving the company two services, oil, filters, and labour per machine per season while still meeting all manufacturer recommendations saving time and costs.

Procedure:

An employee can nominate themselves or another employee by emailing HR@acresenterprises.com with the following information:

- 1) The name, email address and phone number of the nominee, or nominating employee.

- 2) A summary statement explaining the nature, significance, and impact of the nominees' new, efficient or innovative activities.

Review Process:

All nominations will be reviewed by the Acres Technology Committee. The Committee will assess the nomination based on the policy criteria and respond within 30 days of receiving the nomination.

Revenue Canada:

The value of the LEAN Innovation Incentive Award is deemed by Revenue Canada to be taxable income paid to the employee.