



Beyond Rewards Sustainability Initiatives

Beyond Rewards Inc, started in December 1989 as a sole proprietor operation providing Human Resource Consulting and has grown to be a Leading Edge Corporation as a **“Full Service Human Resource, Risk Management, Safety and Training Consulting Company”** going beyond the basics; setting us apart in assisting our clients with compliance in Human Resources, Corporate Governance and Operations Management, Safety and Training. Beyond Rewards takes the complexity out of compliance for our customers by presenting current, up-to-date workshops, toolkits and consulting practices that keep them current.

Beyond Rewards believes in building strong communities within and outside its organization through work-life balance, building supports and relationships internally and externally that support each other in life and business, building a socially, economic and environmentally sustainable business environment.

Environmental Sustainability

Beyond Rewards strives to build a sustainable community through building partnerships and supports through other organizations- that have strong environmental ethics and values – such as Acute Environmental in Waterloo.

Beyond Rewards believes in supporting an environment of sustainability for our future environment through recycling all that we can; purchasing recycled products; reducing electricity utilization through the use of only energy star products and reduction in consumption of electricity; and through Beyond Rewards and our partnership organizations environmental best practices.

Our partnerships with other organizations provide a best in class service to our clients. Our values must resonate with our partner organizations to ensure our client’s services are of the highest caliber and that their environmental practices are similar to our own.

Social Sustainability

Beyond Rewards’ social sustainability model provides support systems for our internal organization as a small family oriented, caring and supportive team that work together to provide personal development and a cooperative, compassionate atmosphere.

Beyond Rewards believes in building strong communities. We do this through support to our small businesses that go beyond providing a service – we care.



Beyond Rewards provides volunteer opportunities to recent or upcoming graduates to assist them in obtaining experience in their field as well as internships through ECO – Environmental Careers Organization.

Beyond Rewards assists the business community through our partnerships with the Guelph Business Enterprise Centre, Centre Wellington & Mount Forest Chambers of Commerce and Centre Wellington Community Futures in volunteering our time and training resources to present business issues and upcoming compliance to assist them in the operation of their businesses.

Economic Sustainability

Beyond Rewards believes in work-life balance, innovation, education, diversification, workforce development, community support and creating a better, more sustainable working environment for our employees, partners, client organizations and other corporate partners and stakeholders.

Our recruitment processes support the work re-integration program through WSIB in hiring short and long-term employees and in supporting our clients through Employment Ontario Programs to reduce their costs in the recruitment process.

Through the development of toolkits to assist small business with compliance on such things as the AODA, Bill 168 – Violence & Harassment, building your safety culture and more, we provide the tools to assist small business in a cost effective manner that they can afford.

Beyond Rewards strongly values the creation of an environment of community, workforce development, innovation, career and educational support for our clients, employees, partners and management through ongoing workshops, education seminars, online training modules, volunteering on boards of directors such as “The Workforce Planning Board” and encouraging creativity and diversification in all that we do.