

## STATEMENT

SYSTRA Canada is committed to providing a workplace which promotes innovation and creativity through our diverse and inclusive talent pool. SYSTRA Canada aims to ensure that all those participating in our workplace are treated with respect, dignity and fairness with an aim of creating an environment which promotes positive working relationships. This policy is designed to ensure that all employees understand SYSTRA Canada's commitment to recognizing the value of diversity in our workplace as supported through equal employment opportunities and ensuring work practices promote equality and are non-discriminatory.

## SCOPE

Cette politique s'applique aux membres du personnel ainsi qu'aux consultants et sous-traitants agissant au nom de SYSTRA Canada.

## DIVERSITY AND INCLUSION

SYSTRA Canada values the many unique perspectives and contributions from all communities. We fully support and encourage the hiring of qualified people from local Indigenous communities where our projects are being carried out. SYSTRA Canada recognizes that all people bring different qualities, abilities, skills, knowledge, experiences, perspectives and attitudes to work. Valuing and making the most of these differences can improve the workplace for individuals and enhance SYSTRA Canada's overall performance. We understand diversity as the presence of a wide range of human qualities and attributes within a group organization or society. The dimensions of diversity include but are not limited to ancestry, culture, ethnicity, gender, gender expression, language, physical and intellectual ability, race, religion, sex, sexual orientation and socio-economic status.

Our commitment is to develop strong working relationships with local Indigenous communities and to value a diverse workforce.

## TALENT ATTRACTION AND EMPLOYMENT EQUITY

SYSTRA Canada offers employment equity based on the merits and abilities of each individual. SYSTRA Canada does not conduct any form of discrimination based on race, skin color, ethnic or national origin, sex, gender identity or expression, sexual orientation, age, political convictions, religion, marital status, language, pregnancy, social condition or disability.

SYSTRA Canada strives to have a diverse workforce that represents our company's commitment to contributions from all backgrounds. We recognize the skills and competencies of Indigenous people that SYSTRA Canada can benefit from. SYSTRA Canada highly supports the recruitment of Indigenous people by encouraging the voluntary self-declaration of candidates to identify and track the progress of Indigenous candidates and employees.

SYSTRA Canada is committed to the principle of employment equity, and we hire based individuals' qualifications, skills, and experience. SYSTRA Canada seeks to address conscious and unconscious bias in recruitment through a panel interview, with the involvement of the Human Resources Manager in the process.

## **CAREER DEVELOPMENT AND SUCCESSION PLANNING**

SYSTRA Canada encourages employees to hone their skills and continually improve their professional status.

SYSTRA Canada is committed to identifying and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees. SYSTRA Canada offers equal opportunities for career development based on knowledge, skills and leadership prospects for future success. Internal promotions and our employee recognition program are widely encouraged as a development as well as a retention strategy.

SYSTRA Canada will support training & development programs that enable Indigenous peoples to meet employment requirements.

## **EXPECTED BEHAVIOR AND CODE OF CONDUCT**

SYSTRA Canada values a workplace culture that is respectful of inclusion and diversity. There is zero tolerance for bullying, discriminating, harassing victimizing or vilifying behaviors. This is achieved through continuously educating our employees, contractors and sub-contractors on the standards SYSTRA Canada expects of its employees.

## **ENGAGEMENT**

SYSTRA Canada's first commitment is customer satisfaction. We are also convinced that our performance as a company depends on respect for our staff. We encourage staff to work as a team and to take an active part in reaching our strategic objectives. SYSTRA Canada fosters a multicultural environment and the ability to adapt to different cultures wherever we work. SYSTRA Canada's reputation rests on a high commitment to ethical conduct in dealing with clients, employees, shareholders and associate companies.

## **BREACH OF POLICY**

All individuals covered by this policy are expected to adhere to the standards of behavior contained herein, at all times. Any employee, contractor or sub-contractor, who is found to have breached this policy will be disciplined accordingly, which may lead to, and include termination of employment or engagement.

A handwritten signature in blue ink, appearing to read "Dave Spagnolo".

Dave Spagnolo  
President & CEO

