SCHEDULE 1 CANADA'S BEST DIVERSITY EMPLOYERS

Canada's Best Diversity Employers. Now entering its ninth year, Canada's Best Diversity Employers recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs. The winning employers are announced each year in a special magazine published in The Globe and Mail and online on Eluta.ca. This competition examines a range of diversity initiatives, including programs for five major employee groups: (a) Women; (b) Members of visible minorities; (c) Persons with disabilities; (d) Aboriginal peoples; and (e) Lesbian, Gay, Bisexual and Transgendered/Transsexual (LGBT) peoples.

Complete this page to be considered for the 2016 Canada's Best Diversity Employers competition:

- (a) Is your organization regulated under any of the following Employment Equity programs?
 - □ Yes, Federal Contractors Program/FCP
 - □ Yes, Legislated Employment Equity Program/LEEP
 - □ Yes, provincial employment equity legislation
 - Yes, other legislation:

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- ☑ No, we aren't regulated under any of the above
- (b) Does your organization offer programs designed to improve workplace diversity and inclusiveness?
 - 🗹 Yes. Check all applicable and explain below:
 - 🗹 Women Persons with disabilities
 - Members of visible minorities
 - Aboriginal peoples
 - 🗹 Lesbian, Gay, Bisexual & Transgendered **Other:** SEE ATTACHMENT
- (c) Has your CEO and/or leadership made a formal commitment to diversity and inclusiveness (e.g. vision statement) and communicated it throughout the organization? Yes, explain below and provide examples
- (d) Does your organization have a clearly defined strategy and roadmap to achieve your diversity and inclusion goals? ☑ Yes, explain below
- (e) When was the last time your diversity and inclusion strategy was reviewed and updated? 2012

Explain below

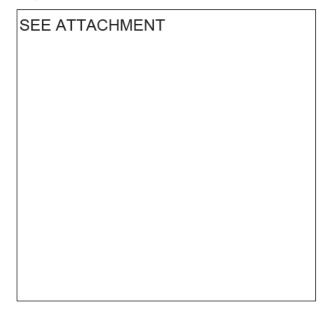
- (f) Has your organization implemented initiatives related to (check all applicable and explain below): recruitment and selection of diversity groups
 - **I** retention and development of diversity groups
 - I training and education in diversity
 - diversity employee resources/affinity groups
 - diversity leadership/management accountability
 - customer and market diversity
 - vendor and supplier diversity
 - community partnerships to support diversity



- (q) Are job opportunities posted on your website accessible to visually impaired applicants? 🗹 Yes
- (h) Do you track any of the following diversity measures?
 - □ Yes (check all applicable and explain how tracked)
 - number of employees from diversity groups
 - recruiting from diversity groups
 - employee perceptions of discrimination and harassment
 - management and leadership behaviour
 - benchmarking external best-practices
 - overall progress in creating an inclusive workplace
- (i) If you offer programs for LGBT employees, have you completed the free online LGBT Workplace Inclusion Index survey offered by Pride at Work Canada?

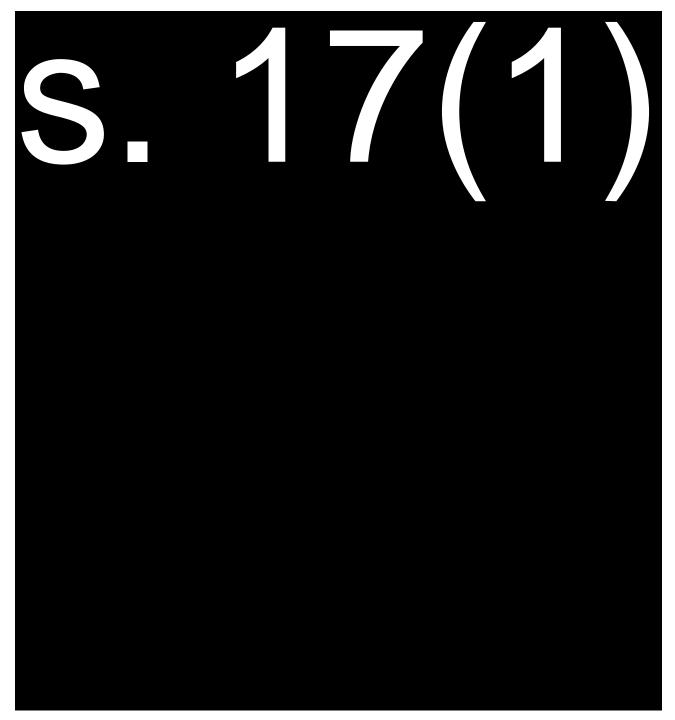
□ Yes, our score from this survey is attached

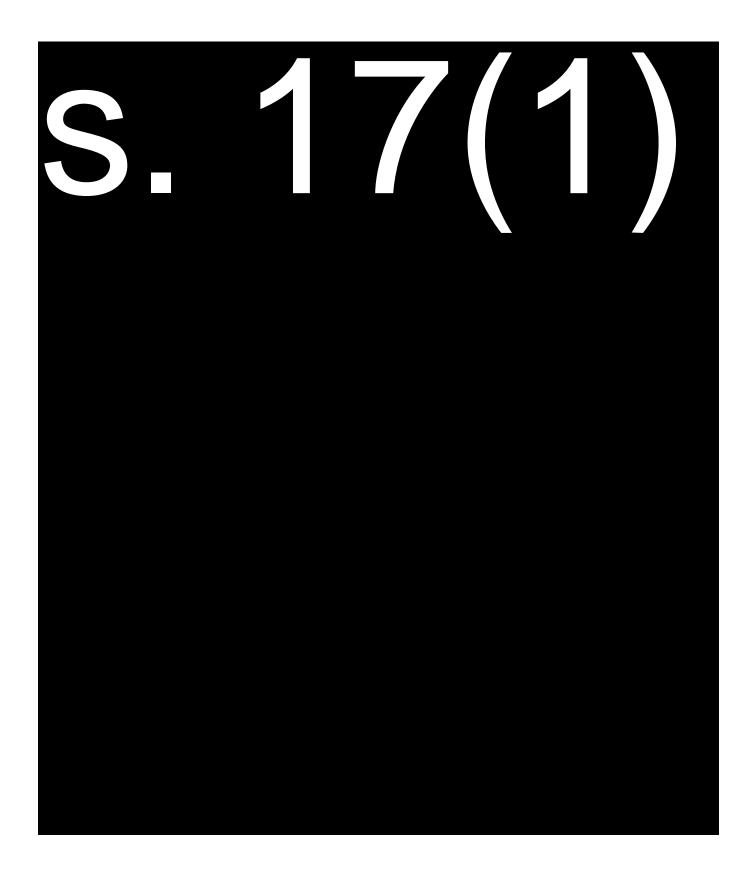
(j) What specific actions has your organization taken in the past year to support your diversity and inclusion programs? Explain below or attach sheet



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Question b – Does your organization offer programs designed to improve workplace diversity and inclusiveness?





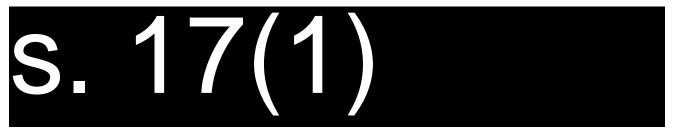
Question c – Has your CEO and/or leadership made a formal commitment to diversity and inclusiveness?

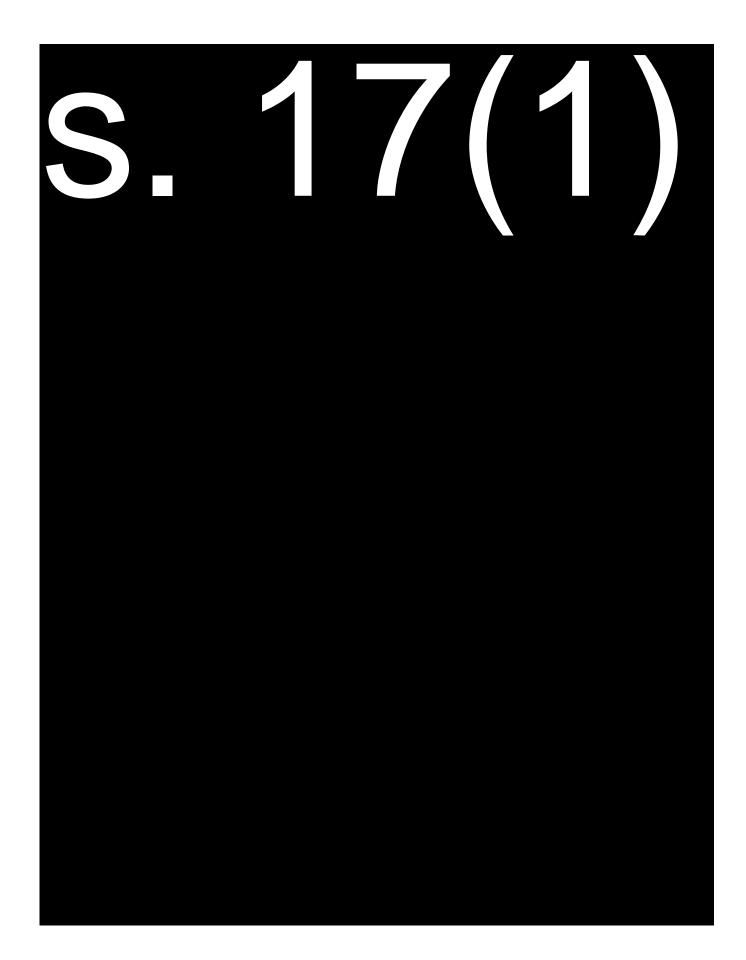


Question d – Does your organization have a clearly defined strategy and roadmap to achieve your diversity and inclusion goals?



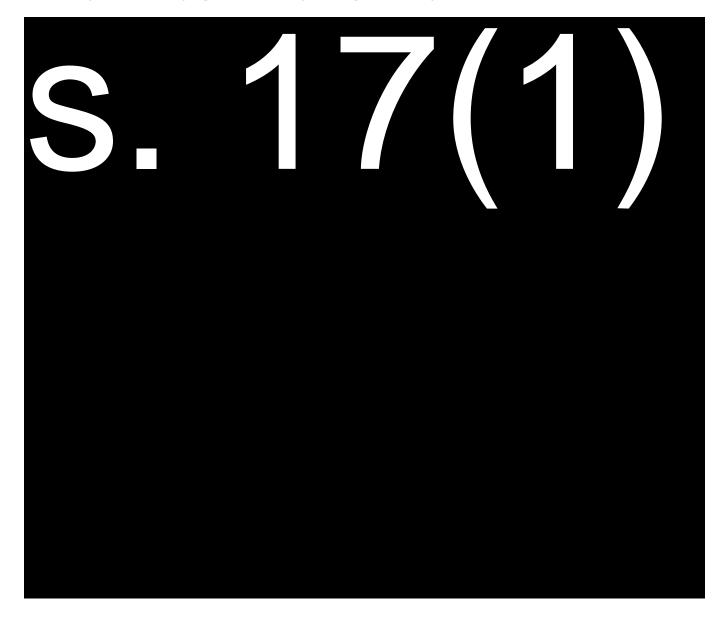
Question f – Has your organization implemented initiatives related to the following:







Question k – What specific actions has your organization taken in the past 12 months to support your diversity and inclusion programs and to improve organizational processes?



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