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SCOPE: This policy applies to all Dexterra Group employees, divisions, subsidiaries and joint ventures. This policy shall also apply to consultants, temporary and agency workers, relevant third parties, contractors and visitors

1.0 POLICY

- Dexterra Group believes that in order to succeed, diversity and inclusion must be embedded throughout the organization.
- We are committed to having a diverse, inclusive workplace where every individual has opportunities and access to resources to reach their full potential.
- Dexterra Group will demonstrate an ongoing and determined commitment of ensuring our people and those who may be affected by our work activities are treated with courtesy, dignity and respect irrespective of race (including colour, ancestry, ethnic or national origin, nationality or citizenship), gender, gender identity, gender expression, gender reassignment, sexual orientation, marital or civil partnership status, maternity and pregnancy, age, handicap, disability, religion or belief, creed, and record of offences, (throughout this policy referred to as the “characteristics”).

2.0 COMMITMENTS:

- Strengthening a culture of inclusion and addressing barriers to career advancement;
- Enabling through diversity & inclusion learning, including addressing unconscious bias and fostering inclusive leadership;
- Implementing progressive work/life flexibility and accommodation practices;
- Enabling and promoting work practices that foster diversity of thought and build diverse teams;
- Increasing the organization impact of our employees’ resource groups i.e. developing and advancing persons with disabilities, Indigenous peoples, visible minorities, women and LGBTQ+ individuals

3.0 DEFINITIONS

For the purposes of our commitment to Diversity and Inclusion and the policies and programs that support Diversity and Inclusion, the definitions used are as follows:

- **Diversity** is about the individual. It is about the variety of unique dimensions, qualities and

characteristics we all possess.

- **Inclusion** is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts and values differences.
- **Diversity and Inclusion** is about capturing the uniqueness of the individual, creating an environment that values and respects individuals for their talents, skills and abilities to the benefit of the collective.

4.0 PROCEDURE / LINKS

4.1 Diversity and Inclusion Statement:

All Dexterra Group workplaces will display the Diversity and Inclusion Commitment, signed by the Chief Executive Officer, attached.

5.0 RESPONSIBILITIES:

Dexterra Group believes that in order to succeed, diversity and inclusion must be embedded throughout the organization and that each individual in their role has a responsibility to uphold the commitment to diversity and inclusion.

Senior Leadership Team

- Ensuring that Dexterra Group meets its legal obligations relating to diversity, and inclusion;
- Promoting and driving diversity and inclusion values to all levels of the business;
- Leading and supporting the Company in creating an inspirational, inclusive and diverse environment.

Management

- Upholding the principles of this policy;
- Fostering a culture in which diversity and inclusion considerations are embedded into their work areas;
- Contributing to a safe and inclusive environment that celebrates diversity;
- Ensuring workplaces have a posted Diversity and Inclusion Statement

Employees

- Contributing to a safe and inclusive environment that celebrates diversity;
- Upholding the principles of this policy

6.0 POLICY REVIEW

Review annually

7.0 ACKNOWLEDGEMENT

I acknowledge, understand, and have read the Diversity and Inclusion Policy, HR-POL004	
Employee Signature	
Date Signed	

Dexterra Group reserves the right to amend, modify, suspend or terminate any of its programs (including benefits) and policies covering employees and former employees, including retirees, at any time, including after employees'

retirements, without notice by action of its Senior Leadership Team or other committee expressly authorized by the Senior Leadership Team to take such action. The programs, benefits and policies to which an employee or former employee, including retiree, is entitled are determined solely by the provisions of the applicable program, benefit or policy as amended from time to time.