

DIVERSITY, EQUITY, INCLUSION, & BELONGING POLICY

Genumark recognizes its talented and diverse workforce as a key competitive advantage. We believe in fostering an inclusive, human-centric, accountable and sustainable workplace where we can ensure every employee feels they belong and can succeed and where differences among employees are recognized, valued, celebrated, and seen as an asset.

At Genumark, we are committed to acting with compassion and kindness and to creating an environment that provides psychological safety and actively welcomes, connects and values everyone, free from bullying, harassment, victimisation, prejudice or unlawful discrimination.

Our aim is for our organization to be truly representative and inclusive of all sections of society, where everyone's differences and contributions are recognised and valued.

SCOPE

Genumark extends the scope of this policy to be applicable to all Genumark employees across Canada, whether permanent, temporary, or contracted employees.

DEFINITIONS

For the purposes of this policy;

Diversity is defined as “the range of human differences, visible and non-visible, including but not limited to race, ethnicity, gender identity, sexual orientation, age, physical or mental ability, values, beliefs, experiences, preferences, behaviours, socioeconomic status, and more”.

Equity is defined as “the concept of providing access to opportunities or resources for all employees. Whereas equality infers that each person or group of people is given the same resources or opportunities regardless of circumstances; equity recognizes that each person has different circumstances and allocates the resources and opportunities based on needs to reach an equal outcome”.

Inclusion is defined as “the achievement of a work environment through organizational effort and practices in which all employees are respected, valued, welcomed, supported, and treated fairly regardless of their background”.

Belonging is defined as “feeling accepted and empowered to bring your whole, authentic self to work, with the confidence that you are supported and respected, and feel mentally and physically safe”.

OUR COMMITMENT

Our commitment to Diversity, equity, Inclusion and Belonging means enabling people to bring their full self to work, promoting a human centred, psychologically healthy, and safe environment throughout our employee life cycle.

Our commitment to DEIB focuses on four key areas:

1. **Dignity, Respect, and Free from Discrimination:** we are committed to creating a workplace where individuals are treated with respect, professionalism, and dignity. Discrimination or harassment on the grounds of: age (except as provided by law); ancestry, colour, race; citizenship, civil, marital, or family status (including single status); ethnic or national origin; place of origin; gender identity, gender expression; disability; political convictions; religious belief or creed; sex; sexual orientation; social condition; and any other legally prohibited ground as defined in the Ontario Human Rights Code is expressly prohibited across Genumark in any work-related activity as well as in any employment practices.
2. **Diverse Recruitment, Development, and Retention:** we are committed to the identification and elimination of barriers to employment, or to success in employment, that adversely affect any applicant to, or employee of, Genumark, based on any of the grounds listed above. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. As such, Genumark is committed to reaching a wider applicant base and intentionally seeking association and exposure with various networking groups and membership societies that work with under-represented groups including Black, Indigenous, and People of Colour (BIPOC) as well as the LGBTQ+ community.

Additionally, Genumark rewards excellence and all employees are promoted based on performance. All managers are trained to ensure that employees are treated fairly and evaluated objectively.

3. **Employee Support and Community Programs:** Genumark provides a safe and pleasant environment for our employees. We offer: Flexible working time arrangements; Employee education assistance; Employee network and support groups; Open communications; Workplace Accommodation

Moreover, Genumark recognizes that there are distinct demographic groups that have long been disadvantaged, particularly Black, Indigenous, and People of Colour as well as the LGBTQ+ communities. We recognize that racism, ageism, sexism, and other forms of discrimination are problems both for our organization and society as a whole. Genumark is committed to tackling cultural stereotypes both within and outside our organization. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents (see Workplace Violence and Harassment Policy).

4. **DEIB Awareness and Training:** Genumark made a commitment in 2023 to actively promote our people first culture of inclusion and diversity. Through ongoing DEIB awareness and training programs, we hope to guide our employees to be Ambassadors for DEIB, wellbeing and human rights.

RESPONSIBILITIES

DEIB is everyone's responsibility at Genumark. It requires purposeful action every day. It is important that a joint approach from the company, managers, and employees is taken and that we recognize we all have obligations to achieve this.

Employee Responsibilities:

- Respecting the dignity and diversity of all people
- Creating an inclusive environment that is free from discrimination, harassment, and bullying
- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity, and belonging

Employers/Managers Responsibilities:

- Ensuring that employment-related decisions are free from discrimination
- Engaging in conscious inclusion and other behaviours that promote equity
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring)
- Providing reasonable accommodations for qualified individuals with a disability and for those with needs related to their religious observance or practices of personal religious expression. A reasonable accommodation depends on the facts and circumstances and is addressed on a case-by-case basis.
- Creating an inclusive and safe work environment that supports DEIB and behaviors that reinforce our values. This includes:
 - Ensuring a work environment that is free from discrimination, harassment and bullying
 - Consistently displaying inclusive leadership behaviors, valuing all perspectives, and listening to diverse points of view
 - Role modeling inclusive and respectful behavior in the work environment and all work-related activities
 - Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.
- Cultivating a culture that inspires respect for all employees, customers, vendors, contractors, and others in the work environment
- Contacting People & Culture when becoming aware of an employee who may be subject to discrimination, harassment or bullying
- Appropriately addressing any other behavior not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity, or inclusion

RAISING CONCERNS

All employees are expected to be aware of Genumark's policies around diversity, equity, inclusion and belonging and share the responsibility of upholding these policies. If any individual notes that a section of the policy is not



being upheld, they are encouraged to bring it to the attention of People & Culture or any member of our management and executive teams.

Any issues and non-compliance brought forward will be dealt with on a case-by-case basis along with all individuals involved in the incident or non-compliance.

Genumark will investigate, address, and respond to the concerns of our people or external stakeholders and will take appropriate corrective action in response to any violation. When our people or stakeholders raise concerns in good faith, there will be no negative consequences and they will be protected against retaliation.

FEEDBACK, CHANGES AND UPDATES

As part of our ongoing journey of learning and improvement around Diversity, Equity, Inclusion and Belonging (DEIB), we acknowledge that we have a lot more work to do to be a better catalyst for change, and we are open to on-going feedback from employees, clients, suppliers, volunteers, supporters and the wider public on how to do this.

Similarly, this document is a work in progress. In the spirit of continuous improvement and understanding the speed of change in society, this policy statement and our DEIB program are reviewed regularly, and any/all changes and updates will be shared accordingly.

If you have any questions or suggestions, please speak with any member of our leadership team or People & Culture.