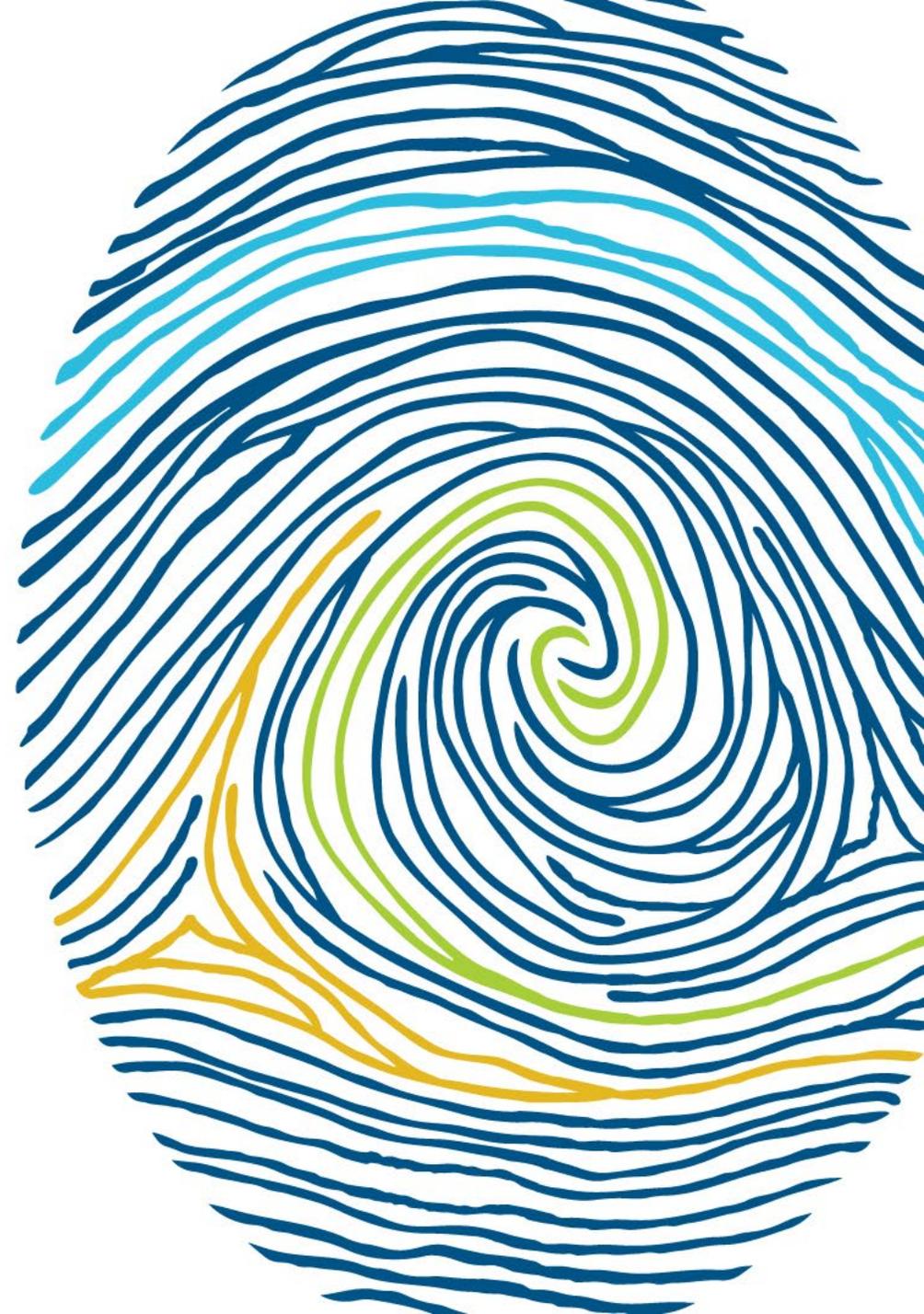


A Fortis for *everyone*

Inclusion and Diversity Framework



What Inclusion & Diversity Means to Us

Diversity

Diversity is the unique mix of our population and all our similarities and differences.

Inclusion

Inclusion is creating an environment that enables that mix to reach their ultimate potential.



Sexual
Orientation



Race



Parental
Status



Age



Religion



Disability



Income
Level



Gender



Our Goal

To create workplaces where everyone feels respected and empowered to bring their authentic selves to work.



Inclusion and Diversity Objectives



Have a workforce broadly reflective of the **diverse communities** we serve



Be a workplace that fosters a culture of **inclusion and diversity**



Support community groups working to **address diversity issues** important to us and our stakeholders



Ensure our leaders consistently **promote values and behaviours** of an inclusive and diverse workplace





Inclusive by Design



Talent

Have a diverse workforce with unique skills and abilities.



Culture & Identity

Be a workplace that fosters a culture of inclusion and diversity.



Community

Commit to the communities in which we work, live and play.

Talent

Have a diverse workforce with **unique skills and abilities**

- Increase equality of opportunities for all employees to reach their potential.
- Attract, train and empower a diverse workforce to increase leadership diversity, remaining committed to fair hiring and promotion practices, based on merit and free of bias and discrimination.



Culture & Identity

Be a workplace that fosters inclusion and diversity

- Foster mutual understanding, respect and communication to fully embrace the diversity of all employees.
- Build unity through appreciation of similarities and uniqueness.
- Create inclusive work environments where employees feel empowered to bring their authentic selves to work and do their best work.
- Leaders consistently model and promote the values and behaviours of a diverse and inclusive workplace.
- Create and socialize a shared language to discuss diversity and inclusion on a day-to-day basis





Community Engagement

Commit to where we *work, live, and play*

- Strengthen relationships with key stakeholders that reflect strong alignment with our inclusion and diversity aspiration.
- Connect our giving and volunteerism to our inclusion and diversity priorities.
- Leaders do what is right for employees, customers and the community.

