



Our Commitment to Creating a Safe and Inclusive Workplace for Everyone

At we believe that our greatest asset is our people. We recognize the importance of committing to a workplace that is safe and inclusive for everyone. By working together, we can build and maintain a positive and productive work environment. We are committed to implementing the following practices:

Professional Team Behaviours

- Recognizing our colleagues for the skills they have, not who they are.
- Sharing knowledge with new team members.
- Listening to and supporting each other.
- Valuing the differences that people bring to the workplace.
- Holding everyone accountable to respectful actions and words.

Facilities and Equipment for Everyone

- All PPE, workwear and equipment fits all workers safely.
- Equipment and tools are maintained in good repair.
- Washrooms and change rooms are safe, appropriate, and close to the worksite for all genders.
- Adhering to safe, clean and organized workspace standards.

Inclusive People Practices

- Measuring and celebrating diversity within the organization.
- All staff are trained on our harassment policy, how to report harassment, and the process to follow confidentially and appropriately.
- All staff have received training on safe and inclusive workplaces.
- Supporting unbiased hiring processes, including job postings with gender inclusive language and equal opportunity employer statements.
- Maintaining policies containing gender inclusive language.
- Supporting pay equity and equal opportunity for training and promotion.
- Providing consistent training with clear expectations and opportunities for feedback.
- Maintaining appropriate and consistent parental leave and pregnancy policies.
- Providing appropriate accommodation for family, childcare, and/or personal responsibilities.
- Our leadership team is a reflection of the entire team.

Name/ Position:

Website / E-Mail :

Signature

Date