

July 2022

## Inclusion and Diversity Policy: Diversity in Recruitment Program

Teranet is committed to the principles of Inclusion and Diversity as informed by provincial human rights codes, in every phase of the hiring process.

A key component to that commitment is its Diversity in Recruitment Program with the overarching mandate of increasing diversity within our candidate and applicant pools. The focus is on promoting applications from various disadvantaged segments of our community that have been traditionally underrepresented in the workforce. Its conception and implementation is consistent with the objectives of provisions in provincial human rights codes, relating to programs designed to assist disadvantaged individuals or groups.

We will track the degree of diversity within our talent pool by collecting information from applicants about their background. An important tool will be to encourage individuals responding to recruitment efforts and job postings to voluntarily self-identify in relation to: ethnicity/race, gender, disability, and military service. This data will allow us to assess if we have adequate and appropriate representation amongst those groups in our applicant stream.

Details gathered in aggregate at this critical stage of the recruitment process will be fundamental in assisting Teranet to appropriately assess the availability and distribution of diverse candidates and individuals. If it becomes apparent that a sourcing strategy or channel is not achieving a sufficiently representative applicant pool, we will revisit and pivot our overall attraction strategy. We would not hesitate to initiate appropriate alternative measures to achieve a more representative and equitable applicant pool.

Teranet is committed to protecting the privacy of its employees, contractors and partners. Any data collected as part of this voluntary program will be completely anonymized, retained and reported exclusively in aggregate and non-identifiable form, in accordance with Teranet's Privacy Policy and Inclusion and Diversity Policy.

Hiring managers and other Teranet employees involved in the relevant recruiting process will not be able to access or view any applicant's individual information, collected under this program. The data will not be used to inform or amend recruitment measures for an active, single recruitment file. The data collected will be used in the aggregate to inform recruitment corporate processes going forward. Access to the information provided is subject to Workday security parameters and is limited to select HR staff for the sole purpose of supporting Teranet's Inclusion and Diversity Policy.



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Elgin Farewell  
President and CEO



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Sudha Dwivedi  
Chief Human Resources Officer