

Our Commitment

Trace Associates Inc. (Trace) is committed to fostering and maintaining a culture of diversity, equity, and inclusion relating to every aspect of employment including recruitment, financial compensation, access to facilities, benefits, and performance management.

We embrace and safeguard our employees' differences in age, ethnicity, gender identity, language, culture, ethnicity, physical and mental ability, race, religion, marriage or civil partnership, pregnancy and maternity/paternity, and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. We recognize that diversity, equity, and inclusion help us build a stronger team and company. We will set goals, measure, and report our progress towards them.

Responsibilities

Our Director of Strategy will oversee our program and provide support to leadership to implement. Trace management will lead by example and ensure we comply with applicable legislation and regulations. Managers and supervisors will provide training and ongoing support to their people and address potential non-compliance issues. Our people will ensure this policy is implemented across all aspects of their work at Trace, including work with suppliers and clients, and will provide feedback to their supervisor or manager.

Guiding Principles

We will:

- Treat people equitably, fairly, and respectfully.
- Provide equal opportunity in every aspect of an employee's working role.
- Select employment, promotion, positions, and training based on the individual's own merits.
- Create an environment where individual differences and the different ways people contribute are recognized and valued, including representation of all groups and perspectives.
- Promote, internally and externally, greater understanding of diversity, equity, and inclusion.

Trace will take disciplinary action against those that breach this policy.

Adopted 31st day of August 2021.



President and CEO
Darrell J.I. Haight, B.Sc., P.Ag.



Chief Operating Officer
Rhonda L. Smith, B.Sc., P.Ag.