



## Diversity and Inclusion Policy

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At SciCorp, we are committed to fostering an inclusive and equitable workplace that values and respects the diversity of our employees, clients, and stakeholders. This Diversity and Inclusion aligns with Ontario government regulations. Our goal is to create an environment where everyone feels valued, empowered, and able to contribute their unique perspectives and skills.

### Scope

This applies to all SciCorp employees involved in our operations. It encompasses recruitment, hiring, training, promotions, interactions with clients, and all workplace activities.

### Objectives

- Promote a workplace culture that embraces diversity and inclusion.
- Ensure equitable access to opportunities, resources, and support for all employees.
- Mitigate unconscious bias and discrimination in all workplace practices.
- Attract and retain diverse talent reflective of the communities we serve.
- Enhance innovation and decision-making by fostering diverse perspectives.