



## Mindwire Diversity, Equity, and Inclusion Policy

At Mindwire Systems Ltd. (“ Mindwire”), we aim to create and foster a workplace that reflects and contributes to the diverse community in which we live. It also means fostering a fair and inclusive workplace that encourages dignity and respect for ideas and beliefs.

### Our Mission

We believe our vision, values, and purpose are strengthened when all members have a voice and are encouraged to contribute in a supportive environment. Therefore, we take a collective responsibility to create an environment where everyone feels included, respected, and comfortable to bring their whole self to work.

As the societal definition of diversity is constantly evolving, we are dedicated to fostering diversity, equity, and inclusion (DE&I). At Mindwire;

**Diversity** encompasses the differences among us based on what we experience or encounter in access to opportunities and resources.

**Equity** ensures everyone has access to the same opportunities and resources so that there is an equal opportunity to thrive.

**Inclusion** means fostering respect and a team spirit in the workplace and embracing and amplifying the multicultural perspectives, voices, and essence of Mindwire.

Mindwire will make every reasonable effort to ensure that it is a representative employer and resource supplier of, members of visible minority groups, people with disabilities, the LGBTQ2 community, and Indigenous peoples at all levels. All decisions regarding recruitment, hiring, promotion, compensation, professional development and training, and all other terms and conditions of employment, will be made without regard to race, religious beliefs, colour, gender, sexual orientation, marital status, physical and mental disability, age, ancestry or place of origin.

### Initiatives and Strategies

This first step approach for Mindwire identifies baseline appropriate behavior and actions expected of all our employees. Mindwire acknowledges the need for further support, education, and programming in the DE&I space. Mindwire is working towards the following:

- Ensuring an inclusive working environment free of discrimination at all stages of the employment or consulting onboarding life cycle,
- Developing plans to promote DE&I principles and cultural competencies among staff and resources across Mindwire,
- Create and execute diversity and inclusion strategies for underrepresented groups in recruitment, advancement, and retention. These strategies may include:
  - Expanding our recruitment efforts by advertising job opportunities on diverse professional networks, agencies, and social media.
  - Collaborating with external stakeholders to develop strategies and special programs to promote diversity in the workplace.

- Implementing and promoting programs for the training and development of underrepresented groups to eliminate and reduce barriers and improve their ability to obtain opportunities within the organization.
- Providing training to all employees to build awareness on diversity, anti-racism, and unconscious bias during onboarding and on an ongoing basis.

Everyone at Mindwire has a role to play in supporting our commitment to DE&I in the workplace. Each employee, regardless of position, is responsible for applying Mindwire Diversity, Equity, and Inclusion Policy on an ongoing basis and is expected to treat all other employees, clients, consultants, and suppliers with dignity and respect, in a fair and non-discriminatory manner, in all business related dealings.