IT Connex Inc.

Diversity Policy

October, 2020

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Introduction

At I.T. Connex Inc. ("IT Connex") we value the benefits diversity can bring to our stakeholders and to society at large. This policy has been established to enable us to promote the inclusion of different perspectives and ideas, mitigate against group think, and improve oversight and decision-making.

Diversity Principles

Guided by our overarching commitment to Leadership, Excellence and Continuous Improvement, an integral part of our business strategy and operating procedures is to foster a diverse and inclusive culture based on merit and free of conscious or unconscious bias.   For purposes of this policy, diversity includes business experience, geography, age, gender, visible minorities, Aboriginal/Indigenous/First Nations peoples, persons with disabilities, sexual orientation and other personal characteristics.

Important Challenges

Diversity-related challenges are a reality in a fast changing and complex world. Organizational diversity includes more than just racial, gender and religious differences.   It also encompasses different thinking styles and personality types, as well as other factors such as physical and cognitive abilities and sexual orientation, all of which influence the way people perceive the world.

Diversity Commitment

As a service provider in the IT Staffing Industry, we seek and are committed to achieving greater diversity, encompassing inclusion, and engaging all team members in our culture.

We are committed to:
- Seeing diversity as connected to our mission and critical to ensure the well being of our staff and communities we serve.
- Promoting diversity through our recruitment and hiring practices and exploring underlying, unquestioned assumptions that interfere with inclusiveness.
- Carefully considering all the knowledge, experience and backgrounds of each individual candidate without focusing on a single diversity characteristic.
- Reflecting on key stakeholder interests (including employees, partners, prospective customers, communities) that affect or are impacted by IT Connex and its activities as it pertains to diversity.
- Making clients and suppliers aware of our diversity policy, and fully explain the advantages of greater diversity in the workforce as well as making the appropriate accommodations to support it.
- Leading with respect and tolerance. We expect all employees and contractors to embrace this notion and to express it in workplace interactions and through everyday practices.
- Creating opportunities for other traditionally underrepresented suppliers, such as women, minorities, indigenous and LGBTQ2+ persons.

Overall Scope

The word 'Diversity,' from a policy perspective, is often associated with Inclusion and Equity. We are aware of the interconnections amongst those three words, what they mean and the differences between them, and in turn our policy reflects our desire to model the core values of each as we strive to advance our mission.

Diversity

Diversity is the presence of difference within a given setting. With the workplace as the setting, differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. However, a person isn't diverse. They're unique. They can bring

diversity to a group though. Thus, it's not about looking for a diverse candidate. Diversity is about a collective or a group.

Inclusion

Inclusion has to do with people with different identities feeling and/or being valued, leveraged, and welcomed. We ensure all our employees and contractors know they are welcomed and valued and are given opportunities to grow.

Equity

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is not. IT Connex is committed to ensuring that people with marginalized identities have the opportunity to grow, contribute, and develop.

Diversity Objectives

Principal Focus

1.0 Enhance diversity in talent management by establishing a strategy for including underrepresented groups in recruitment. This strategy may include expanding recruitment efforts by advertising job opportunities to diverse professional networks and through the establishment of relationships with partners to attract applicants from underrepresented groups.

Employee and Contractor Responsibility

Employees:
- Participate in any special programs or training to build awareness about diversity.

- Promote and foster a positive and respectful workplace both internally and externally (i.e. with Contractors)

Contractors:

- When working at a Client site, foster diversity by demonstrating willingness to participate in any special programs or training to build awareness about diversity.
- Promote and foster a positive, respectful and inclusive workplace

Communication and Continual Improvement

Our diversity policy is on public display, on IT Connex's website and included in our Employee Handbook. We include periodic discussions of the policy during staff, contractor and supplier meetings.

Our policy is physically posted in:

- IT Connex's office
- Places where employees regularly have meetings

We will review and update the policy periodically to ensure it remains relevant as our company grows and changes.

Related Policies and Information

Additional policies support our intentions as they pertain to diversity:

- Code of Conduct
- Business Ethics

Diversity Designations:

- IT Connex is WBE certified