POLICY
Equity, diversity, and inclusion

At BPA, we are dedicated to promoting a workplace where equity, diversity, and inclusion (EDI) are central to our culture and work practices. We believe that having diverse talents, experiences, and perspectives strengthen our ability to innovate and meet the needs of our employees, customers, and community.

We view EDI as an essential part of our organization's success. Together, we are working to create an environment where all employees feel valued, included, and empowered to fully contribute to our mission.

Purpose

By adopting this policy, BPA is fulfilling its commitment to providing all its employees with a healthy, safe, respectful workplace and environment that values equity, diversity, and inclusion.

This policy contains useful information to prevent discrepancies and offers practical solutions to inappropriate behaviour.

Scope

This policy applies to all employees, interns, and anyone interacting with BPA (clients, suppliers, consultants, visitors). It includes all work-related activities, including social events and business trips.

Policy

BPA will not tolerate any form of exclusion. BPA has taken steps to prevent inappropriate behaviour and to respond effectively to situations of discrimination based on race, colour, sex, gender identity, pregnancy, sexual orientation, marital status, age, religion, political beliefs, language, ethnic background, social status, disability, or any other characteristic protected under the *Charter of Rights and Freedoms*.

Equity

We provide an environment where all individuals, regardless of their personal attributes, have the chance to grow professionally.

Promoting Diversity

We support equal representation of diverse groups by considering cultural, social, and professional traits and implementing recruitment, training, and development programs designed to attract and retain a wide variety of talent.

Active Inclusion

We strive to create a workplace where everyone’s voice is heard and their contributions are valued and respected.

Discrimination

We are dedicated to establishing clear and effective measures to prevent all forms of discrimination and harassment. We aim to foster a culture of mutual respect, recognizing and celebrating differences as a source of strength. Discrimination refers to any distinction, exclusion, or preference—whether intentional or unconscious—rooted in stereotypes or biases that discredit or stigmatize individuals based on personal attributes.

Our Commitment

We are dedicated to actively attracting, selecting, and retaining diverse talent, ensuring equal opportunities for all to succeed and grow. At BPA, we are committed to fostering equal employment opportunities and building a team that reflects the diversity of the communities we serve. To achieve this, we must implement measures to address systemic barriers, including unconscious biases, and actively promote the inclusion of underrepresented groups, such as women, Indigenous peoples, visible and ethnic minorities, and persons with disabilities.

As a result, BPA is committed to:

- Integrating equity, diversity, and inclusion into all its policies, processes, and tools, particularly in recruitment, selection, onboarding, integration, retention, development, and promotion of employees.
- Ensuring a healthy, respectful, and safe workplace that actively values equity, diversity and inclusion.
- Promoting equal representation of diverse groups while considering cultural, social, and professional differences.

Roles and Responsibilities

BPA Executive Committee

The Executive Committee approves the equity, diversity, and inclusion strategy and related action plans. It also actively promotes EDI in all BPA activities and reviews progress on implementing the action plans annually.

BPA Community

All members of the BPA community should feel concerned by the issues of diversity, equity, and inclusion. All members are responsible for:

- Helping to maintain a healthy, respectful workplace and environment that values diversity, equity, and inclusion, as outlined in this Policy's guiding principles.
- Behaving respectfully and appropriately in all circumstances.
- Taking responsibility for their actions, reactions and behaviours and their consequences for others.
- Remaining alert to discrimination and promptly reporting any concerns or incidents, they experience or witness, in good faith, to the appropriate person.

Managers

Managers must actively support and promote equity, diversity, and inclusion both within BPA and externally. They are responsible for implementing this Policy and for encouraging inclusive behaviour, mainly:

- Promoting and raising awareness within their teams about the importance of EDI, as well as the available recourses for addressing concerns.
- Working with Human Resources to take proactive and corrective measures to address any situation that violates the EDI policy.

Human Resources Team

The Human Resources Department is responsible for:

- Raising awareness and informing employees and managers of the content of this policy.
- Consulting managers and providing them with advice.
- Advising employees about their rights and options.
- Receiving complaints or reports and ensuring that appropriate action is taken.
- Conducting investigations (or entrusting them to an external investigator) as needed and working in collaboration with the persons concerned.

Procedure for Reporting and Addressing Complaints

If you experience or witness behaviour that you believe is discriminatory, we encourage you to report it promptly to your manager or another trusted authority figure, and the Human Resources Department.

For detailed steps on how to report a situation, please refer to our Workplace Harassment Prevention Policy.

Managers who receive a complaint—whether verbal or written—or observe inappropriate behaviour must notify the Human Resources Department immediately to ensure the matter is addressed without delay.

Employees who report concerns in good faith or cooperate with an investigation will not face reprisals.

Resources

We encourage you to reach out to our Employee Assistance Program for any support you may need.

We regularly monitor our progress on EDI initiatives. We have established clear indicators to assess the effectiveness of our actions and ensure we are meeting our objectives.