



Equity, Diversity and Inclusion Policy

Quinn & Partners Inc.



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Introduction

At Quinn & Partners, we are committed to building fulfilling careers and working together to advance sustainability in business and capital markets. An integral part of sustainability, equity, diversity and inclusion (EDI) is a set of intentional practices that includes understanding, appreciating, and respecting unique qualities, perspectives, and experiences. EDI also supports the involvement and empowerment of all individuals as their authentic selves.

We embrace EDI practices to address systemic oppression, unconscious biases and discrimination, and do our part to contribute to solutions in our company, work, partnerships and community. As a certified B-Corporation, we lead by example and implement best practices in our organization. As trusted sustainability advisors, we encourage good EDI practices with our clients and partners.

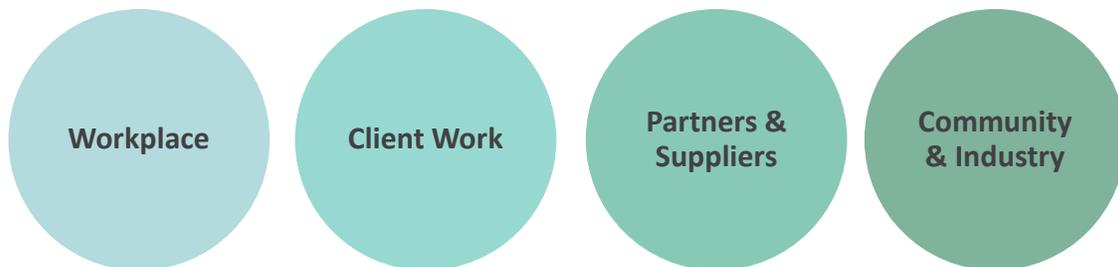
Beliefs

At Quinn & Partners, we believe when people feel valued, respected and included, they can achieve their full potential, be more productive, and feel successful and fulfilled. Diverse backgrounds, experiences, perspectives and voices enhance our ability to learn, grow, develop, innovate and contribute richer, more excellent advice for the betterment of our clients and society at large.

EDI is reflected in our culture, creates value for us, our clients and other stakeholders, and is important to our success. Prioritizing EDI comes from the top, but it is our collective responsibility. We do this by listening, learning and acting in the spirit of genuine progress. We are committed to continuous improvement and exploration and hold ourselves accountable for positive EDI outcomes.

Focus Areas

To support our beliefs, we direct our efforts in four focus areas:



1. Workplace

We envision a workplace culture where everyone feels like they belong, has opportunities and are empowered to contribute, and where we continuously increase diversity across the entire company.

To realize this vision, we commit to:

- Minimize conscious and unconscious biases within our recruitment, interview and hiring decision processes
 - Action 1: Implement controls and training to reduce unconscious bias in our hiring practices
- Grow a qualified team with diverse backgrounds and experiences
 - Action 2: Identify channels to attract diverse candidates and encourage access for equity-seeking groups¹ in our recruitment process
 - Action 3: Consider team diversity in hiring decisions
- Provide equal access to professional development, resources and opportunities
 - Action 4: Offer equal access to use of our Conference and Training Policy, internal training and mentoring by senior team leaders
 - Action 5: Provide standardized annual performance evaluations that integrate adherence to the EDI Policy, input from multiple team members and incorporate self-directed professional development goals
 - Action 6: Track and report back on pay equity
- Foster a culture of inclusivity, kindness, continuous learning and improvement, openness, accountability and respect for everyone's perspectives and lived experiences
 - Action 7: Survey our team annually to solicit self-reported diversity statistics, assess perspectives on our performance and integrate feedback
 - Action 8: Introduce a safe and confidential way to voice concerns relating to EDI, harassment or other company practices, and address all reported issues in a timely manner without the threat of retaliation
 - Action 9: Develop best practices around inclusive/empowering meeting facilitation to ensure all team members are introduced and can contribute in client meetings and external events
- Stay informed of EDI issues and best practices
 - Action 10: Establish an EDI Committee and allocate resources to advance initiatives
 - Action 11: Provide opportunities for all team members to contribute to EDI initiatives and support employee-led initiatives
 - Action 12: Identify EDI awareness topics, best practices and training resources
 - Action 13: Provide external training to raise awareness on key EDI topics

¹ Equity seeking groups are communities that experience significant collective barriers to equal access, opportunities and resources due to disadvantage and discrimination. In the *Employment Equity Act*, the four designated employment equity groups are women, aboriginal peoples, persons with disabilities and members of visible minorities. Quinn & Partners recognizes that many dimensions of diversity (e.g., age, family and marital status, gender identity and expression, sexual orientation) are associated with systemic barriers.



2. Client Work

We envision providing advice to our clients that reflects EDI best practices and working with our clients to and advance their own EDI journeys.

To realize this vision, we commit to:

- Support clients to build awareness and implement EDI best practices
 - Action 1: Integrate EDI into all strategy frameworks we develop
 - Action 2: Recommend EDI best practices and refer EDI experts and resources, as appropriate
- Role model EDI practices and respectful, inclusive behaviours in all our client and professional interactions

3. Partners & Suppliers

We envision working with diverse partners and service providers across our supply chain who share our EDI values and embrace best practices.

To realize this vision, we commit to:

- Ensure all our purchasing decisions consider supplier diversity
 - Action 1: Assess suppliers' EDI-related policies and practices as a consideration in major procurement decisions
 - Action 2: Track our spend on goods and services procured from small businesses and businesses owned by members of equity-seeking groups
- Encourage EDI best practices from our partners and suppliers
 - Action 3: Share our EDI policy with partners we collaborate with

4. Community & Industry

We envision our team being active members of the community and driving positive change on EDI issues across the industry.

To realize this vision, we commit to:

- Encourage team members to participate and contribute to EDI-focused community organizations and not-for-profits
 - Action 1: Provide paid volunteer time to all employees, including EDI-focused organizations
 - Action 2: Formalize an approach to employee donation matching in the Employee Handbook
- Collaborate with EDI-focused organizations, including professional networks, student organizations and not-for-profits
 - Action 3: Establish and maintain a list of EDI organizations
- Participate in industry events and panels where equity-seeking groups are represented, and encourage participant diversity in all events we contribute to
 - Action 4: Develop a position statement that can be shared with event organizers that outlines our perspectives on EDI and encourages best practices for representation



Scope

This Policy applies to all Quinn & Partners employees across all work situations and interactions, including, but not limited to, those at our place of work, while working from home/off-site, off-site meetings, conferences and training courses, business trips, and any other work-related functions or events. We strive to integrate the policy commitments in all decisions - as an employer, advisor, purchaser and community stakeholder.

Responsibilities

- All employees are responsible for implementing policy actions and are expected to practice personal and mutual accountability for their behaviour and actions
- The EDI Committee supports implementation through idea generation, design and implementation of EDI initiatives, awareness building and external partnership development
- The Leadership Team and the EDI Committee are collectively responsible for monitoring and continuous improvement. Specifically, we will:
 - Monitor EDI performance metrics, to be agreed upon
 - Evaluate progress to inform updates
 - Report internally to all team members and externally on select metrics
- The Leadership Team is responsible for oversight and approvals, and will review this policy annually

Sign-off

Francisca Quinn
President
QUINN & PARTNERS INC.

November 15, 2021

