

EQUITY, DIVERSITY + INCLUSION POLICY

Revised November, 2024

Quinn+Partners Equity, Diversity + Inclusion Policy

Introduction

At Quinn+Partners (Q+P), we are committed to building fulfilling careers and working together to advance sustainability in business and capital markets. Equity, diversity and inclusion (EDI) is a set of intentional practices that includes understanding, appreciating, and respecting unique qualities, perspectives, and experiences. EDI 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 positive change in our company, work, partnerships and community. As a certified B-Corporation, we lead by example and implement best practices within our organization. As trusted sustainability advisors, we promote strong EDI practices with our clients and partners.

Beliefs

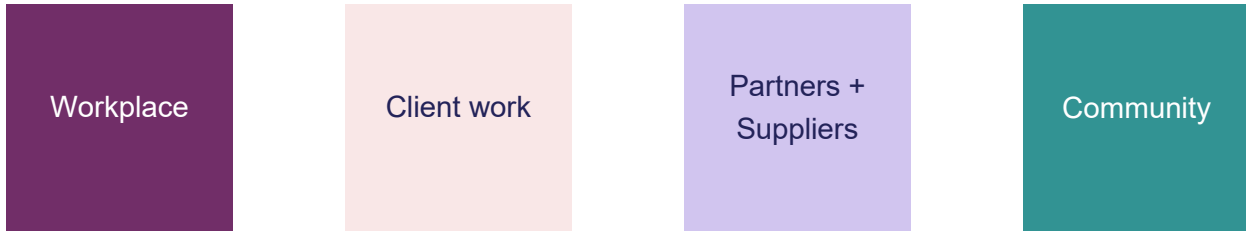
Our mission is to advance sustainability integration in business and capital markets. We believe that integrating sustainability enhances reputation, manages risks, realizes efficiencies, drives innovation and contributes to more resilient, future-oriented businesses. Sustainability is a catalyst for positive change that creates shareholder value every step of the way and EDI practices are a part of that.

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:



Each focus area includes commitments, defined below.

Workplace

We envision a diverse workplace underpinned by a culture where everyone feels like they belong, has opportunities and are empowered to contribute.

To realize this vision, we commit to:

1. Minimize conscious and unconscious biases within our recruitment, interview and hiring decision processes.
2. Grow a diverse, qualified team.
3. Provide equal access to professional development, resources and opportunities.
4. Foster a culture of inclusivity, kindness, continuous learning and improvement, openness, accountability and respect for everyone's perspectives and lived experiences.
5. Build awareness of EDI issues and best practices.
6. Integrate EDI accountability mechanisms across the firm, including the business strategy and People + Culture programs.
7. Explore how the organization can contribute to the Reconciliation with First Nations, Inuit and Métis.

Client Work

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

To realize this vision, we commit to:

8. Embed EDI into our advice and support clients through EDI-related services.

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:

9. Ensure our purchasing decisions consider supplier diversity.

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:

10. Encourage team members to contribute to EDI-focused community organizations and not-for-profits.

Scope

The Equity, Diversity + Inclusion Policy (Policy) applies to all Quinn+Partners employees in all work situations and interactions, including our workplace, remote work, off-site meetings, conferences, training courses, business trips, and other work-related events. We strive to integrate the Policy commitments in all decisions – as an employer, advisor, purchaser and community stakeholder.

Implementation

For each focus area, we take action on an annual basis, as defined in Quinn+Partners' Annual EDI Action Plan. Examples of actions are outlined in Appendix A.

All employees are responsible for implementing Policy actions and are expected to practice personal and mutual accountability for their behaviour and actions.

Quinn+Partners' EDI Committee is leading 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. Table 1 summarizes responsibilities by role.

Table 1: Roles and responsibilities

Role	Responsibilities
Leadership Team	<ul style="list-style-type: none">• Act as champions and help reinforce EDI-aligned cultural norms and behaviour across the company• Approve annual objectives, plan and budget• Review and approve EDI policy annually
People + Culture Business Partner	<ul style="list-style-type: none">• Provides support to ensure EDI practices are reflected across the firm• Collaborate with the EDI Committee to deliver on the annual action plan e.g. collect demographic data• Present EDI metrics related to People + Culture policies and programs e.g. recruitment
EDI Committee Chair	<ul style="list-style-type: none">• Lead periodic meetings• Oversee and manage delivery of annual action plan

Role	Responsibilities
EDI Committee Focus Area Leads	<ul style="list-style-type: none"> • Initiate ideas • Coordinate and execute the completion of action plan items for their respective focus area i.e. Workplace, Client Work, Partners + Suppliers, Community • Monitor and report on progress • Challenge the organization to improve, articulating ways for the company to continue to progress • Role model for others in the company
EDI Committee Members	<ul style="list-style-type: none"> • Support Focus Area Leads to complete action plan items

Reporting

EDI-related progress is reported annually in Q+P’s Sustainability Report.

Policy Administration

This Policy is reviewed annually. It was initially adopted on November 15, 2021. Reviews were approved in August 2023 and November 2024.

Respect of EDI Policy, Complaints or Violation

If you directly witnessed or suspect behaviour that conflicts with this Policy, you can contact Quinn+Partners’ [Ethics hotline](#).

Appendix: Ongoing Actions

Focus area	Commitments	Ongoing actions
Workplace	1. Minimize recruitment bias	Action 1.1: Implement controls and training to reduce unconscious bias in our hiring practices.
	2. Grow a diverse, qualified team	Action 2.1: Identify channels to attract diverse candidates and encourage access for equity-seeking groups ¹ in our recruitment process. Action 2.2: Consider team diversity in hiring decisions.
	3. Equal access to professional development, resources and opportunities	Action 3.1: Offer equal access to use of our Conference and Training Policy, internal training and mentoring by senior team leaders. Action 3.2: 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 3.3: Track and publicly report back on pay equity across various markers of diversity.
	4. Foster a culture of inclusivity, kindness, continuous learning and improvement, openness, accountability and respect	Action 4.1: Survey our team annually to solicit self-reported diversity statistics, assess perspectives on our performance and integrate feedback. Action 4.2: Offer 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 4.3: Develop best practices around inclusive/empowering meeting facilitation to ensure all team members are introduced and can contribute to client meetings and external events. Action 4.4: Develop an EDI scorecard to measure, assess and report progress towards our EDI commitments. Action 4.5: Introduce an Inclusive Holiday Policy for team members who observe cultural and/or religious traditions and holidays that are different from those marked as statutory in their province. Action 4.6: Tailor our benefits to maximize their value for diverse team needs and preferences.
	5. Build awareness of	Action 5.1: Establish an EDI Committee and allocate resources to advance initiatives.

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.

Focus area	Commitments	Ongoing actions
	EDI issues and best practices	<p>Action 5.2: Provide opportunities for all team members to contribute to EDI initiatives and support employee-led initiatives.</p> <p>Action 5.3: Identify EDI awareness topics, best practices and training resources.</p> <p>Action 5.4: Provide external training to raise awareness on key EDI topics that interest the team.</p> <p>Action 5.5: Expand Q+P's expertise and develop EDI resources and best practices.</p> <p>Action 5.6: Learn on Indigenous Reconciliation.</p>
	6. EDI accountability	<p>Action 6.1: Include EDI in Q+P Strategy.</p> <p>Action 6.2: Embed EDI into the Q+P Impact Report.</p> <p>Action 6.3: Integrate anti-bias in recruiting and performance management system.</p>
	7. Explore how to contribute to Reconciliation with First Nations, Inuit and Métis	<p>Action 7.1: Explore actions to advance Truth and Reconciliation in our activities and services.</p>
Client Work	8. Embed EDI in existing services	<p>Action 8.1: Integrate EDI into all strategy frameworks we develop.</p> <p>Action 8.2: Role model EDI practices and respectful, inclusive behaviours in all our client and professional interactions.</p>
Partners + Suppliers	9. Consider supplier diversity	<p>Action 9.1: Assess suppliers' EDI-related policies and practices as a consideration in major procurement decisions.</p> <p>Action 9.2: Track our spend on goods and services procured from small businesses and businesses owned by members of equity-seeking groups.</p> <p>Action 9.3: Share our EDI policy with partners we collaborate with.</p>

Focus area	Commitments	Ongoing actions
Community + Industry	10. Encourage team members to contribute to EDI-focused community organizations and not-for-profit	Action 10.1: Provide paid volunteer time to all employees, including EDI-focused organizations. Action 10.2: Formalize an approach to employee donation matching in the Employee Handbook. Action 10.3: Collaborate with EDI-focused organizations, including professional networks, student organizations and not-for-profits. Action 10.4: Collaborate with the Community Committee to develop an approach to engage, support and identify volunteer and fundraising initiatives with EDI-focused organizations and groups across Canada.

