

St. John's  
 Halifax  
 Charlottetown  
 Saint John  
 Moncton  
 Fredericton  
 Quebec City  
 Montreal  
 Ottawa  
 Toronto  
 London  
 Winnipeg  
 Saskatoon  
 Regina  
 Edmonton  
 Calgary  
 Vancouver  
 Victoria  
 Yukon



Alabama  
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 New Mexico  
 New York  
 North Carolina  
 North Dakota  
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 Pennsylvania  
 Rhode Island  
 South Carolina  
 South Dakota  
 Tennessee  
 Texas  
 Utah  
 Vermont  
 Virginia  
 Washington  
 West Virginia  
 Wisconsin  
 Wyoming

## FACILITY PLUS DIVERSITY AND INCLUSION COMMITMENT

Facility Plus considers diversity and inclusion a cornerstone of our business. We live and work in some of the most diverse communities in the world and we believe that our business should reflect our community. A company is made up of people; a group of individuals ready to face challenges and overcome obstacles through teamwork. Facility Plus is enriched by the diverse backgrounds and lived experiences of our staff. We believe that a diversity of origins brings about a diversity of ideas and a diversity of ideas leads to innovation and business success.

We are committed to promoting diversity and inclusion in our employment practices and in our contracting relationships together with our suppliers and partners. We seek to foster an environment of understanding and respect for human differences and encourage all Facility Plus employees and members of our community to do the same in their daily work and lives.

The purpose of Facility Plus's Diversity and Inclusion Commitment is to set out our commitment and strategy to maintaining a diverse and inclusive business free of discrimination in all forms.

### Commitment

Facility Plus is committed to always upholding the Ontario Human Rights Code in our relationships with our customers, our clients, our employees, and members of our community. We are committed to implementing and maintaining best practices and strategies to enhance equality, diversity, and inclusion at Facility Plus.

According to the Ontario Human Rights Code no one may discriminate against an individual because of any ground listed in the Code. We are committed to always complying with the Code at all stages of the employment relationship and in the provisions of our services.

Facility Plus is committed to providing information in an accessible way upon request. We are committed to complying with and upholding the Accessibility for Ontarians with Disabilities Act. We believe that everyone, regardless of their abilities, is entitled to participate with dignity and with respect.

### Recruitment and Onboarding

In order to promote diversity and inclusion at Facility Plus, we will set out our commitment to diversity and inclusion in our recruitment materials, such as job notices and in communications with candidates. We will provide such communications in an accessible format where requested.



Service excellence since 1987

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It is Facility Plus's aim to have a workplace that reflects our community, and it is our intention to achieve that goal by recruiting the best talent and strengthening our culture of diversity and inclusion. This includes recruiting from diverse communities, enhancing our recruiting strategies and continuing to emphasize and promote recruitment strategies that foster diversity and inclusion at our company.

**Retention**

To achieve Facility Plus's goals of enhancing and supporting diversity and inclusion we are committed to promoting a culture of respect among our employees and members of management. We will ensure that all employees are aware of and uphold our policies relating to respect and non-discrimination in the workplace.

Facility Plus strives to enhance and promote work practices that foster diversity of thought and help us build diverse, resilient teams with wide ranging perspectives. To achieve these goals, we strive to continually increase our knowledge of effective diversity and inclusion practices that will enhance the performance of both our individual employees and of our organization.

**Advancement**

When considering advancement at Facility Plus, we shall always do so in light of our commitment to diversity and inclusion. We will develop and communicate clear expectations for advancement at our organization to ensure that we maintain a diverse leadership with a broad range of perspectives and experiences. We will further ensure that individuals in roles of leadership or management at Facility Plus are aware of and uphold our commitment to diversity and inclusion. Facility Plus will do so by providing training and education on workplace diversity for individuals in decision making roles.

