



## **Canaccord Genuity - Diversity in the Workplace**

### **I. Mission Statement/Overview:**

Canaccord Genuity Group Inc. ("Canaccord Genuity" and "Company") and all its subsidiaries aim to create a workplace where diversity is encouraged and in which all employees have the opportunity to realize their potential for excellence.

We believe that diverse teams create better business outcomes, and we welcome employees from all backgrounds. We appreciate the insight and experience employees have to offer and endeavor to build a workforce as diverse and inclusive as our client base.

### **II. Purpose**

This diversity policy (the "Policy") is intended to be used as a guideline to promote equal opportunities for all Canaccord Genuity employees and potential employees globally, where the ability to contribute to and access employment and promotional opportunities is based on performance, skill and merit without bias.

Canaccord Genuity is committed to meeting and exceeding the expectations of our shareholders and other stakeholders, and to be known as an employer of choice with a commitment to recruiting and retaining a skilled and diverse workforce.

In respecting and valuing the diversity among our employees and all those with whom we do business, the Company strives to foster a work environment free of all forms of discrimination and harassment.

The Company complies with all applicable laws governing equal employment and anti-discrimination and nothing in this Policy is intended in any way to detract from these obligations.



### **III. Resources**

#### **Diversity Committee**

Canaccord Genuity, in its commitment to building a diverse and inclusive workplace, has established a "Global Diversity Committee," Comprised of representatives from each of our primary businesses and regions where we operate. The Global Diversity Committee will engage with Company leadership to guide, build and adapt our Policy over time, ensuring that it grows and evolves with the business.

#### **Policies:**

The following global corporate policies (in combination with additional regional and business-specific policies), reflect our commitment to conducting all business activities in accordance with our core values and in alignment with the letter and spirit of applicable laws and regulatory requirements. These policies are intended to support an environment of partnership, professionalism and integrity in all that we do and to guide us in making the right decisions when performing in our jobs.

- Code of Business Conduct & Ethics
- Disclosure Controls Policy

### **IV. Responsibility and Authority**

In its support and commitment to a diverse and inclusive workplace, the responsibility and authority for the oversight of the Policy rests with the Global Operating Committee, utilizing the support of senior management, regional HR representatives and the Global Diversity Committee.

Effective management of our workforce diversity policy is an important strategic objective. Every manager of the Company is expected to abide by this policy and uphold the Company's commitment to workforce diversity and all employees are encouraged to foster the spirit of diversity and inclusion in their daily roles at the Canaccord Genuity.



With support from the Board of Directors, the Global Operating Committee will strive for diversity in the selection criteria of new members to the senior leadership team and is committed to incorporating diversity in its succession planning to ensure a leadership team that is representative of our workforce and supports the best interests of our clients and shareholders.

**VI. Initiatives and Reporting**

The Global Diversity Committee will proactively monitor Company performance in meeting the standards outlined in this Policy, reporting on a regular basis to the Global Operating Committee on all diversity initiatives, progress and outcomes.

**VII. Review of the Policy**

This Policy will be reviewed and evaluated on an annual basis. The Company may revise the Policy in its absolute discretion,