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Our Approach to Diversity, Equity and Inclusion



At Addenda Capital, every person counts, which is why we position people at the heart of our strategy by recognizing the unique value of every individual. Diversity, equity and inclusion (DEI) transcend the realm of abstract concepts for us; instead, they are principles that inform the way we do business. They are the driving force behind the transformation of our organization.

By valuing the richness of each of the people who work within the firm and those with whom we collaborate, Addenda Capital makes the most of its individuality and encourages the emergence of value-creating ideas. This inclusive approach enables us to better understand and integrate our clients' needs, a responsibility shared by all members of our team.

Addenda's approach includes a number of specific actions:

- Adoption of a policy on diversity, equity and inclusion in 2021.
- Becoming a signatory to commitments related to DEI.
 - Adoption of the CFA Institute's DEI code.
 - Canadian Investor Statement on Diversity and Inclusion (recognizing the "existence of systemic racism and its impact on Black and Indigenous communities and People of Colour in Canada and globally").
 - Statement by investors in support of the UN Women's Empowerment Principles and the achievement of gender equality.
- Self-identification questionnaire for the organization's staff.
- Internal pay equity process for all positions within the organization.
- Creation of an internal corporate sustainability committee, bringing together employees from various sectors.
- Highlighting of key events during the year, such as Black History Month, Women's Day and National Day of Truth and Reconciliation.
- Audit of practices in talent management by an external firm with expertise in IED.
- Development of training on unconscious bias/prejudice to be included in the integration process for new employees.