

EQUITY, DIVERSITY, AND INCLUSION POLICY STATEMENT

Limen is committed to building and fostering a fair and inclusive workplace which values diversity and encourages respect for dignity, beliefs, and ideas consistent with the principles outlined in the Ontario Human Rights Code (the “Code”), and the Accessibility for Ontarians with Disabilities Act (AODA). Limen recognizes the value of identifying and removing barriers and promoting inclusion in the workplace.

Limen is committed to embedding the principles of equity and inclusion into the way Limen does business, delivers service and provides opportunities. Diversity is an important value of the organization, where each employee is respected and valued for their differences. A diverse workplace benefits employee by allowing them to feel valued for their differences by the organization and creating opportunities for advancement. The organization is committed to identifying and removing barriers for diverse employees in recruitment, advancement, and retention.

Limen supports this by:

- Coordinating, informing, or supporting organizational change strategies that are designed to acknowledge and redress systemic, structural, and historical disadvantage in employment and educational policy and practice, promote a culture of inclusion and advance sustainability.
- Providing information, training and educational opportunities, and capacity building in the areas of equity, accessibility, human rights, and sustainable practices.
- Encourage and prioritize business with diverse suppliers, owned by members of equity-seeking communities.

The creation of a workplace that is equitable, diverse, inclusive, respectful and protects the human rights of all employees, contractors, and customers, including those equity-seeking communities such as women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions, requires the work of every member of Limen, across all our branches and jobsites. Limen will strive to ensure diversity, equity and inclusion is represented in all areas of the organization including policies, procedures, and practices.

Antonio Lima

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Founder, President & Chief Executive Officer

Date: April 1, 2023