



CHARTER - OUR COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

This charter sets forth the Old Port of Montréal Corporation (OPMC)'s engagement towards social responsibility. It attests to our commitment to pursue our activities in such a way that is always increasingly **equitable, inclusive, and mindful of diversity** while striving to strike a balance between social impact, environmental stewardship, and financial resilience.

OUR APPROACH

Our commitment to social responsibility was subject to a strategic planning process which involved an organizational audit that allowed us to assess how environment, accessibility, and equity, diversity and inclusion as well as heritage are embedded in our management practices and organizational model and to identify the issues to be addressed to pursue progress and improve overall performance. A governance structure, that includes four specific action plan implementation committees, was also put in place to help steer and efficiently implement our strategy over the coming years.



The Old Port of Montréal manages and develops a lively cultural and urban recreational tourism site where activities and discoveries abound.

STRATEGIC STATEMENT

Through the strategic development of its programming and a sustained approach to its land site planning: offer Canadians an authentic site anchored in its community where each experience is made memorable; and take leadership in socially responsible practices.



The Montréal Science Centre provides each visitor with opportunities to learn how to use science and technology to build their future.

STRATEGIC STATEMENT

Through the development of bold and innovative programming, supported by a vast community in science and technology: awake Canadians to current and future issues; and take leadership in socially responsible practices.

OUR EQUITY, DIVERSITY, AND INCLUSION TARGETS

The following targets were adopted in view of achieving our vision of equity, diversity and inclusivity:

1. LEARNING AND GROWTH

Target 1 : Diversify and multiply sources of diversity training deployed by way of an ongoing learning approach.

Target 2 : Ensure that employees are satisfied with the learning initiatives put into action by the committee and that their level of satisfaction be gauged by survey.

2. REPRESENTATION

Target 1 : Be innovative in our staffing efforts as to realistically ensure employee recruitment and retention increases and maintains the diversity of our workforce.

3. CULTURE OF INCLUSIVITY

Target 1 : Promote the Corporation's equity, diversity, and inclusion (EDI) management policies and practices.

Target 2 : Offer employees means and channels of communication to express their views about issues of diversity and inclusion they deem important.

Target 3 : Increase employee participation and mobilization during events led by the Corporation as to strengthen their sense of belonging and inclusion.

Target 4 : Deploy initiatives that help us think critically, probe, and innovate and reach as many employees as possible within our organization.

4. AWARENESS

Target 1 : Share information about all of the OPMC's products and cultural programming as well as all key dates relevant to different communities as to promote the celebration of diversity across all our teams.

Target 2 : Maintain partnerships with organizations and create opportunities for collaboration to help promote our programming products to diverse audiences.

Target 3 : Uphold guiding principles and follow best practices in the design and operation of programs and services, specifically by applying the GBA+ process more broadly across the Corporation's projects and initiatives.

OUR VISION OF EQUITY, DIVERSITY, AND INCLUSIVITY FOR 2030

In 2030, consultation with our internal and external stakeholders is an integral part of our management approach. Both are consulted to help guide the Old Port's and the Science Centre's strategic or innovation decisions. The ongoing engagement of these stakeholders gives credence to the exemplariness that we strive for through our actions and choices.

Among our priorities are equity, diversity and inclusion. These are rooted in education, representation, awareness as well as a culture of diversity among all our employees. The multiplicity of the organization's EDI efforts allow us to remove barriers and reduce obstacles that diverse audiences may come up against and ensure an **inclusive and equitable** work environment for our employees.

Lastly, and jointly with our partners, we promote knowledge-sharing and education by offering our audiences programming, activities, and events that take on today's social and environmental issues. We are a source of inspiration for Canadian institutions.

SCOPE AND OBLIGATIONS

This charter applies to each and every employee and member of management of our organization. We will reinforce our organizational culture through the ongoing pursuit of betterment. We hereby commit to abide by all applicable legal obligations in the country where we pursue our activities. We will, from time to time, undertake to survey the issues relevant to our fields of activity or business sector, involve the necessary resources to enact change, and put efficient management methods in place.

