



SUPERIOR PLUS CORP.

DIVERSITY AND INCLUSION POLICY

First Approved by HR & Compensation Committee : February 2017	Policy Review Cycle: Annually
Current Version Approved by HR & Compensation Committee : August 9, 2022	Responsible Executive: Vice President, Human Resources
Supersedes Version Approved: August 11, 2021	

Purpose

The Board and Superior Plus Corp. (“Superior”) has adopted this Policy to continue to drive a culture and a workplace that is inclusive, respectful, free from discrimination and where barriers are removed to ensure fair advancement and recruitment of the best and diverse talent needed and that employees work in a fair and healthy performing environment.

Policy Statement

Superior believes that increasing and promoting diversity and inclusion in the workplace at all levels will improve performance while providing employees the support to achieve their potential. Superior is committed to increasing diversity of its employee base, in particular, including without limitation, persons who self identify as members of one or more of the designated groups as defined under section 3 of the *Employment Equity Act* (Canada), which groups include women, aboriginal people, people with disabilities and members of visible minorities.

At Superior and all its affiliates, diversity means having a qualified workforce reflective of various cultures, race, generations, genders, sexual orientation, religions, status, ethnic groups and abilities. It is also about recruiting, promoting and engaging people of different backgrounds and ways of thinking while providing them with an environment where they can thrive as individuals with each of their distinctive profiles and skills.

Inclusion means providing an open healthy environment in which employees can thrive as individuals, have access to resources and opportunities, share a sense of belonging and participate in the success of the organization. Superior desires to promote a culture that is inclusive where everyone is valued and respected for their differences.

Candidates for key roles will be considered on merit based on the required balance of skills, education, background, experience and knowledge. In identifying the highest quality candidate, diversity will be considered to ensure we continue to represent the local community profile where we operate.



By fostering a company culture that integrates diversity and inclusion, it will help us attract and retain qualified people while increasing the accessible talent pool which will also will contribute to the diversity of Superior and its businesses.

Our goal is to continue to drive a culture and a workplace that is free from discrimination and that removes barriers and ensures fair advancement and recruitment of the best and diverse talent needed.

We believe that integrating diversity and inclusion within the talent strategies and other company processes and activities, while implementing specific objectives and activities will be effective at contributing to the pipeline of diverse candidates and enable increased representation of women and other diverse candidates in general. It also will provide an environment which will allow employees to express themselves, contribute to their fullest potential and connect with each other. It also features leaders who value team members, their contributions and treat them fairly.

Within the requirements and philosophy of the current policy, each of businesses and affiliated entities of Superior may expand their diversity and inclusion policy to comply with applicable local legislation and/or requirements.

Management will discuss and agree on relevant objectives to promote diversity and inclusion in light of the needs of the company and the representation of designated groups.

Scope

All employees of Superior and its affiliates.

Review of the Policy Management

Management will review and recommend to the Human Resources and Compensation Committee (HRC) revisions to this policy from time to time. Any changes to this Policy must be approved by the Human Resources and Compensation Committee.

Monitoring and Reporting

The Human Resources and Compensation Committee will monitor the implementing of this policy and will report to the board on the achievements. The Vice President, Human Resources of Superior Plus will monitor the communication and implementation of the policy for each of the company's businesses.