

## Inclusion and Diversity Policy

This Policy applies to all staff at Prodigy Ventures and its subsidiaries.

At Prodigy we foster an inclusive and diverse workforce, believing our strength stems from our individual differences. Our employees, partners, and clients continuously benefit from the innovation and creativity grounded in these values. We strive to be a company that attracts a diverse group of highly skilled people who know that their contributions will be valued and that they will be heard.

We hire people based on their skills, qualities, qualifications, experiences and attitudes regardless of race, color, nationality or ethnic origin, religion, ancestry, age, sex, sexual orientation, marital or partnership status, family status, gender identity or gender expression, physical or mental disability, and pardoned criminal conviction (all of which are protected grounds under The Human Rights Code). We are committed to building a corporate culture with people who are excited to be part of our team, do their best work, and grow with us!

### Principles of Workplace Inclusion & Diversity

- Treat each other with respect and dignity
- Provide a safe, secure and healthy workplace
- Make decisions genuinely based on equity and fairness
- Value the diversity of people; and
- Take appropriate action to eliminate discrimination
- Ensure all staff are included and any accommodations needed are arranged

Prodigy embraces diversity and inclusivity. To that end, Prodigy has zero tolerance for discrimination, harassment, and violence. Please see the **Harassment and Violence in the Workplace Policy** for more details.

### **Prodigy's Commitment to Inclusion & Diversity**

Prodigy's commitment to our workforce inclusion and diversity maintains the basic principles of Equal Employment Opportunities (EEO) as defined by the Canadian Human Rights Commission. Our commitment includes measures to:

- Recruit and hire for all jobs without regard to protected characteristics
- Base decisions on employment solely upon an individual's qualification and interest in the position being filled
- Make promotion decisions only on the individual's qualifications as related to the requirements of the position for which the employee is being considered
- Ensure that all other company actions such as compensation, benefits, staff changes, company-sponsored training, education, social and recreation programs will be administered in a fair and equal manner

### **Questions/Concerns/Suggestions**

Please contact [hr@prodigylabs.net](mailto:hr@prodigylabs.net) to address any questions, concerns, or suggestions you may have.