

Be **cpocs** smart 

Diversity, Equity and Inclusion Policy

Upholding our Integrity Standards

This policy is applicable to:

CPCS

CPCS Transcom Limited and all its subsidiaries.

All CPCS People

Employees, directors, associates and exclusive associates.

Vendors and Suppliers

Based on nature of service and risk assessment.

Your responsibility

We expect that you'll always act with integrity as each of us represents CPCS and share a collective responsibility to safeguard our organization's values.

OUR COMMITMENT

Our success is based on our individual and collective integrity, never on unethical and illegal behaviour.

We provide and foster a workplace that is diverse, inclusive, free from barriers and psychologically safe.



DIVERSITY, EQUITY AND INCLUSION

CPCS strictly prohibits illegal conduct of any kind, including discrimination and harassment.

We value integrity in all our personal and professional interactions and

relationships with all our stakeholders, including clients, partners, competitors, and government officials alike.

We're committed to upholding the highest integrity standards. And you must too.



CPCS has a diverse client base, team and works in a wide variety of contexts

For ease of reference:

- **Diversity** refers to, but is not limited to, age, gender, ethnicity, national origin, sexual orientation, disability, indigenous status, gender expression/identity, education, religion as well as diversity of thoughts and cognitive frameworks.
- **Equity** is when all individuals have equal opportunities and support to succeed and grow. It's about more than treating everyone the same way, but also about accommodating differences such as accessibility.
- **Inclusion** is an intentional choice by making sure that all individuals are valued, respected and involved. In other words, it's how diversity is put into action. It results in a sense of belonging.

As CPCS continues to grow, one of our key objectives is to attract, retain and nurture the most talented individuals. This is how we can best develop solutions for growing economies.

CPCS is committed to providing and fostering a workplace that is diverse, inclusive, free from barriers and psychologically safe.



This policy rests on three pillars:

1. Actively promote Diversity, Equity and Inclusion

- Actively seek diversity in the hiring and promotion processes.
- Welcome and include all employees; offer equal support and attention to all.
- Offer all employees equal opportunities for professional development.
- Give visibility, internally and externally, to a diverse pool of experts and thought leaders.
- Support the organizational impact of our employee resource groups, including the Employee Engagement, Corporate Social Responsibility and the Diversity, Equity and Inclusion Committees by aligning their efforts and show the power of diverse thinking to influence positive and concrete change.

2. Remove barriers to Diversity, Equity and Inclusion

- Ensure that hiring, evaluation and promotion processes are based on principles of individual merit and achievement, without any form of prejudice, bias or inequity.
- Create a work environment that is free from any form of micro-aggressions, acts of violence, harassment or bullying by raising awareness, addressing issues and fostering an inclusive leadership.
- Understand and address specific barriers that may hold back certain employees or groups of employees.

3. Be committed to progress

- Ensure that leadership is committed, employees are involved, and all are accountable at their level.
- Plan for action; monitor and report progress; course-correct as needed.
- Communicate internally and externally about this policy and the corresponding action plans.



CPCS is committed to a real Living Wage

CPCS is a thriving, employee-owned company that pays its team members fairly and competitively because it's essential to their well-being, the success of our business, and for advancing our mission which is "Better infrastructure solutions, better lives". This commitment is embedded in everything that we are: From our *Integrity Code* to our *Environmental and Social Responsibility Policy*, and our *Diversity, Equity, Inclusion, and Belonging Policy*. It's also reflected in our *Total Compensation philosophy*.

CPCS is committed to ensuring that all our employees receive a total compensation that meets or exceeds the living wage in every jurisdiction where we operate. This means:

- **Paying wages that reflect the true cost of living**, not just minimum legal requirements.
- **Benchmarking salaries against market data** and adjusting for geography and mobility.
- **Providing comprehensive benefits and profit-sharing programs** that go beyond base pay to support financial security and quality of life.

