

The Face of Leadership™



CEO PLEDGE TO SUPPORT PROGRESS TOWARD DIVERSITY

As business leaders in British Columbia we are committed to the principles of diversity in all facets of our organizations. We recognize that while much has been said, too little has been done to make the presence of women in leadership a reality in business and industry.

Therefore, we pledge to act individually, on behalf of our company, together with others in our supply chain, and in partnership with The Minerva Foundation, to create opportunities that support women's advancement and leadership in our organizations and in our communities.

We recognize that words without action will not change the face of leadership and thus, where consistent with our fiduciary responsibilities, we support this statement of commitment.

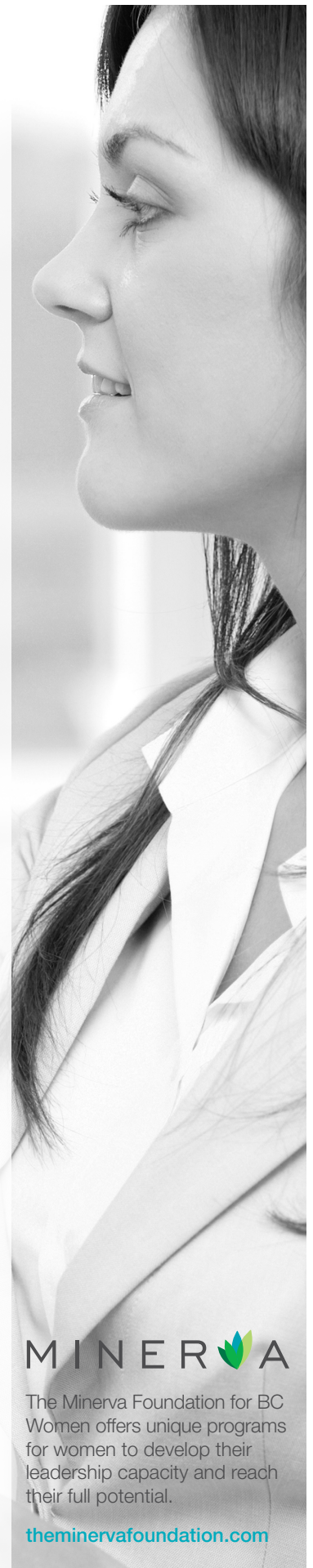
I will ensure resources are dedicated to and guided by the following Principles:

- Principle 1: Gender diversity is a strategic priority for our company and a known objective within our workforce.*
- Principle 2: Regulatory standards for the representation of women in our executive board and senior leadership ranks are treated as the minimum requirement.*
- Principle 3: Management policies and practices supporting gender diversity are in place making the advancement of women visible, measurable and sustainable in our company.*
- Principle 4: Best practices and benchmarks in the advancement of women are sought out and actively championed in the BC business and economic sector where our company operates.*
- Principle 5: Our company actively supports workplace and pre-career development programs for young women.*
- Principle 6: Gender diversity initiatives and progress within our company are reported annually in regulatory and voluntary stakeholder disclosure.*
- Principle 7: Our company actively champions private sector efforts to increase the pace and progress of women in leadership by sharing what we learn.*

We believe these principles help our businesses thrive and our communities grow stronger. We invite and encourage other business in British Columbia to take this Pledge with us.

COMPANY REPRESENTATIVE

COMPANY



MINERVA 

The Minerva Foundation for BC Women offers unique programs for women to develop their leadership capacity and reach their full potential.

theminervafoundation.com