

Inclusion and Diversity at Fortis

A Fortis for everyone

Our Commitment Statement

Fortis is committed to creating a workplace where all feel empowered to bring their authentic selves to work. We respect the unique experiences and perspectives of our people and know that through our mix of similarities and differences we can generate bold ideas and strong results.

Fortis will demonstrate leadership in advancing inclusion and diversity in our workplace by taking meaningful and sustainable actions that influence our culture, our people and our community.

At Fortis, we embrace an inclusive culture where everyone feels valued, respected and safe. We appreciate differences in age, ethnicity, gender, physical attributes, language, sexual orientation, education, nationality, culture or other personal characteristics. We seek to increase and leverage diversity of thought to generate insights and superior results. We recognize that an inclusive and diverse workplace inspires innovation, attracts bright minds and makes better communities.

This statement of commitment to inclusion and diversity – *Inclusive by Design* – has been developed to guide activities that advance and enhance inclusion and diversity in our workplace.

Through our inclusion and diversity framework we seek to:

- be a workplace that fosters a culture of inclusion and diversity;
- have leaders who consistently model and promote the values and behaviours of an inclusive and diverse workplace; and
- work with and support community groups that advance inclusion and diversity.

The fundamental principles of this inclusion and diversity commitment are supported by our *Code of Conduct*, which provides that we treat others as we would expect to be treated and our *Respectful Workplace Policy* which addresses bullying, harassment or discrimination in the workplace.

We support the spirit and intent of human rights, employment equity and anti-discrimination laws including applicable federal and provincial/state human rights and equal opportunity legislation, and international human rights conventions such as the United Nations' *Universal Declaration of Human Rights* and the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work*.

Across Fortis, all utilities have policies in place which demonstrate their commitment to ensuring equal opportunity and providing safe, respectful work environments.

Our commitment to inclusion and diversity is reflected at all levels of our company, beginning with our Board of Directors, which gives due consideration to diversity when identifying potential candidates for new directors and executive leadership appointments. We strive to have a workforce broadly representative of the diverse communities we serve. Diversity is also a priority set out in the company's Talent Strategy which seeks to identify, mentor and develop current executives and employees for more senior executive positions.

Our focus on inclusion and diversity at Fortis is rooted in our long history of doing what's right for our people. Every employee must feel included, because a Fortis for everyone starts with being all that you are.

