



CHARTWELL'S INCLUSIVE WORKPLACE FRAMEWORK

Chartwell's Inclusive Workplace Framework sets the direction for our priorities and objectives with respect to an inclusive workplace. It aligns with our Workplace Diversity and Inclusion Policy, guiding principles, and our vision of **Making People's Lives BETTER**.



"Making People's Lives BETTER begins with a workplace where people are respected, supported, heard and given a fair opportunity to contribute. Creating those conditions consistently strengthens our teams and broadens the range of people and perspectives that can succeed at Chartwell."

VLAD VOLODARSKI
Chief Executive Officer

Purpose:

At Chartwell, we believe we are stronger together. By fostering an inclusive workplace and valuing different perspectives, experiences and backgrounds, we strengthen our ability to deliver on our vision of **Making People's Lives BETTER.**

We are committed to removing unnecessary barriers, providing reasonable accommodation up to the point of undue hardship, and ensuring employment decisions are fair, accessible and consistent with bona fide occupational requirements.

Why this matters:

Inclusive workplaces enable people to contribute, grow and succeed. They foster trust, collaboration and innovation, helping us deliver exceptional experiences for residents, families and one another.

Creating an inclusive workplace is not achieved through policy alone. It is reflected in the everyday actions of our leaders and employees.

Our Commitments:

Respect

We treat everyone with dignity and respect. We do not tolerate discrimination, harassment, bullying or reprisal, and we are committed to preventing and responding to them through our policies and procedures.

Belonging

We value different perspectives and encourage everyone to contribute, collaborate and be heard.

Fair Opportunity

We provide fair access to recruitment, development, advancement and recognition based on merit and job-related criteria.

Accessibility

We identify and remove barriers and provide accommodation, including individualized accommodation and accessible formats on request, in accordance with applicable legislation.

Accountability

Leaders model inclusive behaviours, make fair decisions, address concerns and foster workplaces where everyone can thrive.