



# Diversity, Equity & Inclusion Governance



## Board Oversight



### Board of Directors and Human Resources Committees

Oversees strategy, risk and culture, and reviews strategies and programs for increasing diversity and inclusion at all levels of the organization.

→ Frequency: Quarterly

## Management Oversight



### Diversity, Equity & Inclusion Council & Management

#### DE&I Executive Committee (Every 6 weeks):

Provides counsel and guidance on strategic priorities and DE&I commitments, bringing business implications, benefits and external and internal knowledge to the forefront of our strategy design.

#### DE&I Council (Quarterly):

Drive accountability for DE&I commitments and advance DE&I within their function. Provide functional expertise and consult on the DE&I strategic direction. Ensures all goals and specific initiatives are implemented to support advancing a culture of inclusion.

#### Executive Committee (Quarterly):

Ensures leadership team is held accountable for DE&I outcomes and responsible for DE&I performance within their respective business and functions. Leads by example and champions DE&I initiatives, strategies and policies.

#### DE&I Initiative based Steering Committees (Monthly):

Drive accountability for specific DE&I based initiatives and priorities which will change based on the business needs. For example, Supplier Diversity, Indigenous Path Forward and Women's Inclusion Network.

## Enablers

**DE&I Center of Excellence: Sets the DE&I strategy and vision for the company. Ensures Empire is making measurable progress in achieving its DE&I goals and commitments, steering the company on all matters related to DE&I.** The DE&I COE is supported by teams across the organization, who, among others, drive inclusive recruitment efforts, build programs that strengthen the diversity of our leadership teams and empower and engage teammates.

#### Initiative based working groups:

- Progress Aboriginal working group
- Supplier Diversity working groups
- Women's Inclusion Network Committees

#### Functional teams:

- Talent Acquisition
- Learning & Development
- Talent Management
- Talent Data & Insights

#### Inclusion teams:

- Black Teammate taskforce
- Inclusion Champions
- Indigenous sharing circle teammates

## Partners

DE&I Advisory group +

