



ETERNA FINANCIAL GROUP

Equity, Diversity and Inclusion (EDI) Policy

February 2024

1 Introduction

This policy is based on the principles of the Charter of Human Rights and Freedoms and the Act respecting Labour Standards.

This policy emphasizes the value and uniqueness of each member of Eterna Financial Group, in particular its representatives and employees.

2 Objectives

- To reinforce Eterna Financial Group's strong commitment and ambition to equity, diversity, and inclusion.
- Make Eterna Financial Group an environment where everyone can thrive without barriers, harassment, or discrimination.
- Strive to attract and retain a talented and diverse workforce that reflects the diversity of talent available within the company.
- To ensure fair and inclusive selection practices where every Eterna Financial Group employee is chosen based on his or her skills, regardless of ethnic origin, color, religion, gender, age, sexual orientation, physical disability, marital status or any other characteristic that makes people unique.
- To provide every employee working for Eterna Financial Group with the opportunity to develop his or her full potential through the promotion of professional development and training opportunities.
- To create a safe, innovative, and dynamic environment.

3 Scope

This policy applies in the following places and contexts:

- Workplaces;
- Common areas;
- Any other place where people are required to be in the course of their duties (e.g., meetings, training, travel, employer-organized social events);
- Communications by any technological or other means.

4 Definitions

4.1 Fairness

Approach aimed at treating everyone, and each historically disadvantaged group, fairly, considering the particular characteristics of their situation in order to place them on an equal footing with the majority group. It is opposed to uniformity in the systematic application of a standard without considering the differences and diversity of society. Recognizing that the social structure has differentiated effects for the majority group compared to minority groups, this approach aims to correct this imbalance. It aims to ensure that everyone is entitled to the same benefits (equal opportunities), considering the particular characteristics of their situation.

4.2 Diversity

A term often used to refer to the differences, or similarities, between individuals within a group or organization. Socio-demographic characteristics are commonly used to distinguish one from another, for example, gender, sex, ethnicity, origin, physical appearance, religion and beliefs, values, age, education, language, sexual orientation, etc. Note that people whose socio-demographic characteristics differ from those of the majority group are likely to offer diversified opinions, ideas, professional and life experiences, skills and knowledge.

4.3 Inclusion

An action or measure aimed at creating an environment that welcomes, respects and values diversity so that all members of its community feel they have a place, can contribute, and can earn recognition for that contribution. If their particular situation so requires, the organization supports them and offers them measures to promote their well-being and fulfillment. It's a sustained commitment aimed at welcoming, integrating, accompanying, and helping them on their way.

5 Policy Statement

Eterna Financial Group neither tolerates nor admits any form of discrimination within its organization. It is committed to being an inclusive environment in its practices so that all may flourish in respect, dignity and recognition of human rights and freedoms, without distinction, exclusion or preference based on ethnicity, color, gender, gender identity or expression, pregnancy, sexual orientation, marital status, age, religion, political beliefs, language, social condition, disability.

Eterna Financial Group is committed to creating a diverse and inclusive workplace in which the individual differences and contributions of all employees are recognized and valued.

Discriminatory behavior may result in disciplinary action, up to and including dismissal. Eterna Financial Group is committed to taking reasonable steps to:

- Treat its employees who perform equivalent work in the same place equally.
- Create an environment in which individual differences and the contributions of all team members are recognized and valued.
- Have each employee read and sign the Equity, Diversity and Inclusion Policy on joining the company.
- Provide a safe and inclusive workspace for the entire team to ensure that everyone is able to participate and work to their full potential.
- Make employees aware of diversity issues and unconscious biases and prejudices.
- Train managers in diversity issues and unconscious bias and prejudice.
- Encourage anyone who believes they are subject to discrimination within the scope of this policy to express their concerns to Human Resources management, so that they can take steps to rectify the situation.
- Rely on the recommendations of the Company's Equity, Diversity, and Inclusion Committee, where applicable.