



DECLARATION FOR DIVERSITY AND INCLUSION

SOCIÉTÉ DE TRANSPORT DE MONTRÉAL

Preamble

In 1987, wishing to reflect the diverse customer base that it serves, the Société de transport de Montréal implemented an equal employment opportunity plan. Since then, it has launched numerous initiatives that have led to its recognition as a leader in this field.

The STM has now taken another important step by signing this Declaration as a means of valuing diversity and inclusion.

Diversity refers to the presence of a variety of human characteristics and attributes within a group or organization.*

Inclusion refers to a characteristic of the organizational culture that is put into practice through its commitment to diversity in all of its organizational processes.*

Declaration

The Société de transport de Montréal commits to promote diversity and inclusion in all of its activities within the legal framework to which it is subject.

By developing and maintaining a culture of valuing diversity and inclusion, the Société offers each person the possibility of contributing fully to the achievement of its business objectives.

Promoting diversity contributes to the creation of an open and respectful working environment.

To this end, the STM commits to:

- Confirm its position as a leader and innovator in diversity and inclusion.
- Create and maintain an inclusive working environment that values teamwork, respect, rigour, accountability, and transparency in a manner consistent with the laws in force.
- Promote the fair representation of the diversity of the population at every level of the company.
- Implement mechanisms permitting the efficient and effective management of its diversity.
- Promote practices that are free from any type of profiling or other form of discrimination.

* Definitions inspired by the November 2006 report on diversity by the Conference Board of Canada.

Signed at Montréal on Thursday, November 15, 2012

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