



Our commitment

BBM is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. Our workers, including employees and volunteers, are the most valuable assets we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our workers invest in their work represents a significant part of not only our culture, but our reputation and organisation's achievement as well.

We embrace and encourage our employees' differences in race, ethnicity, age, disability, family or marital status, gender identity or expression, language, national origin, physical and mental ability, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

BBM's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all workers.
- Teamwork and worker participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate workers' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All workers of BBM have a responsibility to treat others with dignity and respect at all times. All workers are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any worker found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Workers who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or the Manager.