



Canadian Mining: Our Commitment to Equity, Diversity and Inclusion

The members of the Mining Association of Canada (MAC) unequivocally condemn inequity, discrimination and hatred in all its forms. Equity, diversity and inclusion are strategic priorities for our sector and are core values we share. We acknowledge that an equitable, diverse and inclusive workforce facilitates effective problem-solving, creativity and innovation. We are therefore committed to taking company-specific actions in support of the following objectives:

1. Strengthen equity, diversity and inclusion in all aspects of workplace culture, policies, procedures and practices.
2. Seek to identify, acknowledge and confront conscious and unconscious bias, as well as individual and systemic racism, sexism, ableism and discrimination.
3. Bolster efforts to increase representation of underrepresented groups including women, youth, Indigenous peoples, racialized persons, newcomers, persons with disabilities and members of LGBTQ2S+ communities, in the mining sector workforce, leadership, supply chain and boards of directors.
4. Provide leadership and share effective and proven tools, resources, practices and lessons learned.
5. Enhance our reporting on objectives, actions and performance.

Together, we aim for a Canadian mining workforce that reflects the diversity of Canada and the communities where we operate and a culture of belonging and inclusion; where everyone is respected, valued and empowered to excel within the mining industry.