






DIVERSITY, EQUITY AND INCLUSION AT ALTIS

We've made a commitment to Diversity, Equity and Inclusion that will inform how we do business for the future. To develop our DEI foundations, we consulted with experts, gathered employee input during fireside chats, conducted anonymous employee engagement surveys, and more. We're pleased to share the high-level outcome of this foundational and ongoing work with you here.

We make this commitment to DEI for the care of humanity and as a contribution to our collective vision for a just society.

WE ARE PART OF THE SOLUTION WE SEEK.

PILLAR	GOALS	OBJECTIVE	ACTIONS	OUTCOME
Talent & Staffing	Ensure our company reflects the diversity of our nation by building a diverse internal team and by ensuring our candidate pool and placements reflect the communities in which we live and work.	Identify, attract, recruit, present and champion candidates that are diverse, both for our internal team and for our client-employers seeking permanent and temporary staff (this includes diverse Independent Contractors).	<ul style="list-style-type: none"> • Measure the diversity of our workforce to develop an equitably representative team • Enable targeted recruitment • Review policies and practices to remove systemic barriers • Measure our selection and presentation of diverse talent • Nurture inclusivity for our assigned employees and ICs • Build the knowledge and capabilities required to advocate for diversity internally and with our clients 	 <p><i>Intentional talent management and advocacy</i></p>
Leadership & Belonging	Cultivate and support an inclusive culture by applying a diversity and equitability lens across the organization, and by taking accountability for diversity and inclusion through our actions.	<p>Foster a culture that encourages collaboration, fairness and allyship to enable our team members to contribute to their full potential.</p> <p>Nurture diversity in thoughts and experiences that permeate the leadership team.</p>	<ul style="list-style-type: none"> • Provide inclusive leadership training and ensure individual and team learning has occurred • Increase cultural competency • Equip leaders to manage diversity and be accountable for results • Be intentional about language and actions, and about hiring and promotion of diverse talent 	 <p><i>Clarity of leadership thoughts and actions, higher team belonging</i></p>
Client & Community	<p>Make Altis Recruitment a diversity leader in support of its clients and for the broader communities we impact.</p> <p>Promote DEI commitment publicly, including social media posts, inclusion in learning and in the overall DEI experience.</p>	<p>Build stronger connections with diverse communities beyond recruitment (procurement, philanthropy, promotion).</p> <p>Engage clients on our commitments to DEI, including our broader communities, to learn and grow together.</p>	<ul style="list-style-type: none"> • Partnership and allyship across diverse communities • Focus on <i>Inclusion Accelerators</i> • Increase awareness across all levels of stakeholders and our global HR and social communities • Purchase from broader diverse supply chain • Financial giving and time allotment to diverse communities 	 <p><i>Public accountability for diversity and inclusion, an active voice</i></p>

WHERE DIVERSE TALENT MEETS OPPORTUNITY

Canadian staffing leaders since 1989, our talent is finding the best people to fuel your success. By connecting you to top talent - and setting each candidate up for success - we're building communities and careers worth celebrating.