



DIVERSITY & INCLUSION POLICY

Issued by: CP Human Resources Department

Effective: February 4, 2020

Scope: All employees

Objective

The Diversity & Inclusion Policy confirms CP's commitment to workplace diversity and fostering a culture of inclusion across all aspects of our business. CP values and recognizes that diversity of thought, background, skills and experience facilitates a broader exchange of perspectives and is essential in maintaining a competitive advantage. The Company is committed to providing a work environment that promotes diversity and inclusion, where everyone has an opportunity to fully participate in creating business success, and where each person is valued, respected and supported for their different attributes, experiences and skills.

This Policy further reinforces CP's Values of accountability, diversity and pride and aligns with our Code of Ethics.

The objective of this Policy is to set out commitments and principles by which CP will continue to enhance and promote diversity and inclusion throughout the organization.

To support our objective, CP's commitments are as follows:

- To create a safe and respectful work environment where all individuals can realize their full potential regardless of their race, color, gender, age, religion, ethnicity, different abilities (including persons with disabilities) or sexual orientation.
- Our diverse and inclusive workplace is representative of the communities in which we operate.
- Our recruitment, selection and talent management and promotion practices are fair, transparent, consistent and free from bias.
- Periodically reviewing our internal processes to ensure diversity remains an important component of our workforce.
- Ensuring that any changes to processes, policies or introduction of new initiatives are reviewed from a diversity and inclusion perspective.
- Accountability for and engagement in creating an inclusive work environment where individual differences are understood, respected and valued.



Roles & Responsibilities

All employees and company officers must work together to foster a culture of diversity and inclusion where different perspectives, experiences and skills are valued.

Human Resources and CP's Policy Review Committee will review this policy periodically to ensure that it is effective in achieving its objectives.