

Board Diversity Policy

1. PURPOSE

- 1.1 The purpose of this Diversity Policy ("**Policy**") is to outline how Bobsleigh CANADA Skeleton ("**BCS**") approaches diversity when identifying individuals to serve as members of the Board of Directors ("**Board**"). This Policy should be read together with the *Canada Not-for-Profit Corporations Act* and the *Canadian Sport Governance Code* ("**Code**").
- 1.2 BCS believes in diversity and the potential for diversity in the composition of the BCS Board to advance the best interests of BCS. In this context, diversity may encompass a variety of dimensions including, among other things, diversity in business and other professional and/or sport expertise and experience, gender, geography, age, sexual orientation, race and ethnicity, the relative importance of each which may change from time to time.
- 1.3 The Board recognizes the importance of positions being filled by the most suitable and competent individuals and that bias and discrimination – whether conscious or unconscious – may inhibit, among other things, diversity and the selection, retention and promotion of individuals based on merit. The Board also recognizes that 'the tone is set at the top,' and the processes applicable to determining the composition of the Board will have significant impact on attracting and retaining individuals throughout BCS.

2. BOARD NOMINATION PROCESS

- 2.1 The Board, through its Nominations & Human Resources Committee ("**NHRC**"), shall adopt processes for the recruitment and evaluation of individuals as potential members of the Board and its committees that are based on objective merit-based criteria, which afford due regard for the potential benefits of diversity.
- 2.2 While continuing to meet both (i) the Board's obligations regarding independence and skills complement and (ii) its commitment to all manner of diversity as contemplated in Section 1.2 hereof, the Board will strive to remain in accordance with the Code regarding gender considerations; namely that, not more than 60% of Board directors, at any time, will be of the same gender.
- 2.3 Any third parties engaged by BCS to assist in identifying possible members of the BCS Board are to be advised of the BCS's recognition of the potential benefits of diversity and the need for the process pursued by the third-party on behalf of the BCS to minimize the potential adverse impact of bias and discrimination.

3. BOARD ANNUAL REVIEW PROCESS

- 3.1 The NHRC will review this Policy annually and assess its effectiveness in connection with the composition of the Board and in satisfying the objectives set out in Section 2.2 hereof.
- 3.2 The NHRC shall report annually to the Board any changes regarding its approach to diversity and its success in satisfying the objective set out in Section 2.2.

4. TRANSPARENCY

- 4.1 This Policy will be posted on BCS's website (<https://www.bobsleighcanadaskleton.ca/en/>).
- 4.2 Any material shortcoming in the Board's satisfactory adherence to the expectations of this Policy and, in such a case, its plan to remedy it will be reported to BCS membership at BCS's Annual General Meeting.