STATEMENT OF PRINCIPLE

Metro Inc., including its Board of Directors and all of its operating companies (“Metro”), is committed to satisfying its customers every day and earning their long-term loyalty in order to be the best performing food and pharma retailer in Canada.

To meet and exceed its commitment, Metro relies on the best team which means, amongst other things, offering all our employees a diverse work environment where people’s competencies and differences are valued and respected. Fostering diversity means treating every employee fairly and equally, with the goal of creating a workplace that reflects the communities in which we do business.

As such, Metro takes steps on an ongoing basis to promote diversity in its workplace, including in the composition of Metro’s senior management team.

For purpose of this policy, “diversity” is defined as any dimension that can be used to differentiate groups and people from one another. It means respect for, and appreciation of, differences in ethnicity, gender, age, national origin, physical or mental condition, sexual orientation, education, and religion, amongst others. Each of us brings diverse perspectives to our workplace; the power of diversity and inclusion is fully unleashed when we respect and value our differences.
This policy is intended to:

- Foster a diverse work environment, free of discrimination and harassment
- Provide equal opportunities for all employees and prospective employees

Discrimination or harassment on the grounds of:

- Age, except as provided by law
- Ancestry, colour, race
- Citizenship
- Civil, marital, or family status (including single status)
- Ethnic or national origin
- Place of origin
- Gender identity, gender expression
- Disability or handicap
- Political convictions
- Record of offences (in employment only)
- Religious belief or creed
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Social condition
- any other legally prohibited ground

as defined in the Ontario Human Rights Code and/or the Québec Charter of Human Rights and Freedoms is expressly prohibited at Metro in any work-related activity as well as in any recruitment or employment practices.

Metro critically examines and reviews its policies and practices on an ongoing basis and takes measures to ensure that employment terms, conditions and opportunities are implemented and managed in accordance with diversity principles for all employees and prospective employees.

1. **RESPONSIBILITY, AUTHORITY, AND SCOPE**

   This policy applies to all employees (“employees”) of Metro. Nothing in this policy is meant or can be interpreted as modifying the terms of any contractual agreement.

   The ultimate responsibility and authority for applying this policy rests with the President and Chief Executive Officer.
2. **RIGHT TO EQUAL OPPORTUNITIES AT WORK**

Applicants for employment and employees have a right to equal opportunities at Metro.

Metro prohibits any treatment of anyone in respect of the grounds listed in Section 1 which is discriminatory or has a discriminatory effect.

Metro is committed to the identification and elimination of barriers to employment, or to success in employment, that adversely affect any applicant to, or employee of, Metro, based on any of the grounds listed in Section 1.

As such, where candidates are substantially equivalent in their competencies, qualifications, aptitude and expertise, preference in any employment-related decision should foster diversity.

Metro retains the ability to have special programs that aim to enhance employment opportunities for those employees and prospective employees who have faced restrictions in the past.

3. **EMPLOYMENT-RELATED DECISIONS COVERED BY THIS POLICY**

All employment-related decisions made by Metro are covered by this policy. These decisions include but are not limited to:

- Job Advertising
- Recruitment
- Hiring
- Evaluation
- Compensation
- Recognition
- Assignment of work
- Advancement
- Professional development
- Leaves
- Working conditions
- Support services

Any decision made in any of these areas must be made on the basis of performance-based criteria such as qualifications, experience, and merit, without discrimination on any of the prohibited grounds, and with a view to fostering diversity.
4. **POLICIES AND PROGRAMS**

A variety of policies and programs are in place at Metro which are intended to help us achieve the ultimate goal of a diverse workplace free of discrimination and harassment. These policies and programs include but are not limited to:

- Conflict of interest and professional ethics
- Maternity and parental leaves
- Bereavement, compassionate, and family responsibility leaves
- Vacation
- Policy on Workplace Violence and Harassment
- Policy Against Discrimination
- Performance management
- Mentoring and coaching
- Workplace health and safety
- Employee and Family Assistance Program
- Salary policy
- Women’s network

5. **MONITORING THE POLICY**

This policy will be reviewed and its effectiveness evaluated every two (2) years, including to assess if progress is made in relation to the diversity of our workforce.

6. **COMMUNICATION OF THE POLICY**

Metro will ensure the policy is well communicated to, and understood by, all our employees.