

2023 SpeakUp Survey

78% -4% vs. 2022
Diversity & Inclusion is Important to Me
 Based on scores of 7-10 to "How important is Diversity & Inclusion to you?"

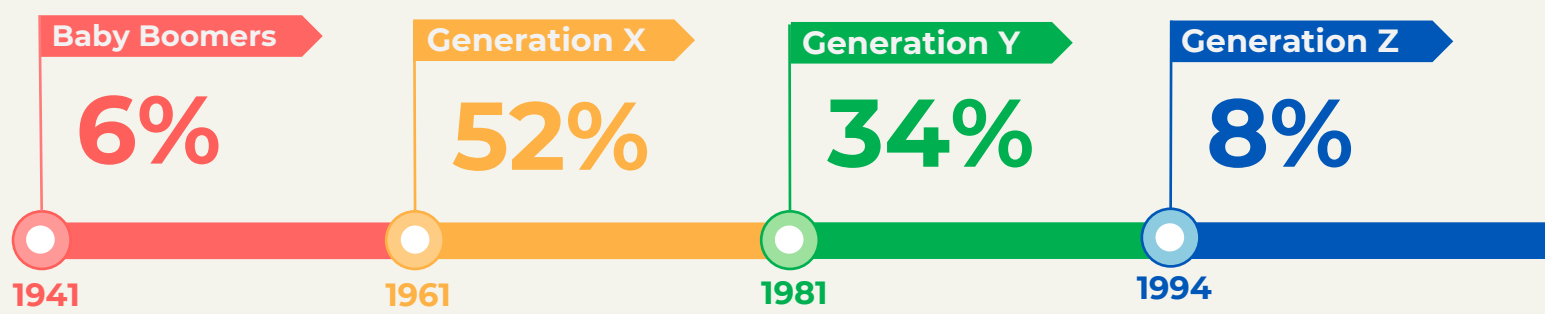


82% n/c vs. 2022
Parkland Values Diversity & Inclusion
 Based on scores of 7-10 to "Diversity & Inclusion is valued at Parkland"

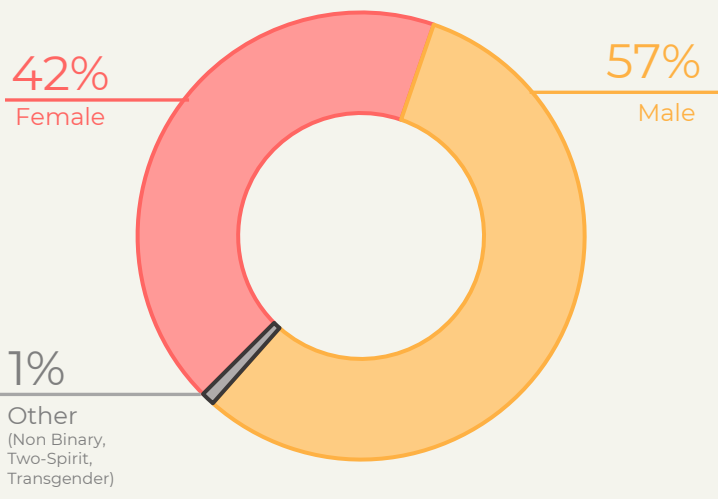


Who Is Parkland Made Up Of?

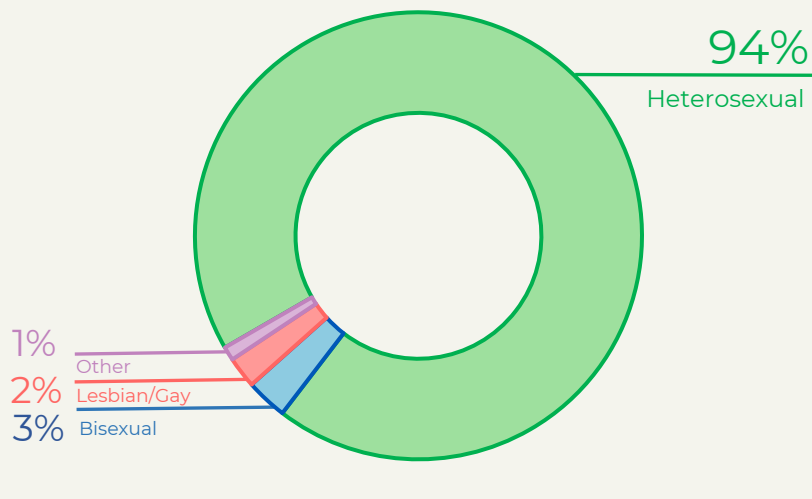
Generation



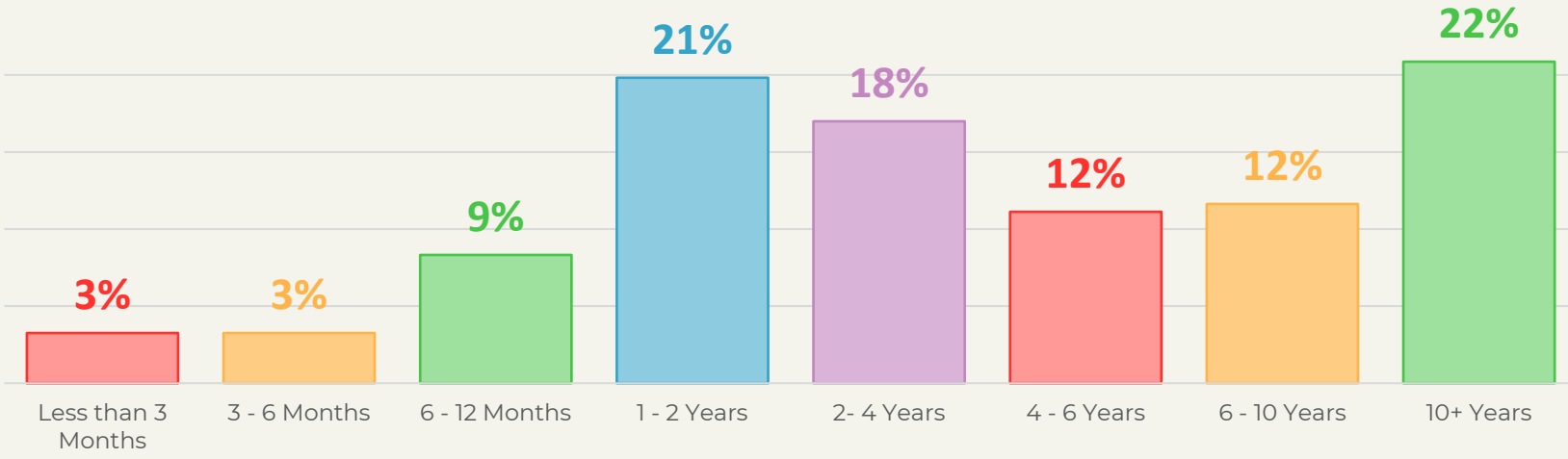
Gender Identity



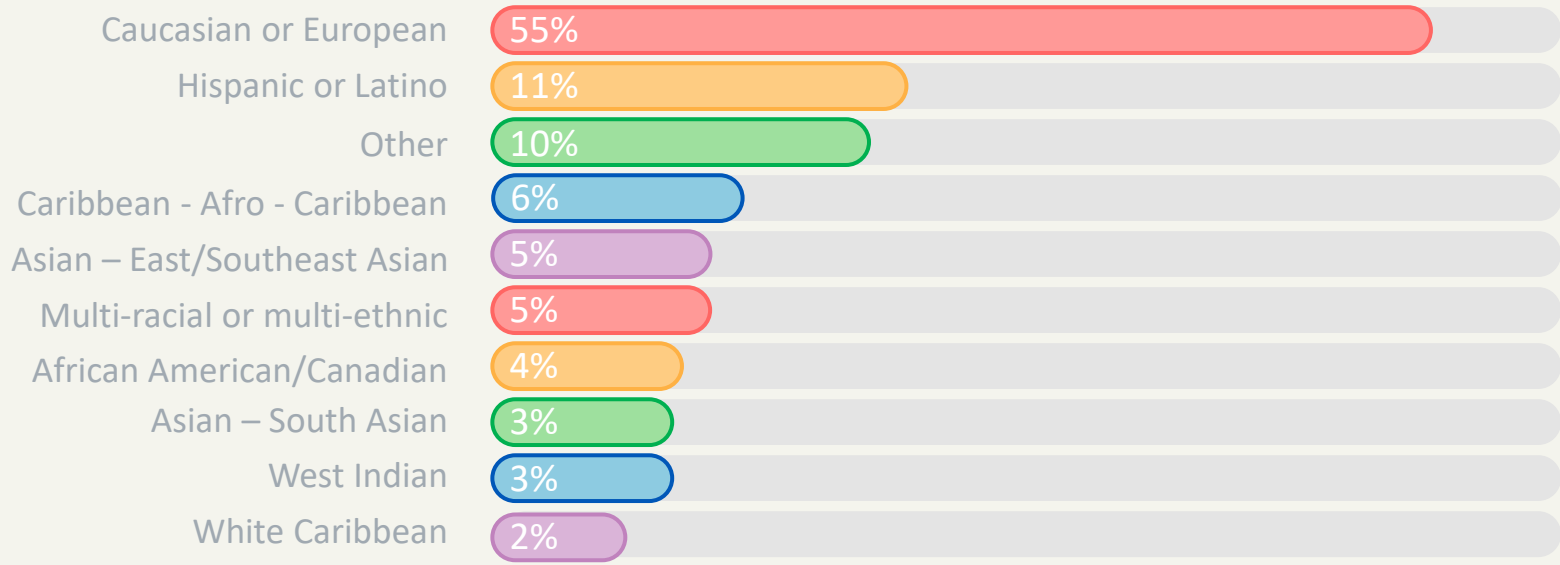
Sexual Orientation



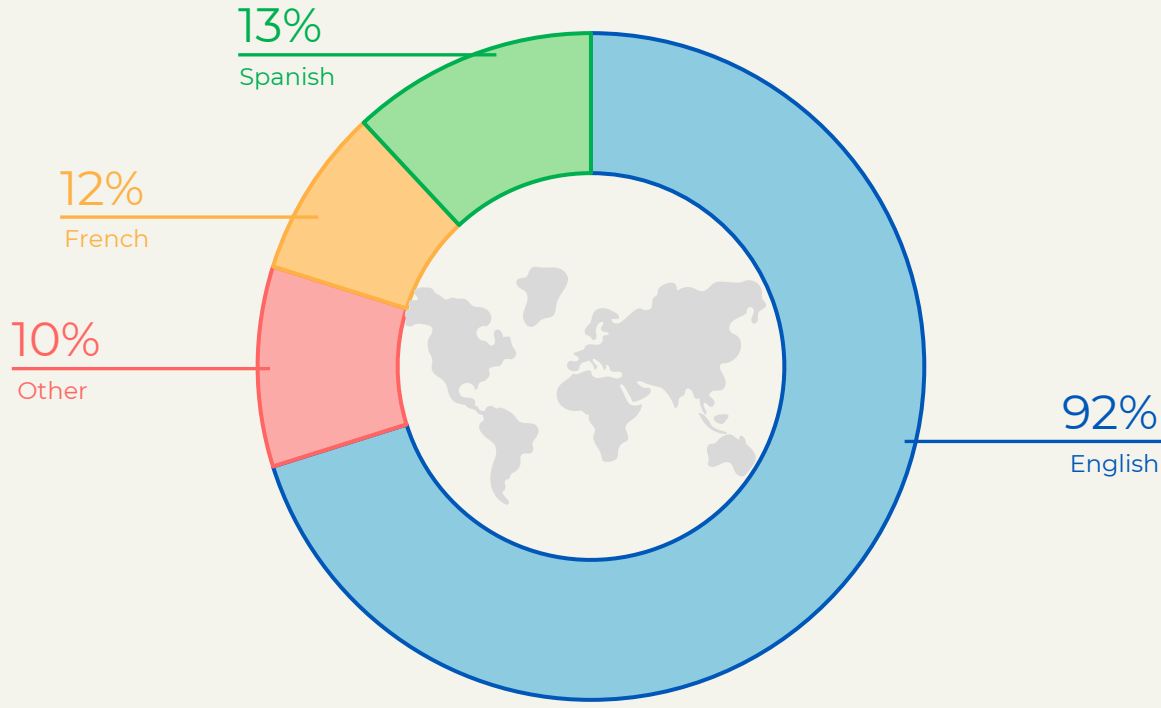
Tenure



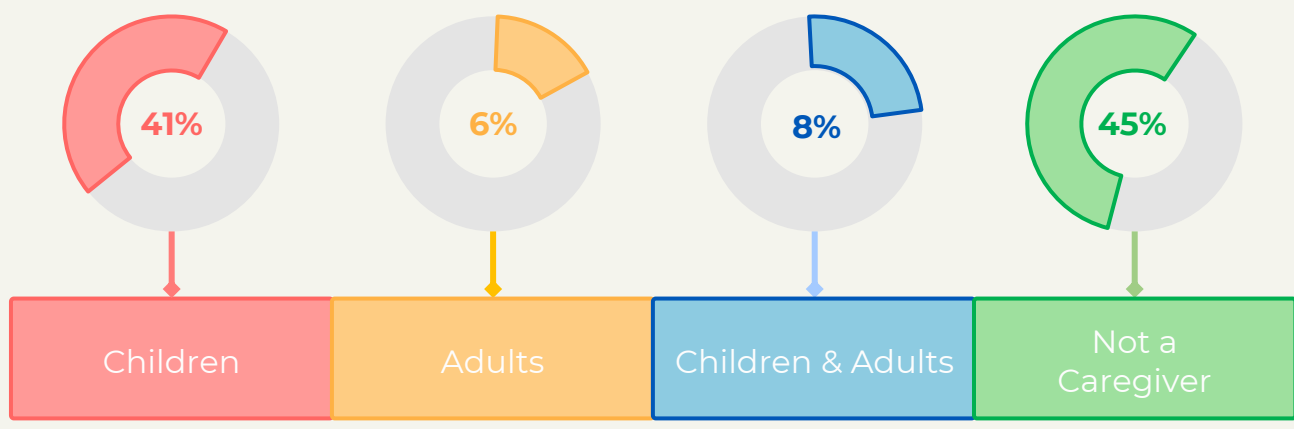
Background/Ethnicity



Language



Primary Caregiver



73% -4% vs. 2022
Recommend as a Place to Work
 Based on scores of 7-10 to "What is the likelihood you would recommend Parkland as a place to work?"



86% -1% vs. 2022
Recommend Products & Services
 Based on scores of 7-10 to "What is the likelihood you would recommend Parkland's products & services?"

