

## Parkland's Diversity and Inclusion Policy

The Parkland Diversity & Inclusion (D&I) Policy Overview describes the strategy to make Parkland the employer of choice for the communities where we operate by driving a proactive culture of equity, inclusion and belonging. We aim to embed equitable treatment into systems, practices, and processes.

This document provides an outline of Parkland's approach to D&I and some of the key initiatives to building diversity and inclusion. Leaders at every level are expected to lead in accordance with Parkland's values to foster a culture of equity, inclusion and belonging.

### **Vision**

Working together to be the most dynamic and trusted partner, committed to delivering creative solutions that power journeys and communities.

### **Mission**

Great people working together to be the partner of choice for our customers and suppliers.

### **Approach and Governance Structure**

Diversity and inclusion help us drive a proactive culture of diversity, equity, inclusion and ultimately belonging. As part of this important work, Parkland's approach and structure to D&I provide several opportunities for employees to participate and contribute.

Parkland's D&I governance structure includes:

- **D&I Council** oversees Employee Resource Groups and provides feedback and thought leadership on the continued execution of the Parkland D&I Strategy.
- **Employee Resource Groups** are action-oriented groups that activate diversity and inclusion through internal events, campaigns and externally in the communities in which we operate and are led by members who help act as the voice of key employee demographics.
- **Affinity Network(s)** create a psychologically safe community for Parklanders to listen and learn via storytelling, sharing of lived experience and build allyship.
- **P&C Leadership** are accountable to the execute of the D&I strategy, participate on the D&I Committee, Employee Resource Groups and Affinity Networks as a business enabler.

### **Strategic Pillars**

Parkland has developed four strategic pillars to standardize and integrate D&I into everything we do. These pillars are:

1. Establish a D&I Governance Structure
2. Attract Diverse Talent
3. Retain Diverse Talent
4. Build Diverse Leadership Teams and Mindsets

The pillars help to define desired outcomes, prioritize and sequence activities/initiatives, establish business capabilities, and promote cross-functional collaboration and integration.

### **Resources**

Parkland provides a range of D&I resources to employees in the form of discussion guides, videos and podcasts, virtual learning opportunities, data and book suggestions. These are available on the internal website.

At Parkland we know we can't have diversity without inclusion. Equally, we know systemic inclusion is just as important as cultural inclusion. Our ability to work as One Parkland across 25 diverse countries is foundational to our success. Diversity has shaped the company we have become, and inclusion will catapult our team members, partners, and the communities we serve to new heights.