

BOYD GROUP SERVICES INC. DIVERSITY POLICY

Scope

This policy applies to Boyd Group Services Inc., its subsidiaries, affiliates, partnerships, joint ventures (collectively the “Company”) and to such entities’ shareholders, directors, officers, employees and agents (“Company Representatives”).

It sets forth the Company’s policy on fostering an inclusive work culture.

This policy complements other applicable Company policies, such as the Company’s Code of Business Conduct and Ethics.

Valuing Diversity

We believe that the diversity of our workforce is an asset to our operations, bringing fresh ideas, perspectives and experiences in a welcoming environment. We want to attract and retain the best talent, and support all our employees to reach their potential and contribute to the success of the Company.

To that end, we prohibit discrimination and harassment against any applicant or employee based on any protected category recognized by the applicable jurisdiction in which we operate. These categories may include, but are not limited to: veteran status, uniformed service member status, race, color, religion, sex, gender identity, gender expression, sexual orientation, pregnancy (including childbirth, lactation or related medical conditions), age, nationality, national origin or ancestry, place of origin, ethnic background, creed, marital status, source of income, family status, physical or mental disability, genetic information (including testing and characteristics), political belief, political association, political activity, social disadvantage, receipt of public assistance, record of certain offenses or certain convictions, or any other consideration protected by law.

Contact Information

Employees can submit questions about this policy or report matters to the Company as follows:

By email:

- chro@boydgroup.com to reach a Human Resources representative, or
- legal@boydgroup.com to reach our In-House Counsel

By regular mail:

Boyd Group Services Inc.
1745 Ellice Ave
Winnipeg, MB R3H 1A6
Canada

This policy has been adopted on and made effective as of January 1, 2020.