



Diversity and Inclusion Policy

PURPOSE

Cineplex is dedicated to providing an atmosphere free from barriers in order to promote equality, inclusion and diversity. We celebrate and welcome the diversity of our employees, stakeholders and external candidates. The collective sum of the individual differences, experiences, knowledge, innovation, self-expression, unique capabilities and talent represent a significant part of our culture. Cineplex's focus on inclusion and diversity aligns with our company's core values and is reflected in our Code of Conduct. We are committed to this by providing a supportive work environment that focuses on recognition, development and having fun. We want to ensure we have a culture that welcomes and encourages a diversity of ideas and opinions, and includes equal opportunities for all employees. Cineplex believes it is the responsibility of all employees to contribute to the creation and sustainment of an open, diverse and inclusive workplace.

SCOPE

This policy applies to all Cineplex employees.

POLICY

Cineplex is dedicated to promoting diversity within the workplace and within the communities we serve through working, volunteering, mentoring or other activities.

Cineplex is committed to recruiting and retaining a qualified workforce. By valuing a diverse workforce, Cineplex enforces hiring practices that are fair and equitable. Cineplex will strive to hire the most qualified candidate for a position based on merit, qualifications, and performance. It will ensure that the search and hiring process is both fair and equitable.

Upon request by an employee, Cineplex makes workplace accommodations that comply with applicable laws and which Cineplex determines are reasonable and needed for effective job performance. Cineplex encourages its employees and stakeholders to communicate and interact effectively with others from many different cultures, while respecting cultural differences. Cineplex may use various training initiatives to foster these competencies, such as diversity and inclusion training.

Other than in response to such individual requests for accommodation, all employee actions regarding hiring, compensation, promotion, benefits, job assignments, transfers, leave of absence approvals, company sponsored programs or events, etc. will be taken without regard to race, colour, creed, religion, sex, gender identity, gender expression, sexual orientation, family status, age, language or national or ethnic origin, and all abilities. As such, Cineplex has specific policies in place to prevent discrimination on the basis of such protected grounds.

Employees who believe they have been subjected to behavior that conflicts with the Cineplex's Diversity and Inclusion policy should seek assistance from their supervisor or HR representative.

Confirmed September 2019