



DIVERSITY & INCLUSION

We are committed to fostering a respectful and inclusive workplace that reflects the communities where we live and work.

Gibson’s success reflects the quality, skills and experience of our employees, who all have a responsibility to support and foster an inclusive and diverse culture.

Gibson’s Diversity and Inclusion Pillars

Gibson has four diversity and inclusion (D&I) pillars. These pillars are supported by our culture and the systems and processes that enable this culture.

- **Attraction:** We pursue new talent acquisition strategies to help us find diverse candidates. Strategies include strategic acquisition partners and community and university outreach.
- **Retention:** We align benefits and employee policies with the needs of underrepresented employee groups.
- **Development:** We ensure diverse representation in all talent programs such as succession planning and leader development.
- **Engagement:** We embed the Gibson Way.

We continue to develop a culture of inclusiveness by providing D&I training and awareness opportunities to all our employees, supporting employee-led employee resource groups and activating a robust communications strategy that supports the value of D&I. Our foundational and enabling systems and processes include introducing monitoring tools such as workforce analytics and dashboards, seeking local and industry workforce availability data and implementing additional systems and tools that provide bias mitigation. Together, these initiatives will enable us to achieve the D&I targets we set out and further position our workforce and company for continued success.

Diversity and Inclusion Policy

Gibson’s D&I Policy encourages diversity and inclusion throughout all levels of the organization based on attributes such as gender, ethnicity, race, disabilities, age, sexual orientation, religion and family status. This policy articulates our belief that diversity and inclusion allows for better governance and enhanced performance through the contribution of different perspectives and experiences. Embedded within the policy are our aspirational targets regarding the representation of women as well as racial, ethnic and/or Indigenous Persons on the Board and across the Gibson workforce.

AS OF 2022

34%
WOMEN IN THE WORKFORCE

33%
WOMEN IN SENIOR LEADERSHIP

17.5%
RACIAL AND ETHNIC MINORITIES IN THE WORKFORCE

20%
RACIAL AND ETHNIC MINORITIES IN EXECUTIVE LEADERSHIP

3.3%
INDIGENOUS PERSONS IN THE WORKFORCE

Women @ Gibson

Women @ Gibson is a group created by women, for women at all levels of the organization. Launched on International Women’s Day in 2021, this employee resource group provides opportunities for women to connect and support each other, with the objective of empowering the women of Gibson to succeed. Employees who identify as a woman are encouraged to participate.

