



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

We remain committed to fostering a respectful and inclusive workplace that reflects the communities where we live and work. To support our continued efforts in Diversity and Inclusion, Gibson focuses on strategies in the following key pillars:

- Find & Recruit:** We are passionate about finding the right people, who will bring their true selves to work. Our talent acquisition strategies include additional community outreach to industry associations that focus on supporting underrepresented candidates, allowing us to attract a diverse workforce with the right skills and fit. We currently have active memberships in ten community and industry groups that focus on supporting diverse groups.
- Retain, Recognize & Reward:** Gibson Cares! Gibson offers flexible programs and benefits built to address the diverse needs of all our employees. Programs such as our Family Building Benefit, enhanced parental leave program and flexible working options are just some of the many inclusive programs available to Gibson employees. Equity and gender pay gap reviews are also an ongoing part of our foundational programs, such as our annual compensation review.
- Develop & Grow:** Guided by our Gibson Way values, we provide employees with ongoing training and education opportunities to leverage the benefits that come with a diverse workforce, as well as support employee resource groups. To foster a respectful workplace free from harassment and discrimination, we provide company-wide Conscious Inclusion training, and conduct employee engagement surveys and focus groups.

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

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.



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.



DELIVERING ENERGY RESPONSIBLY



WORKING TOGETHER



OPERATING WITH EXCELLENCE