



Compass is a company built on our unique differences and mutual respect for one another. Never has that been more important, than now.

We are all troubled and deeply saddened by the senseless and tragic killings of Black people, a community disproportionately targeted by systemic racism. We stand in solidarity with everyone protesting against these gross injustices around the world and here at home, because – Black Lives Matter. At the same time, in Canada, we are devastated to hear about the continued violence against Indigenous people – rooted in historic discrimination.

We have taken some time in the past few days to reflect and start honest conversations and it's clear that we must continue to push forward and do more.

Standing up to discrimination of any kind is extremely personal to me, though I don't pretend to understand the challenges of my Black or Indigenous colleagues. As the CEO of this great organization, I have the platform to spark meaningful change and ensure that diversity is woven throughout our business. It is my commitment that these changes will allow us to better support our Black and Indigenous colleagues as well as underrepresented groups including LGBT2Q+, Women and People of Colour.



We are beginning by building a roadmap with three key pillars.

Listen. Learn. Act

Listen. We want to hear from you. Nobody knows what our associates need better than our associates. We have set up an associate inbox with the sole intention of hearing your feedback and suggestions. Additionally, we will form a committee with Lauren Davey, our CPCO, as executive sponsor, to ensure associate recommendations are brought forward and given the consideration they so rightly deserve.

Learn. We will make sure our leadership and our managers have the right resources in place to support our diverse associates. We will mandate unconscious bias training for all managers. We will share resources, making sure our associates are well-informed and know how to be an ally.

Act. Once we have taken the time to listen and to learn, we will act on the input from our great people. We will build on our organization's history of respect for one another and change policies and actions to better reflect the world we live in. We will support and remove barriers to success for our colleagues and partners.

To everyone who is making your voice heard – thank you. We hear you. Please join us in this effort. **Together, we are stronger.**

Saajid Khan | CEO Compass Group Canada and ESS North America