



22% Racial and ethnic representation visible minorities in our workforce by 2025.



Workforce comprised of **12%** women by 2025



All employees to complete inclusivity and anti-discrimination training by end of **2023**



Donate **4%** of net income to charitable causes and inclusion programs



Continuous improvement towards a goal of

ZERO safety incidents



5% reduction in energy consumption by 2027



Effective cyber security systems



Independent board of directors to provide governance and oversight