



Ballard Power Systems
Corporate Division
Policy – POL5100212

Revision: 0D
Page: 1 of 5
Dept: People & Culture

TITLE: Diversity, Equity, and Inclusion Policy


Revision Record

Rev	CO	Description	Revised by	Date
0A	CO26555	Initial Release	Jan Laishley	July 24, 2018
0C	CO26555	Revised	Linda Downs	November 1, 2021
0D	CO35101	Revised Title to Diversity, Equity, and Inclusion (DEI) Policy Revised definitions Updated language, insertion for commitments and roles/responsibilities related to DEI	Jennifer Nakata	October 11, 2023

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	Ballard Power Systems Corporate Division Policy – POL5100212	Revision: 0D Page: 2 of 5 Dept: People & Culture
	TITLE: Diversity, Equity, and Inclusion Policy	

Purpose

Ballard strives for excellence in selecting and managing its workforce, regardless of differences. Ballard is very proud of its diverse workforce and this Policy affirms the Corporation’s commitment to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion, where employees’ differences are valued and respected and create a working environment where all employees are included and valued for their contributions.

Ballard is committed to ensure that the provision of our programs and services are fair and equal to all individuals, regardless of their identities. We will act in a manner that is consistent with the Universal Declaration of Human Rights (UDHR) and/or any other applicable legislation. We will encourage and support employee training and development to promote Diversity, Equity, and Inclusion (DEI) awareness and skills.

1.0 Scope


This Policy applies to all of our global employees, co-op students, consultants, contractors, officers, directors, and volunteers who interact with Ballard. Ballard expects all members of our global Team to use good judgment and to act in accordance with the letter and spirit of this Policy.

This Policy applies to all employment-related decisions made by Ballard, including but not limited to:

- Talent Retention and Acquisition
- Succession and Progression Planning
- Performance Management
- Compensation and Total Rewards
- Learning and Development
- Career Growth
- Employee Events
- Layoffs and Terminations

Created by: Jan Laishley	Date: June 8, 2018
Approved by: Jyoti Sidhu	Date: October 11, 2023
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	Ballard Power Systems Corporate Division Policy – POL5100212	Revision: 0D Page: 3 of 5 Dept: People & Culture
TITLE: Diversity, Equity, and Inclusion Policy		

2.0 Definitions

In this Policy, “**Ballard**” means Ballard Power Systems Inc. and each other member of the Ballard group of companies.

Diversity refers to the many identities that make us unique and affect our experiences and interactions with each other. This includes, but is not limited to, our differences in race, national or ethnic origin, citizenship, colour, religion, sex, sexual orientation, gender identity, gender expression, income source, age, and mental or physical ability, as described in the Universal Declaration of Human Rights (UDHR).

Equity refers to fair treatment, access, and opportunities for all individuals. To produce equity, we must address the unequal conditions and positions of people and communities, created by historical and systemic barriers.

Inclusion refers to an environment where everyone has the opportunity to fully participate, and each person is valued for their distinctive skills, experiences, and perspectives.

3.0 Policies and Programs

Ballard has various policies and programs to help the organization and its employees create a more diverse, equitable, and inclusive workplace, free of discrimination, harassment, and bullying. These include, but are not limited to:

- Code of Ethics and Workplace Guidelines Policy; and
- Harassment, Workplace Bullying, and Anti-Discrimination Policy.

4.0 Board Of Directors

The People & Compensation Committee (PCC) of the Board is responsible for organizational diversity, equity, and inclusion including reviewing this Policy, Ballard’s DEI programs, assessing the effectiveness of the Corporation’s approach to DEI annually, and recommending the adoption of measurable DEI objectives and targets for the Board and Management. The PCC will periodically assess any imbalances and gaps in the organization’s demographics, experience, and skills and considers these factors in oversight of the Corporation’s human capital management.

The Sustainability & Governance Committee (SGC) of the Board is responsible for recommending board nominees and director appointments and considers diversity as one of the important criteria relative to the composition of the Board. The SGC will periodically assess any imbalances and gaps in expertise, experience, skills, and background of its directors in light of the needs of the Board.


5.0 Executive Team and Management

The Executive Team provide the leadership framework and direction for the Corporation that will support sustaining a respectful workplace culture, however it is everyone’s responsibility to

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	Ballard Power Systems Corporate Division Policy – POL5100212	Revision: 0D Page: 4 of 5 Dept: People & Culture
TITLE: Diversity, Equity, and Inclusion Policy		

promote and support DEI within Ballard. To promote DEI at the Executive Team and Management level, the Corporation, where appropriate, will:

- consider candidates for promotion on merit while giving due consideration to the benefits of diversity and the current composition of management at all levels with respect to diversity and, in particular, gender diversity;
- actively seek out and review candidates for appointment on merit from a variety of backgrounds, while remaining aligned with the Corporation’s objectives on DEI;
- direct any search firm engaged to assist in identifying candidates for appointment to Executive Leadership to include diverse candidates generally, and women candidates in particular;
- with a view to promoting diversity within the pool of current employees with the required competence who may be considered for management positions, review periodically the Corporation’s processes for internal promotion and leadership development;
- create awareness of DEI issues and benefits including training on conduct that can be perceived as discriminatory and/or harassing and how to report such behaviours; and
- fostering a supportive environment where inclusivity is expected and prioritized.

6.0 Right to Equal Opportunities at Work

Employees and applicants for employment have a right to equal opportunities at Ballard. While all employment-related decisions made at Ballard should aim to foster diversity, they must also be made on the basis of merit, experience, qualifications, and performance. Ballard strictly prohibits discriminatory treatment of anyone in respect of employment regardless of race, colour, ancestry, place of origin, political beliefs, religion, age, sex, physical or mental disability, sexual orientation, gender identity or expression, family status, marital status, criminal or summary conviction unrelated to employment, or other status (“**identifiable differences**”).

Ballard aims to eliminate barriers to employment, or to success in employment, which adversely affect any employee or applicant for employment based on any identifiable differences. In addition, Ballard may implement special programs that aim to create inclusion or improve employment opportunities for employees and applicants for employment who have faced barriers to employment, or success in employment, based on identifiable differences in the past.

Ballard will make reasonable accommodations for individuals with known disabilities unless doing so would result in an undue hardship. To request accommodation, please email our People & Culture team.


7.0 Renewal

This Policy will be reviewed for its effectiveness every three (3) years, including to assess progress on DEI at Ballard.

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	Ballard Power Systems Corporate Division Policy – POL5100212	Revision: 0D Page: 5 of 5 Dept: People & Culture
TITLE: Diversity, Equity, and Inclusion Policy		

8.0 Notice

A violation of this Policy may carry severe consequences both for Ballard and the individuals involved. Compliance with this Policy is a condition of office or employment with Ballard. A violation of this Policy may be grounds for discipline, up to and including immediate dismissal.

9.0 Questions

Any questions regarding this Policy should be directed to a supervisor, manager, or the People & Culture team.

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