

<b>BALLARD</b> ®	Ballard Power Systems Corporate Division Policy – POL5100212	Revision: 0B Page: 1 of 3
	TITLE: Diversity & Inclusion Policy	Dept: Human Resources

Revision Record				
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Approved by: Jan Laishley	Date: March 9, 2021
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## Purpose

Ballard strives for excellence in selecting and managing its workforce, regardless of differences. Ballard strives to offer its employees a diverse and inclusive work environment where employees' differences are valued and respected, including for the different perspectives, experiences and ideas which they bring to the workplace. A diverse workforce brings with it a wider cross-section of employees that reflects the communities in which Ballard does business. This Policy is aimed at reinforcing these values and providing a working environment where all employees are included and valued for their contributions.

Ballard is very proud of its diverse workforce and is committed to an equal opportunity workplace for everyone, including by implementing policies, procedures and practices that are without systemic barriers.

## 1.0 Scope

This Policy applies to all employees, co-op students, consultants and contractors, officers and directors of Ballard. Ballard expects all members of our 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
- Performance Management
- Compensation and Total Rewards
- Learning and Development
- Career Growth
- Employee Events
- Layoffs and Terminations

## 2.0 Definitions

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

**Diversity** is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviours.

**Inclusion** is having a workplace environment in which all individuals are treated equitably, fairly and with respect, regardless of differences. It is having equal access to opportunities and resources, while being able to contribute fully to the company's success. Without inclusion, a diverse environment cannot be achieved.

## 3.0 Right to Equal Opportunities at Work

Employees and applicants for employment have a right to equal opportunities at Ballard. However, 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

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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. For example, Ballard will make reasonable accommodations for individuals with known disabilities unless doing so would result in an undue hardship.

#### 4.0 Policies and Programs

Ballard has various policies and programs to help the organization and its employees create a more diverse 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.

#### 5.0 Board Of Directors

The People Corporate Governance & Compensation Committee (PCGCC) of the Board is responsible for reviewing Ballard’s diversity and inclusion programs and this Policy; recommending board nominees and director appointments; and reviewing and recommending candidates for executive officer positions. The PCGCC considers diversity as one of the important criteria relative to the composition of the Board and management.

Ballard recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role of women in contributing to diversity of perspective on the Board. The PCGCC assesses the effectiveness of the Corporation’s approach to diversity annually and recommends the adoption of measurable diversity objectives for the Board, as appropriate.

#### 6.0 Renewal

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

#### 7.0 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.

#### 8.0 Questions

Any questions regarding this Policy should be directed to a supervisor, manager or the Human Resources team.

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