Diversity & Inclusion at Hydro One





Overview



- Diversity & Inclusion Strategy
- Diversity & Inclusion Effectiveness Review
- Indigenous Leadership Training
- Indigenous Network Circle Workshop
- Company Commitments



Diversity & Inclusion Strategy

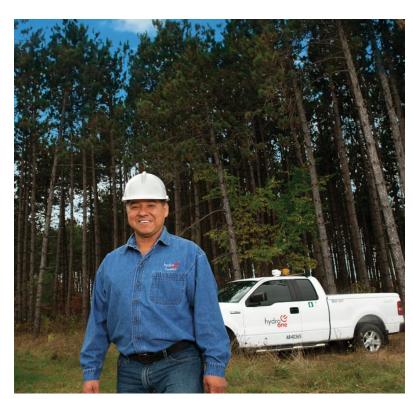


- Organizational benefits of Diversity & Inclusion
 - -Higher productivity
 - -Safety in the workplace
 - -Engagement and trust
 - -Better decision making
 - -Creativity and innovation
- 3 main goals:
 - -To build a diverse workforce
 - -Create a culture of inclusion
 - -Be a leader in diversity and inclusion in the energy sector.

Diversity & Inclusion Strategy



- We will consider our partners perspectives to help us achieve our goals and deliver them value. Our key partners are:
 - Unions
- Customers
- Communities
- Employees & leaders
- Shareholders



5 Paths in Achieving our Strategy

Workforce Planning

- Work with business leaders to identify where diversity and inclusion can enhance their business
- Establish a set of measures that are discussed and actioned with the business

Recruitment

- Develop a recruitment strategy that will attract diverse candidates
- Select diverse candidates and ensure our selection process is not biased

Succession Planning

• Identify and promote diverse candidates



Education and Leadership Development

- Develop a Women in Leadership program
- Roll out Indigenous Leadership Learning program
- Integrate diversity and inclusion principles into training and development programs
- Deliver specialized diversity and inclusion programs

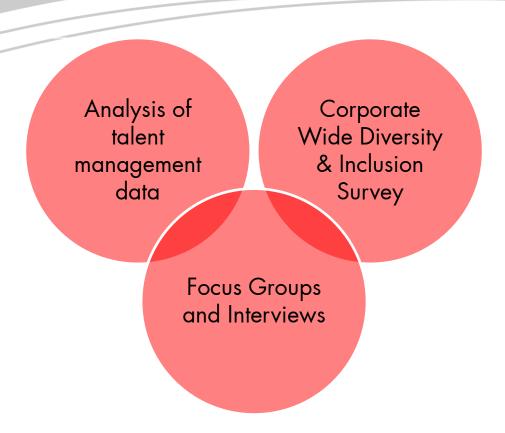
Cultural Guidance and Outreach

- Conduct a diversity and inclusion effectiveness review
- Create and promote employee resource groups including an Indigenous Network Circle
- Develop strategic community partnerships and sponsor community and industry initiatives
- Create a Diversity Leadership Council



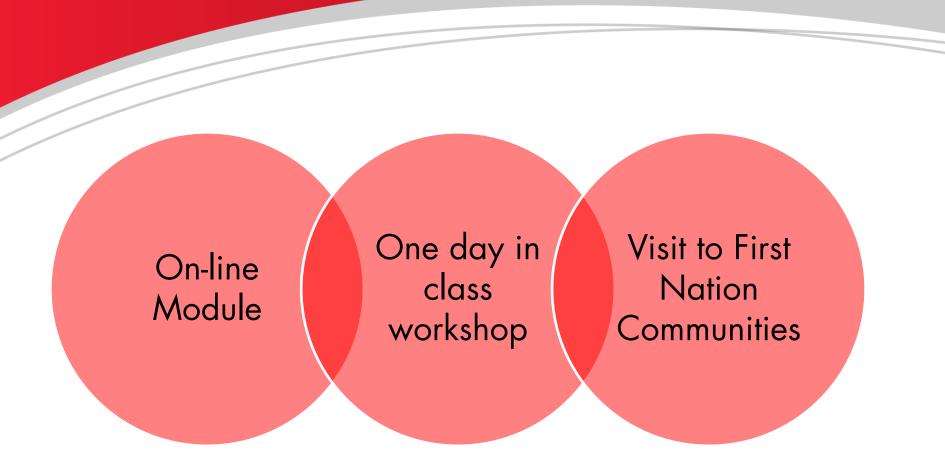
Diversity & Inclusion Review





Indigenous Leadership Training





Indigenous Network Circle Workshop hydro

Shared insights and personal experiences

1-day workshop



30 Indigenous **Employees**

Unanimously agreed to develop a Network

Company Commitments



- Hire a Diversity & Inclusion Consultant to focus on Indigenous Outreach,
 Recruitment and Inclusion
- Hire more Indigenous employees:
 - Regular hires
 - Co-op/Internship
 - New Grad
 - Summer Outreach Program
- Visit communities across the province sharing information about recruitment requirements and career opportunities
- Work with Hydro One Indigenous employees to educate and raise cultural awareness within the organization
- Engage Indigenous communities in a dialogue regarding training and development partnerships
- Research and adopt as required Indigenous employment and retention industry best practices



Questions?