



# Hydro One Workplace Diversity, Equity & Inclusion Commitment Statement

## We are committed to:

- **Stay united around our core values.**  
Diversity, equity and inclusion are a fundamental part of the shared values that guide us: safety comes first, stand for people, empowered to act, optimism charges us and win as one.
- **Embrace diversity, equity and inclusion as a business priority and a social responsibility.**  
This is simply the right thing to do as a business leader in the communities where we live and work.
- **Listen and learn from each other.**  
Our cultural backgrounds enrich our Hydro One family. Understanding each other enables us to value, celebrate and promote uniqueness as a strength to deliver best results for customers and each other.
- **Audit our policies and procedures to eliminate unconscious bias and systemic barriers.**  
It's a priority to identify and remove unconscious biases and systemic barriers related to recruitment, access, career development, decision-making and anything else that may unknowingly be creating barriers to diversity, equity and inclusion in our work environment.
- **Build and maintain a diverse and inclusive team of employees.**  
The communities that we serve across Ontario, including Indigenous communities, are rooted in various cultures so it's important that our team of employees reflects that diversity. We will work to ensure that diverse candidates are attracted, hired, promoted, developed and retained at all levels and areas of our organization, recognizing that historical and systemic barriers and privileges exist.
- **Monitor, evaluate and report our diversity, equity and inclusion results.**  
As with all our business goals, we will hold ourselves accountable for the delivery of projected diversity, equity and inclusion goals and results.

David Lebeter  
President and CEO  
Hydro One Ltd.

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## Diversity, Equity & Inclusion expresses who we are as a team

We stand for people and make it a priority to build an inclusive work environment where our employees, customers, partners and the communities we serve feel heard, valued and experience a sense of belonging. This approach also makes business sense. We believe that Diversity, Equity and Inclusion (DEI) are vital to helping us build a better and brighter future for all. This is our vision and to achieve it, we will shatter the barriers faced by diverse groups and work to maintain a welcoming, barrier-free workplace for everyone.

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