

BHC Group Diversity, Equity, and Inclusion (DEI) Policy

At BHC Group, we are committed to creating a workplace that values diversity, promotes equity, and fosters inclusion. While we prioritize recruiting professionals based on their proven expertise and ability to deliver exceptional results, we recognize that diversity enhances creativity, problem-solving, and the overall quality of our work.

Our Commitment

- **Diversity:** We welcome and respect individuals with varied perspectives, experiences, and backgrounds, as we believe that diverse teams drive better outcomes for our clients.
- **Equity:** We strive to ensure fair opportunities for all by promoting an environment in which contributions are recognized and valued.
- **Inclusion:** We aim to create a collaborative space where all professionals feel empowered to contribute their best work.

Key Practices

- We focus on recruiting skilled professionals who can meet our clients needs while remaining open to new talent who enhances our expertise and reflects diverse perspectives.
- Provide equitable opportunities for professional development and career advancement within our team.
- Partner with organizations and initiatives that align with our DEI values and promote inclusive practices in the broader community.
- Regularly assess our policies and practices to align with our diversity, equity, and inclusion commitment.

Supplier Diversity

BHC Group actively seeks to work with diverse suppliers and subcontractors, including businesses owned by women, minorities, and service-disabled veterans, whenever possible.

Accountability

We continually evaluate our DEI practices to ensure they reflect our values and positively impact our clients, our team, and the communities we serve.

Mentorship

Mentorship is a key part of our commitment to social responsibility. Bryan, Principal of BHC Group, has mentored students through programs like the Greater Vancouver Board of Trade's Leaders of Tomorrow and CPA Canada's Student Leadership Development Program. As Chair of the Next Generation division on the Jewish Federation of Winnipeg's Executive Board, he continues to support future leaders, earning recognition with the Harry Silverberg Young Leader of Distinction Award in 2024.