

Prospectors and Developers Association of Canada
Policy on Equity, Diversity and Inclusion
October 5, 2020

The Prospectors and Developers Association of Canada (“PDAC” or the “Association”) is committed to equity, diversity and inclusion at all levels of the Association. We welcome and encourage diversity within the membership, Board of Directors, staff, standing and strategic committees, suppliers, consultants, contractors, volunteers, and at the annual convention.

1. Definition

The principle of equity, diversity and inclusion (“EDI”) means creating an environment that values, celebrates, respects and advocates for individuals for their talents, skills and contributions regardless of differences; including ethnicity, gender, race, age, national origin, disability, sexual orientation, and religious beliefs. All individuals will have fair and unbiased access to opportunities.

2. Purpose and Scope

Promoting the improvement of equity, diversity and inclusion in Canada’s mineral exploration sector is a strategic priority for the PDAC. Full inclusion of diverse individuals builds value by bringing a wide range of insights and perspectives to solving problems, meeting challenges and forging new paths forward. PDAC aims to lead by example, demonstrating the advantages of EDI to the mineral exploration sector through its own commitment and action.

3. Guidelines and Action

At all levels of the Association, PDAC is committed to:

- i. Developing and delivering education and training materials directed at eliminating unconscious bias;
- ii. Identifying relevant factors to be considered in the employee, consultant, and contractor selection process;
- iii. Promoting an inclusive community within the membership of PDAC in which diversity is valued and all members feel heard, included, and respected;
- iv. Fostering a diverse environment for staff and volunteers where all individuals are accepted without bias, and access to opportunities is based on performance, skill and merit;
- v. Recruiting, appointing and promoting staff and volunteers on the basis of an individual’s competence, qualification, experience and performance, regardless of ethnicity, gender, race, age, national origin, disability, sexual orientation, and religious beliefs;
- vi. Fostering cooperative working environments characterized by inclusive practices and behaviours for the benefit of all participants, which are free from bullying, harassment and discrimination;

- vii. Improving opportunities for participation and leadership for all staff and volunteers, and especially for those groups who have been underrepresented in the mineral exploration sector in Canada, including women, visible minorities and Indigenous people;
- viii. Establishing procedures for monitoring, measuring, encouraging and assessing equity, diversity and inclusion within the Association;
- ix. Working with other industry partners, to promote equity, diversity and inclusion within the Canadian mineral exploration sector; and
- x. Reporting on the results and progress.

4. Implementation

- i. PDAC will include EDI promotion, training and assessment in its annual work plan and report progress in its annual report;
- ii. Individual members of the Board of Directors are encouraged to consider diversity as one of the key considerations when voting for Officers of the PDAC and the Executive Committee;
- iii. The Governance and Nominating Committee will consider diversity when assessing and endorsing candidates for Chairs and Co-chairs of standing and strategic committees;
- iv. The Board of Directors and the Executive Committee will promote diversity and inclusion on the Board of Directors and all standing and strategic committees;
- v. In conducting meetings, the President of the Association and all Chairs and Co-chairs of committees will foster collegiality and collective decision-making by ensuring that all participants have equal opportunity to express their views;
- vi. The Executive Director of the Association will be responsible for promoting and ensuring equity, diversity and inclusion among staff and in the workplace of the Association. The Executive Director will submit an annual report to the Board assessing the status of equity, diversity and inclusion among staff and in the workplace, including measures of success and specific strategies for improvement;
- vii. Chairs and Co-chairs of committees will submit an annual report to the Board of Directors assessing the status of equity, diversity and inclusion among members of the committee and in the work of the committee, including measures of success and specific strategies for improvement;
- viii. The Convention Planning Committee will demonstrate the Association's commitment to equity, diversity and inclusion by planning a diverse program for the annual convention, and highlighting this in their annual report; and
- ix. All levels of the Association, including the Board of Directors, staff, volunteers, participants, and members are expected to demonstrate the Association's commitment to equity, diversity and inclusion by taking conscious action to ensure that the annual convention is a safe space for all, free of harassment and discrimination, where every individual is respected, included and valued.

5. Disclosure of Concerns

Disclosure of concerns with respect to this policy can be made under PDAC’s Ethical Workplace Reporting Policy and Procedures for officers, directors, employees, volunteers, and retained consultants. By registering for the Annual Convention, all attendees agree to observe and abide by PDAC Terms and Conditions for Convention Attendees, including Attendee Conduct.

6. Living Document

This policy is intended to be a living document and subject to revision by the Board of Directors from time to time as context changes and understanding of equity, diversity and inclusion evolves.

PREPARED BY:	Ad Hoc – EDI Working Group	ORIGINAL ADOPTION DATE:	October 20, 2020
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