



Diversity Inclusion Statement

Toronto, 17th July 2020: I want to first acknowledge that we have taken some time to carefully consider the substantive issues related to systemic racism that exists in our world. The race-based, senseless and incomprehensible death of George Floyd and many others before him are serving as a global catalyst for a call to action. Led by Black Lives Matter and other social justice advocate groups, the awareness of racism has risen to a standard that we sincerely hope will be maintained until such time as there is a meaningful, tangible and structural change to our socio-economic systems in order to deliver equity among people. Our team at Fiera Real Estate has collectively determined that we need to more actively engage in a sustainable change process. We have taken time to carefully consider and collaboratively agree on what form that engagement should take before making a public statement.

At Fiera Real Estate, we believe it is our duty as a company to guarantee a safe, tolerant and welcoming work environment for each and every one of our employees. We strive to create an environment where an individual can be their very best and authentically true to themselves, and where they are respected and honoured for their skill and contributions and free to express their opinions. We are committing to take tangible action to make that environment and related opportunities available to all regardless of skin colour, race, ethnic origin, age, gender, religion, beliefs or sexual orientation. We commit to demand more of ourselves in supporting progressive change. We commit to listen, learn, and embody the change that we want to see in the world. Our Diversity & Inclusion Committee will ensure we remain accountable to this commitment. Our goal is to take direct action to further our evolution to a just, socially unbiased and equitable workplace.

Peter Cuthbert, President & Global Head

On Behalf of the Fiera Real Estate Team