

Diversity, Inclusion & Belonging



How do we define diversity?

At Tricon Residential, diversity refers to the characteristics and experiences of our team members that make them unique. These characteristics can include gender, race, ethnicity, religion, age, sexual orientation, physical abilities, cognitive capabilities, socio-economic background, languages spoken and political beliefs.

Tricon is committed to the principles of Diversity, Inclusion and Belonging in our business, and freedom from discrimination and harassment. We seek to enable all Tricon employees, regardless of race, ethnic origin, religion, sexual orientation, gender identity and expression, age, disability, social status or any other personal characteristics or experiences, to achieve their full potential in an environment characterized by equality of value, respect and opportunity.





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potential.



Building inclusive teams with a diverse range of perspectives makes us stronger, smarter and more innovative, enabling us to better serve our residents, employees and the community.

*Gary Berman,
President and Chief
Executive Officer, Director*



At Tricon Residential, we know that the best ideas happen when people bring their uniqueness to work with them. Inclusion is an integral part of how we leverage this uniqueness in our Company. Supporting Diversity, Inclusion and Belonging is not only the right thing to do – it is the right thing to do for our business. Having a diverse team enables us to better connect with those we serve – our residents and each other. We actively recruit people from diverse backgrounds to build a supportive and inclusive workplace. We take steps to ensure that employees have a sense of belonging, value and opportunity. Our ability to innovate on behalf of our residents relies on the perspectives and knowledge

brought by people from varied backgrounds. We leverage the remarkable diversity of our employees to achieve our mission of enriching the lives of our residents and the communities we serve. That's why we foster a culture of belonging and inclusion at Tricon Residential.

This Diversity, Inclusion and Belonging strategy provides us with a roadmap to make the lasting changes required for genuine inclusiveness. To help us achieve this, we need every team member to understand what we are trying to accomplish, to work together and be open to change. This strategy is everyone's responsibility and I encourage you to become involved.



Gary Berman

PRESIDENT AND CHIEF EXECUTIVE OFFICER, DIRECTOR

Toronto, September 20, 2021

Our Strategic Plan Elements

Vision

To have an inclusive and supportive workplace that enables us to attract, develop and retain a diverse team that represents our residents and the communities we serve.

Purpose

This strategy is an ongoing plan to help us achieve our business and people goals. It provides a shared direction and commitment for Tricon so that we can work together to unlock our potential, value our diverse team and build an inclusive environment where everyone feels that they belong.

Goals

Four key goals identify our focus and the actions we plan to take. They outline the key roles and responsibilities and how we will track progress and measure success.

1 Workforce Diversity

Recruit from a diverse, qualified group of candidates to increase diversity of thought and perspective. Use a talent assessment process to identify diverse high-potential talent to develop into future leaders.

2 Workplace Inclusion

Foster an inclusive culture that encourages collaboration, flexibility and fairness to enable all team members to unlock their potential, thereby increasing retention and engagement.

3 Workforce Belonging

Foster an environment that enables everyone to be their authentic selves and experience connectedness with our employee and resident communities.

4 Sustainability & Accountability

Identify and break through barriers to full inclusion and acceptance by embedding Diversity, Inclusion and Belonging into Tricon's ESG strategy, our talent and succession planning policies and practices, and our professional development programs in order to equip leaders with the tools to manage diversity and be accountable for results.

Roadmap

Focus Areas

Talent Acquisition, Development & Growth, Retention, Community



Talent Acquisition

This area focuses on casting a wide net for diverse talent, partnering with recruiting sites specifically geared to underrepresented and marginalized groups, and ensuring that our career websites showcase the existing diversity of our team. Building more diversity in our leadership and showcasing this will address survey concerns about ensuring that people from all backgrounds have equal opportunities to succeed.

Retention

This area focuses on inclusion and belonging through employee-voiced initiatives. It will address concerns that the team has expressed that they are not always heard in the decision-making process. The first step to diversity is creating an environment where people feel that they belong and can be their authentic selves. Through surveys and the establishment of a diversity council, we will provide forums for engagement and authentic relationships within the work environment.

Development & Growth

This area focuses on providing training, mentorship and promotional guidelines. We know that our team is looking for internal opportunities for growth and career advancement. Our Development & Growth policies will be designed to help our team gain a clear understanding of the career paths that are available to them and to provide the necessary growth opportunities.

Tricon Residential is proud to partner with Jennifer Brown Consulting for the Unconscious Bias for People Leaders program. This 12-month program was launched in Q3 2021 and consists of six bi-monthly virtual workshops. The workshops are designed to equip People Leaders with the tools needed to foster an inclusive environment for our team – understanding unconscious bias is a step in this direction.

Community

This area focuses on our Meaningful Change message of working with community partners to generate volunteering and giving opportunities for our team, as well as identifying internship candidates who may want to participate in learning experiences at Tricon.

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2021 ROADMAP



7 St. Thomas Street, Suite 801 Toronto, Ontario M5S 2B7
T 416 925 7228 F 416 925 7964 www.triconresidential.com