

TELSTORM CORP.

Diversity and Social Responsibility Policy

Policy Philosophy

The purpose of TELSTORM's Diversity and Social Responsibility Policy is to promote an environment within which TELSTORM Corp. can call upon a broad range of knowledge, skills and experience by promoting diversity among its employees, management team, communities and the general public. Each of us is personally responsible for maintaining a work environment that is free from discrimination and harassment. We respect the rights and differences of others and each of us plays a critical role in creating a fair and diverse workforce.

TELSTORM strives to provide equal employment and advancement opportunities to all individuals. Although the primary focus of employment decisions are merit, qualifications and abilities, diversity is also a key focus as a diversity of "perspective" may contribute to the further success of TELSTORM.

The health of a community is not measured by economic value alone. Healthy communities require multiple types of capital, which are collectively referred to as community capital: human capital, economic capital, social capital, cultural capital, and physical capital. Building community capital is the means for creating healthy communities. Social procurement becomes more than merely a financial transaction; it becomes a tool for building community capital.



"Social procurement" intentionally creates community benefits based on the needs of the local community. Social procurement has the flexibility and capacity to then target a community need or help fill a perceived gap. Our continuing commitment to diversity means recognizing and celebrating varying experiences, beliefs and customs to immerse them into employment practices of our firm.

Workforce Development

TELSTORM Corp. aims in identifying the knowledge and skill gaps between the current workforce and future needs. Planning allows for more accurate workforce projections in determining what requirements are needed for critical projects. Having detailed knowledge of our workforce allows for greater effectiveness and efficiency in our recruiting efforts. Our corporation recognizes that competent, motivated and respected employees are an essential element to providing efficient services. We believe in customizing our recruitment efforts with world renown Human Resource platforms to establish a community that assists each other. With this program, we are able to select potential candidates based on the content of their resume. We carefully review each applicant's merits and further pursue an applicant in a non-discriminatory manner. As a two way communication and information exchange portal, we have been able to establish a positive onboarding experience and avoid false positive outcomes.

Co-operative education is highly practiced as it provides practical work experience for students by training, mentoring, and job shadowing. The University of Waterloo, amongst other Canadian universities, is a global leader in co-operative education and helps to provide a rich talent pool for employers by hiring students with extensive skills and qualifications. The online recruiting system pairs up students with employers based on a ranking system which allows students to have maximum control. Each student is provided with a window of time to match with employers and view job descriptions, requirements and salaries. We view this as an opportunity by inviting driven students and creating a space for growth and success. We provide opportunities to develop specific and relevant knowledge in hopes to invite them once again for future employment.

Creating programs that encourage employee growth and offering strategies is a key aspect for acquiring new knowledge and skills for career development. Training contributes to possible promotions and employee development decisions. Current staff needs professional development programs that expose them to people and experiences to increase their knowledge, skills and individual growth. It is encouraged to bring new knowledge into the workforce and allow employees to develop as the industry is constantly evolving. We strive to create a culture where sharing knowledge is expected and rewarded. We reassure our staff that everyone can learn, and it can be in different ways. Learning is a lifetime process and helps create a sense of ownership to decision making and actions.

Diverse Suppliers and Project Work

TELSTORM Corp. values diversity by working alongside various suppliers with a wide variety of backgrounds. Our organization gains strength by welcoming innovative concepts from communities such as Aboriginal Peoples, racialized people, disabilities, newcomers, women, and LGBTQ2S people. We believe in promoting equal opportunity for all and aim to remove barriers facing members of visible minorities.

Our firm has had the pleasure of completing projects within Native communities for a nationally operated government entity that will manage to increase the effectiveness of mail and package delivery for the benefit of their community. Our involvement with this project sustained the local economy and will add further long term benefits so that the community will be successful and hopefully thrive into the future.

Our firm believes in community development and economic empowerment by expanding our opportunities with suppliers from all backgrounds. With this, we are able to build a qualified supplier pool, increase competition, meet customer expectations and build community prosperity. Quality of life for the disadvantaged, disabled, and their families are supported with dignity, collaboration through teamwork, and major sponsors. Supporting disabled individuals increases morale as well as diversity by thinking beyond labels.

Social Procurement Program

The benefit of being associated with companies of different cultural backgrounds allows for a competitive edge by improved cultural awareness. Broadening our scope of services enhances creativity and productivity. Additional partnerships will include women-owned business. We encourage and recognize the participation of women and empower them to achieve meaningful and sustainable opportunities.