

ANTI-DISCRIMINATION STATEMENT



Our commitment

At iA Financial Group, respect for individuals, whether it be our employees, our distributors, our clients or our partners, is a fundamental value and is conveyed in all our actions and decisions.

We also recognize the right of every client to be treated fairly and equitably.

iA Financial Group is committed to combatting and preventing discrimination in the management of its human resources and the services it provides to its clients.

The term “discrimination” refers to Section 10 of the *Quebec Charter of Human Rights and Freedoms* and denotes a distinction, exclusion or preference that has the effect of destroying or compromising the right to recognition and the exercise of human rights and freedoms.

These distinctions, exclusions or preferences are based on race, colour, sex, gender identity or expression, pregnancy, sexual orientation, marital status, age, except as prescribed by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap.

Discrimination may take many forms, including modern slavery, as forced labourers, victims of human trafficking and those exploited in slavery-like conditions are often discriminated against based on their social status or ethnic origin. iA Financial Group thus recognizes that efforts to eliminate discrimination must also include measures to protect these vulnerable people and to end modern slavery in all its forms.

Our organizational practices

Sound governance

Our *Code of Business Conduct* reflects our organization’s commitment to acting ethically and complying with the laws and regulations that govern our operations, wherever we do business, as enshrined in the *Quebec Charter of Human Rights and Freedoms* and the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Moreover, all employees, managers and members of the Board of Directors must annually certify their compliance with the *Code of Business Conduct* and act in accordance with its spirit and letter.

Violations of the *Code of Business Conduct* must be reported in good faith and without fear of reprisal. iA Financial Group has set up the Integrity Hotline for confidential and anonymous reporting.

In the same vein, our Supplier Code of Conduct, with which all our suppliers must comply, aims to ensure compliance with the laws and standards applicable wherever the company operates. Suppliers must, among other things, respect workers' rights and human rights and must comply with local laws regarding minimum working age. In addition, they are not permitted to engage in the practice of child labour, forced labour or any other form of modern slavery and must have a zero-tolerance policy in this regard for all their establishments, business activities and supply chains.

Positive work environment

iA Financial Group is committed to treating its employees with fairness and impartiality in terms of employment and remuneration.

We support and celebrate equity, diversity and inclusion through our *Diversity and Inclusion Statement*. We strive to provide a workplace recognized for being inclusive of everyone, regardless of ethnic origin, nationality, language, religious beliefs, gender, sexual orientation, age, marital status, family situation or physical or mental disability. We aim to ensure that every individual is treated with respect and integrity.

Employees are required to undergo training on equity, diversity and inclusion and the barriers to building inclusive workplaces, such as unconscious bias. Other communications and activities geared towards raising awareness are also deployed to proactively combat discrimination, both internally and externally.

Moreover, in order to encourage and ensure a quality work environment for all employees, iA Financial Group has adopted policies such as the *Respectful Workplace Policy* and the *Family and Workplace Violence Prevention Policy and Program*. These policies are aimed at promoting equity, diversity and inclusion; raising awareness and training employees to prevent violent behaviour; and ensuring that the company supports and takes action to prevent any unacceptable situation that could be construed as harassment.

Fair treatment of clients

Our clients are our primary concern. At iA Financial Group, clients are entitled to fair treatment throughout all stages of the product life cycle, from design to after-sales service.

Pursuant to our corporate policy on the fair treatment of clients and to our *Code of Business Conduct*, we hold ourselves to high standards with respect to sound business practices and fair treatment of clients.

iA Financial Group also takes the necessary steps to prevent discrimination and will not hesitate to take corrective action, where necessary.

Complaint examination and dispute resolution

In accordance with our *Complaint Examination and Dispute Resolution Policy*, we have a complaints and dispute resolution process in place to address client dissatisfaction, including that which may relate to discrimination.

Clients who feel that they have been discriminated against can therefore lodge a complaint, which will be managed by the Complaints and Dispute Resolution Committee objectively and in accordance with the principles of fair treatment of clients.

INVESTED IN YOU.