



Employment Equity Policy

Telesat Canada (the "Company") is committed to the principle of employment equity. The Company will ensure equality in the workplace so that no employee or job applicant will be denied employment opportunities or benefits for reasons unrelated to ability.

The Company shall implement and maintain an employment equity program in accordance with the requirements of Canadian employment equity legislation. This program seeks to ensure that the four designated groups (namely aboriginal peoples, persons with disabilities, visible minorities and women) are equitably represented within the Company. The goal is to ensure the Company's workforce reflects the diversity of the communities in which we work and live.

The Company also supports federal diversity and gender balance initiatives that focus on promoting and increasing the participation of women at all levels in science, technology, engineering and math fields ("STEM"), and engaging with Indigenous communities about labour market opportunities that support partnerships and raise awareness of career opportunities in the space sector and satellite communications industry.

Amongst other things, the Company will maintain employment equity workforce survey data in accordance with legislated reporting requirements in a way that respects the confidentiality of employee information. The Company will also practice recruitment methods that are inclusive of employment equity identified groups. For STEM-related initiatives, the Company will offer post-secondary student scholarships and co-op positions including apprenticeship programs, and the Company will provide funding for other activities that, for example, aim to increase the exposure of young Canadians to STEM professions and provide support to post-secondary student groups on space technology challenges. Finally, the Company will monitor, review and revise its employment equity program from time to time as required to meet the objectives of this policy and Canadian employment equity legislation.

The employment equity program belongs to all employees, and its effectiveness is contingent upon the understanding and support of all staff. The Company will work together with staff in order to eliminate employment barriers and enhance employment opportunities for members of the four designated groups.