



1. PURPOSE

1.1 The purpose of this Diversity Policy (“Policy”) is to outline how the Shooting Federation of Canada (SFC) approaches diversity, particularly when identifying individuals to serve as members of the Board of Directors, Councils and standing Committees. This Policy should be read together with the Canada Not-for-profit Corporations Act and the Canadian Sport Governance Code (the “Code”).

1.2 The Organization believes in diversity and the potential for diversity in the composition of the Board of the Organization to advance the best interests of the Organization. Diversity refers to the broad range of demographic characteristics that exists across Canadian society including, but not limited to, sex, gender identity, race, ethnicity, sexual orientation, class, economic means, ability, age, official language of Canada spoken, religion and education.

1.3 The Board recognizes the importance of positions being filled by the most suitable and competent individuals and that bias and discrimination – whether conscious or unconscious – may inhibit, among other things, diversity and the selection, retention and promotion of individuals based on merit. The Board also recognizes that ‘the tone is set at the top’ and the processes applicable to determining the composition of the Board will have significant impact on attracting and retaining individuals throughout the Organization.

2. BOARD NOMINATION PROCESS

2.1 The Board through the Nominating Committee shall adopt processes for the nomination and evaluation of individuals as members of the Board and its committees that are based on objective merit-based criteria which afford due regard to the potential benefits of diversity.

2.2 Within the context of a Board that satisfies the independence requirements and the need for Board members to possess the necessary skills, in accordance with the Code, the Organization has established as an objective that by September 2028, not more than 60% (rounded up or down to the nearest whole number) of Board members, committee members, council leadership positions shall be of the same gender.

2.3 Any third parties engaged by the Organization to assist in identifying possible members of the Board of the Organization are to be advised of the Organization’s recognition of the potential benefits of diversity and the need for the process pursued by the third party on behalf of the Organization to minimize the potential adverse impact of bias and discrimination.

3. BOARD ANNUAL REVIEW PROCESS

3.1 The Board will annually review this Policy and assess its effectiveness in connection with the composition of the Board and in satisfying the objective set out in Section 2.2. The Organization



shall introduce key performance indicators that measure achievement of diversity objectives and link part of advancement to the achievement of those objectives.

3.2 The Board shall annually report to the members as to its approach and initiatives taken to attract directors with the required skills and diversity (including with respect to gender representation), whether it considers its initiatives successful and any additional steps the Board will be making towards this objective.

4. PUBLICATION ON WEBSITE

4.1 This Diversity Policy as well as each report to the members referred to in Section 3.2 will be posted on the Organization's website