

FIERA CAPITAL CORPORATION GLOBAL RESPECT & INCLUSION POLICY

EFFECTIVE DATE: DECEMBER 17, 2018



FIERACAPITAL



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1 Beliefs and Guiding Principles

At Fiera Capital Corporation and its affiliated companies (hereinafter collectively referred to as “**Fiera Capital**”), we have a duty to act professionally and responsibly in the best interests of all employees, investors and stakeholders with a view to create long-term, sustainable value. We embrace our employees’ diverse backgrounds and view our people as central to our success. We are committed to fostering a culture of inclusivity and diversity that promotes equality and respect through a harmonious and collaborative work environment.

Diversity encompasses differences in backgrounds, qualifications and experiences as well as differences in approach and viewpoints. These differences include gender, gender identity, sexual orientation, age, ethnicity, religious or cultural background, disability, marital or family status, and other areas of potential difference.

This policy is applicable, but not limited, to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs and terminations as well as to the ongoing development of a work environment built on the premises of diversity and equity which encourage and reinforce respectful communication and cooperation between all employees.

This policy applies to everyone at Fiera Capital, including employees, vendors, contractors and third-party service providers, in all locations where company business is conducted.

“ **Aspiring to be as diverse as our clients.**

Our expanding global team of passionate, highly motivated professionals are the most valuable asset we have. At Fiera Capital, we encourage our employees to embrace diversity and original thought, which gives us a competitive edge and ultimately benefits our clients. We strive to create an inclusive and diversified environment where everyone can reach their full potential.”

2 Workplace Behaviour

Fiera Capital is committed to creating a safe, healthy work environment that is free of harassment, discrimination and violence, and where mutual respect, dignity and the ability of staff to work together productively is actively supported.

Harassment is any vexatious behaviour in the form of repeated, hostile or unwanted conduct, or verbal comments, actions or gestures, which affects an employee’s dignity or psychological or physical integrity or which creates an intimidating, hostile, degrading, humiliating or offensive environment. It includes conduct of a sexual or racial nature, related to an individual’s disability or based on such things as sex, gender, gender identity, religious beliefs, race, national or ethnic origin, disability or age affecting the dignity of individuals at work.

Acts of violence may occur as a single incident or as an event resulting from a series of exposures to risk factors outlined above. The conduct may be intentional or unintentional. If these actions occur outside the workplace, but result from workplace relationships or conflicts, they can also be considered workplace violence.

Harassment must not be confused with the exercise of the employer’s right to manage employees, including the assignment of tasks, managing work performance or absenteeism, application of disciplinary measures and even dismissal. Work conflicts, work-related stress as well as difficult working conditions and job constraints also do not constitute harassment. Informing a team member, in a respectful manner, of the consequences related to his or her performance and conduct is part of the normal management process.

All employees are responsible for adopting and supporting respectful behaviour at all times. Fiera Capital encourages its employees to attempt to resolve conflicts themselves and prevent a situation from deteriorating. Discussion between the parties is the preferred method with an emphasis placed on the facts and the desired outcome so that the situation can be resolved.

Any employee who feels bullied, harassed or discriminated against is encouraged to immediately inform the alleged offender (verbally and/or in writing) that the behaviour is unwelcome. In many instances, the person is unaware that his/her conduct is offensive, and this action alone may resolve the problem. If this approach is unsuccessful or the complainant does not feel comfortable, they should follow the reporting procedure applicable in their division, as found in their local Code of Conduct, Employee Handbook or similar applicable document (“**Local Policies**”).

3 Confidentiality

At all times during any investigation relating to this policy, detailed information about the complaint shall be kept in a confidential file accessible only to persons authorized to view such information as part of their functions. The names of the persons involved in the complaint and the contents of the complaint shall remain confidential unless this information is needed for an investigation or disciplinary action, required or permitted by law, or the persons concerned grant their consent to such disclosure.

4 Reprisal

No reprisal shall be tolerated against any person who discloses, in good faith, a situation he or she believes to be harassment, discrimination and/or workplace violence or who provides information regarding a complaint or an incident of this nature.

Any employee who engages in reprisal of whatever nature or threatens reprisal shall be subject to administrative and/or disciplinary measures, up to and including dismissal.

5 Dishonest or Bad Faith Complaints and False Statements

Any employee who knowingly makes an unjustified complaint, utters false statements as part of an investigation, or uses this policy in an abusive manner may be subject to administrative and/or disciplinary measures, up to and including dismissal.

6 Local Policies, Laws and Regulations

This policy should be read by an employee in conjunction with his or her Local Policies. In the event of incompatibility between the contents of this policy and such Local Policies, the latter shall prevail.

Similarly, in the event of incompatibility between the contents of this policy and any of the applicable jurisdiction's governing laws or regulations, the latter shall prevail.

7 Evaluation and Review

Fiera Capital shall take steps to ensure that this policy is communicated, understood, followed and used appropriately. This policy will be reviewed globally on an annual basis and adjustments will be made as necessary.

Employees shall be required to attest acknowledgement and compliance with this policy by way of their attestation relating to their applicable Local Policies, to which this policy shall be incorporated by reference.

8 Effective Date

This policy was approved by Fiera Capital's Board of Directors on November 8, 2018, and comes into effect on December 17, 2018.

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