



Magate Wildhorse Policy Statement on Diversity and Inclusion in The Work Force

MAGATE WILDHORSE DITW

MEEGAN SCOTT



Policy on Diversity, Inclusion & Equal Employment Opportunity in the Workforce

Magate Wildhorse™ Consulting (Magate Wildhorse Ltd., Toronto and Magate Wildhorse Inc., New York) strives to maintain the position of a top-notch provider of strategic management consulting and international development solutions.

As such we commit to lead by doing when it comes to diversity and inclusion in our businesses. We are committed to ensuring Magate Wildhorse practices fair recruitment and hiring of staff, volunteers, consultants and service delivery partners.

Our businesses and service brands are free and will remain free of discrimination and embrace diversity for driving creativity and innovation but more so for ensuring we practice and facilitate the protection and advancement of the principles and practice of human rights and our values.

Meegan Scott, The Boards of Magate Wildhorse Ltd., and Magate Wildhorse Inc., will ensure that all categories of human talent and occupational categories in our organizations enjoy and benefit from our commitment articulated above.

We remain firm in our commitment and policy to provide equal opportunity in all employment practices regardless of race, color, sex, national origin, age, disability, political affiliation or other areas of human rights. “Out of Many; One People” is a core thread of our DNA, we value integrity, decency, respect, honesty and dignity. We support gender equity and equality not just as embraced in the United Nations Sustainable Development Goals but also as it is relevant to the context of some groups whose unique gender equity challenges have not yet been reported and factored into their local and specific targets and themes at the national or global levels.

As, founder and principal of Magate Wildhorse, I commit to and ensure our human resource programs delivers equal opportunity recruitment and contracting; and support for reducing age and other barriers to professional growth, development, promotion, leadership development as well as promotion. Our programme include mentoring, coaching, action learning, assignments and training for both Board and execution team. Our consulting team and leadership will be representative of our Board and its governance model, the diversity of Canada, The USA, The Caribbean and other markets in which we serve. We commit to protecting the human and civil rights of all as well as to ensure we comply with law of the lands under which we have been incorporated and our moral obligations.

Staff, Board, Employees, Consulting Partners and Associates, Volunteers, Contracting and other Service Delivery Partners can expect fairness, inclusion, integrity, dignity, and respect— this applies to all employee categories, as well as all ethnicities and nationalities. To support our commitment are policies

for reducing the risks and providing recourse for discrimination, sexual harassment, or harassment, performance evaluation and compensation.

Managers and supervisors; project officers and consultants must be alert to issues which might result in allegations of discrimination (including in the context of development and humanitarian projects and programmes), and must work together with volunteers, board, consultants and employees for the prompt and equitable resolution of conflicts.

All employees, volunteers, consultants and other team members at Magate Wildhorse (temporary or contractual) are encouraged to and are free to report and seek recourse should they experience any violation or departure from the values and commitment articulated above without any reprisal or retaliation.

Should the violation be perpetrated by the lead consultant then complainants may report to the Board of Directors.

The provisions of the Magate Wildhorse Consulting Diversity and Inclusion in the Workforce policy statement is posted on the web site or ensuring all relevant parties are aware of the provision and can seek recourse.

Meegan Scott, Founder and Principal
August 28, 2020