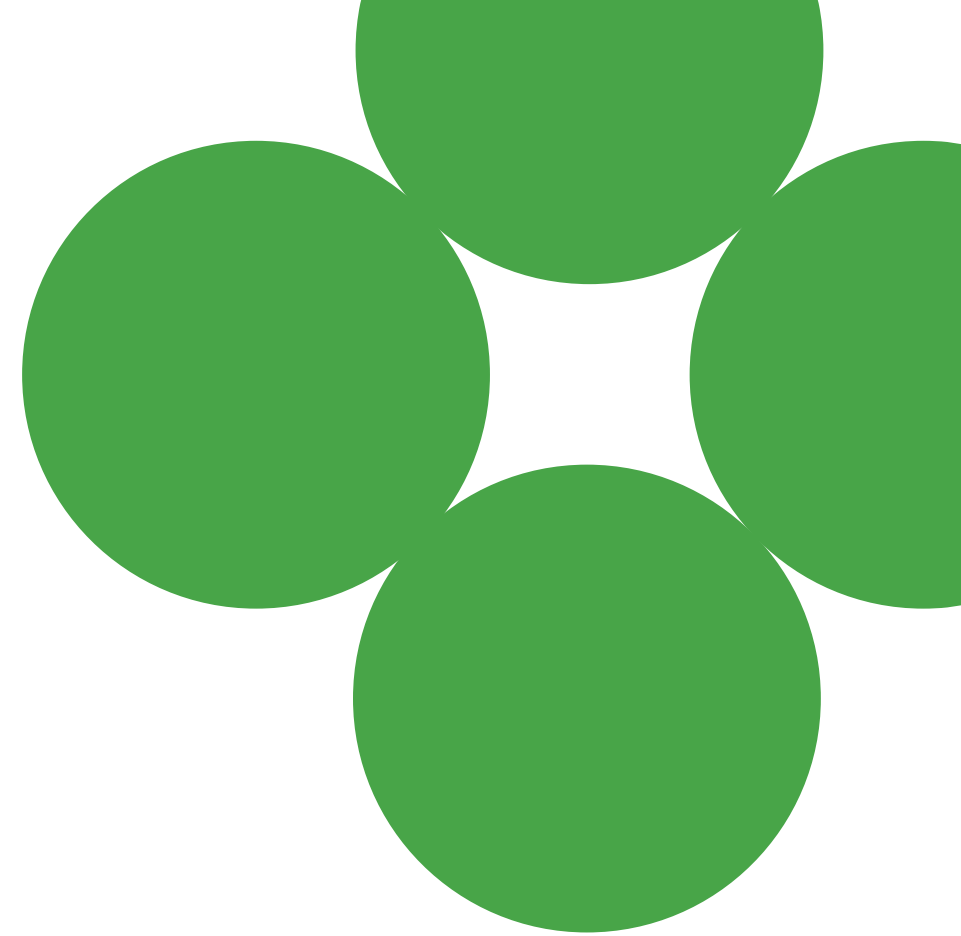




Women's Inclusion Network (WIN)

Updated September 2019



MISSION

- To promote an inclusive and equitable work environment in which all women are valued and given the opportunity to develop and contribute to their full potential.

INCLUSION STATEMENT

- We believe in providing our employees with an environment where they feel included, respected, and valued for the unique perspectives they bring to the organization.

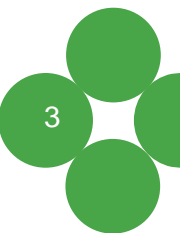
PURPOSE

- Foster a work environment where everyone feels included, respected and value.
- Create a supportive network to encourage members to bring their full selves to work
- Support the professional development of women and strengthen the internal talent pipeline
- Identify specific issues that impact the inclusion of women.
- Seek feedback and offer solutions to obstacles in career advancement or personal development

PARTICIPATION

Membership is open to all employees nationally who identify as women or allies of women. Members must meet and maintain the following eligibility requirements:

- Be employed by Sobeys Inc.
- Hold a full-time position
- Obtain the support of their manager
- Be dedicated to the inclusion of all women.
- Have a passion for furthering Sobeys' inclusion efforts.



WIN Steering Committee

The steering committee is comprised of volunteer WIN members who work closely with the D&I team, to determine WIN's goals and activities. The steering committee will be responsible for ensuring that goals are accomplished, and for supporting communication between members and the D&I team.

Structure

