

Pride at Canada Life



Canada Life aspires to continue building a diverse, equitable and inclusive company – for our people, customers and communities. We believe in creating spaces where everyone – regardless of sex, sexual orientation, gender identity or expression – feels valued, inspired and empowered to be their authentic selves.

We're proud to be the title sponsor of the Pride Parade in London, a city that thousands of Canada Life employees and customers call home. Each year, we look forward to marching alongside, and in support of, 2SLGBTQI+ communities.

Here are some of the other ways we support 2SLGBTQI+ communities across the country:

- We support organizations and programs that foster positive and inclusive spaces, including **CANFAR's Sexfluent platform** which provides educational resources to youth and the **Get REAL Movement's Positive Space Kits** which help create visibly inclusive and safe environments. We also recently announced a \$750,000 donation to the **Rainbow Resource Centre** to help build a brand-new campus in Winnipeg that will offer resources and a welcoming gathering space for 2SLGBTQI+ community members.
- Our Pride at Canada Life Employee Resource Group (ERG) regularly hosts educational and social events, creating opportunities for members to connect with, learn from and support one another. They also provide opportunities to the broader employee base around the importance of allyship.
- We regularly review our benefits to ensure we're representing the diverse needs of our customers and our employees. We're proud to provide coverage for gender affirming care, mental health and wellness services, and fertility treatment and medication. We also offer a supplement payment for employees taking parental or adoption leaves.
- Every June and July we raise the Pride flag at our five main campuses as a visible demonstration of our support for 2SLGBTQI+ communities.

We're at our best when we all feel seen, heard and understood. Together, we can build a world where we're not only accepted, but celebrated for what makes us unique.

