

## 4.15 Council Diversity Policy

The Real Estate Council of Alberta believes in diversity and values the benefits that diversity can bring to its Council members (the " Council "). Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the Real Estate Council of Alberta has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Real Estate Council of Alberta seeks to maintain a Council comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Council should reflect the diverse nature of the business environment in which the Real Estate Council of Alberta operates. For purposes of Council composition, diversity includes, but is not limited to, business experience, geography, age, gender, sex, Canadian indigenous ancestry, disabled, and visible minority.

The Real Estate Council of Alberta is committed to a merit based system for Council composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Council composition or identifying suitable candidates for appointment or re-election to the Council, the Real Estate Council of Alberta will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Council.

The Real Estate Council of Alberta believes promotion of diversity is best served through careful consideration of all of the knowledge, experience, skills, gender and backgrounds of each individual candidate in light of the needs of the Council without focusing on a single diversity characteristic and, accordingly, has not adopted targets regarding gender diversity on the Council.

Any search firm engaged to assist the Council or a committee of the Council in identifying candidates for appointment to the Council will be specifically directed to include diverse candidates generally.

Section 4.15

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