

# Diversity and inclusion



Wealth Management

At RBC Wealth Management, we believe that diversity and inclusion are at the very core of our success—now and in the future. We strive to maintain and enhance a culture that is welcoming and supportive to everyone.

## Diversity and inclusion defined

We define diversity as respecting and leveraging the differences of our:

- Workforce
- Clients
- Prospects
- Suppliers
- Communities

These differences include people from various genders, backgrounds, experiences, ethnicities, cultures, orientations and abilities. When we harness these differences and the diversity of thought associated with them, we advance an organization that makes full use of everyone's contributions.

## Diversity and inclusion strategy

The RBC diversity and inclusion strategy was updated to place more emphasis on driving change and creating a more inclusive workplace and society. To this end, our efforts are aligned under three distinct pillars:

## Strengthening inclusion

- Enhancing inclusive leadership capabilities
- Listening to our employees
- Leading with empathy
- Creating safe spaces
- Driving accountability

## Advancing diversity

- Enhancing hiring and recruitment programs
- Driving equitable opportunities for pay, promotion and development
- Improving diversity in leadership at all levels, across the organization

## Enabling economic inclusion

- Influencing equitable access to financial products and services
- Supporting products, programs and initiatives that create positive economic and social impact
- Leveraging our purchasing power to influence supplier and client diversity efforts

Our refreshed strategy will enable us to drive meaningful change to achieve full and sustained inclusion—within our workplace and in the communities where we have a presence.

## Employee Resource Groups



**Women's Association of Financial Advisors (WAFA), est. 1991** — helps to recruit, retain and enhance the productivity of women financial advisors and branch directors.



**Multicultural Employee Alliance (MEA), est. 1994** — promotes an environment that recognizes the multicultural interests of our employees and clients, embraces inclusion of employees from all walks of life.

Investment and insurance products offered through RBC Wealth Management are not insured by the FDIC or any other federal government agency, are not deposits or other obligations of, or guaranteed by, a bank or any bank affiliate, and are subject to investment risks, including possible loss of the principal amount invested.



**Proud RBC Individuals for Diversity and Equality (PRIDE), est. 1999** — fosters a culture of inclusion within our firm and the LGBT+ community by raising awareness of LGBT+ issues, helping to attract and retain top LGBT+ talent, and supporting LGBT+ local communities.



**Veterans Engagement and Troop Support Group (VETS), est. 2015** — VETS expands awareness within our firm of the ongoing sacrifices of veterans, people with military experience and their families, and engages employees through community activities.



**Women Empowered (WE), est. 2020** — promotes RBC Wealth Management as a firm interested in the recruitment, development and progression of women.

### Diversity leadership

Our diversity and inclusion efforts are supported by a senior-level leader who is responsible for developing the firm's diversity and inclusion strategy. RBC Wealth Management also has a Diversity Leadership council (DLC) that is co-chaired by the president of the firm and the head of culture and field engagement.

The RBC Wealth Management DLC is a strategic, cross-functional group of thought leaders who are responsible for providing recommendations

and ideas to further advance the inclusion and diversity strategy. DLC members serve as diversity ambassadors within their respective areas of responsibility to:

- Promote and support diversity initiatives and events
- Raise diversity awareness
- Increase employee engagement
- Drive change by modeling inclusive leadership behaviors

### RBC Wealth Management's five values are:

**Client first:** We will always earn the right to be our clients' first choice

**Collaboration:** We win as One RBC

**Accountability:** We take ownership for personal and collective high performance

**Diversity & Inclusion:** We embrace diversity for innovation and growth

**Integrity:** We hold ourselves to the highest standards to build trust

### Equal opportunity and affirmative action

RBC Wealth Management provides equal employment opportunity, initiates affirmative action principles and provides a workplace free from discrimination for all individuals without regard to any factors protected by applicable federal, state or local legislation. Applicants and employees are provided with equal employment opportunity in all of RBC Wealth Management's recruitment and selection processes and terms and conditions of employment including hire, promotion, transfer, demotion, training, benefits, compensation, job assignment, lay off and termination.

RBC Wealth Management provides reasonable accommodation to the known physical or mental limitations of an otherwise qualified disabled applicant or employee that will enable that individual to perform the essential functions of a job.