



## DIVERSITY IN THE WORKFORCE

We compete for new assignments in every market we serve. As a growing business with expanding resource needs, we also compete fiercely for new talent.

To attract skilled people to our company, we are working to make Toromont a more welcoming environment where respect for the diverse qualities and backgrounds that our employees bring to our organization is a fundamental commitment.

There are many ways we demonstrate this commitment. One is by listening. As part of an update to our Employment Equity policy and action plans, we recently asked all employees to offer their suggestions on how Toromont's employment policies and practices could be enhanced. We received many thoughtful responses, including ideas to increase locker facilities for women to support their participation in our shops. Simple, yet useful.

Traditionally, our industry has been male-dominated and this has led to under-representation by women in our workforce. But we are making strides. For example, approximately 18% of the employees in our professional engineering and technologists group at CIMCO are women. At the end of 2007, 12% of our employees are women, an improvement from the previous year.

Embracing cultural and religious diversity is also important and we strive to do this in different ways. At CIMCO, we have been hosting special Chinese New Years events for employees for three years. CIMCO has a number of Chinese Canadians on staff. These events are a good way of building understanding and respect for the cultural heritage of the world's fastest-growing economy.

Recruitment of Canadians with disabilities has also helped us to grow and improve our company. As the Canadian Foundation for Physically Disabled Persons points out, "disabled people in our society...number in the millions." Finding ways to enable people to join our workforce makes good business sense.

Encouraging Aboriginal peoples to join Toromont has also benefitted us generally and in particular, helped us to deliver service in remote communities. In Canada's north, we have enjoyed a 10-year business relationship, called Toromont Arctic, with Kitikmeot, Qikiqtalluk and Sakku Inuit partners in which our mutual objective is to bring the economic benefits of development to the local communities in Nunavut. This includes employment and skills development. Most recently, we successfully recruited and trained three local technicians who are now serving in Rankin Inlet and Iqaluit. We have many more opportunities available.

In the years ahead, we expect our workforce to become more diverse – and we expect to profit from the experience. ■

**TOP** – A Toromont team at a United Way Day of Caring.

**MIDDLE** – Toromont power moves the Habitat for Humanity house.

**BOTTOM** – A Toromont team participates in a Dragon Boat race to raise funds for United Way.