



NFI Group Inc.
**Community
Benefits
Framework¹**



A better product.
A better workplace.
A better world.

¹ Effective Date: March 2020
Revised Date: November 2024

Introduction and Purpose.

NFI Group Inc. (NFI), a leading independent global provider of sustainable bus and motor coach solutions, has proudly developed a **Community Benefits Framework (CBF)** with the objective to expand upon existing approaches to support workforce development, while enhancing the hiring of diverse, underserved, underrepresented, and historically disadvantaged individuals. The **CBF** serves as the guiding framework for our workplace efforts.

This **CBF** will help facilitate programs focused on unique community needs. The employment and community model it defines will be adopted by all NFI facilities.

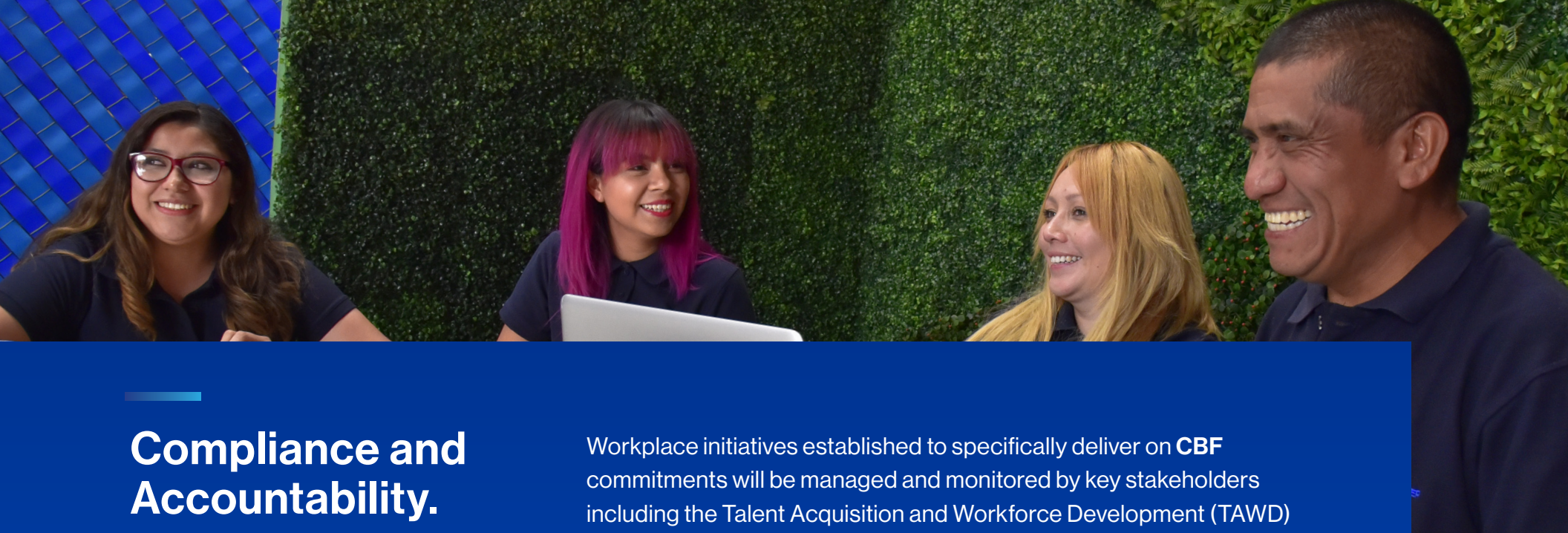




The measures outlined in the **CBF** are intended to identify, train, upskill, transfer knowledge, and onboard new and existing team members. It also supports the development and deployment of pre-apprenticeship/ apprenticeship programs and ongoing career development for people of all walks of life, including veterans, women, people of color, people with differing abilities, and underrepresented, underserved, and historically disadvantaged individuals in the field of advanced manufacturing.



NFI works to advance employment for all people. We are committed to administering all employment matters in accordance with the value we place on fostering a diverse and welcoming workplace that values the contributions of all team members. We ensure that all team members protected categories, including gender, do not factor into employment decisions.



Compliance and Accountability.

Workplace initiatives established to specifically deliver on **CBF** commitments will be managed and monitored by key stakeholders including the Talent Acquisition and Workforce Development (TAWD) Manager, TAWD Specialists, Human Resources Directors, Diversity Programs Manager, and the NFI Learning Institute.

Program targets established to monitor adherence to **CBF** objectives may include (but are not limited to) the following:

- ✓ Hours of classroom training and programs attended
- ✓ Identification of pre-apprenticeship/ apprenticeship commitments
- ✓ Implementation of work plan time frames
- ✓ Achievement of wage and benefit commitments
- ✓ Achievement of established hiring goals
- ✓ Recruitment status (including hiring, onboarding, and training individuals)
- ✓ Achievement of established diversity goals
- ✓ Adherence to career development objectives
- ✓ Compliance to local, provincial, regional, and federal incentive program requirements

Our Commitments.

Diversity and Hiring

Supporting Our Workforce and Communities

Employee Engagement

Safe and Respectful Workplace

Environment, Health, and Safety (EHS) and Sustainability

Manufacturing

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Diversity and Hiring

We seek to employ people that are representative of the communities in which we operate to ensure that all voices and viewpoints are represented, creating a supportive, inclusive environment instilling a sense of belonging.

- ✓ NFI will evaluate available talent pools internally and externally, and work to eliminate skill gaps to ensure staffing levels and replacements are representative of the workforce and local communities.
- ✓ NFI will implement action-oriented plans to employ and advance all persons and base all employment decisions on job requirements. Our team remains steadfast in preventing any form of employment disadvantage and will continue evolving workplace practices and environments to prevent its occurrence.
- ✓ NFI will develop and strengthen its human resources capacity to bolster community outreach, recruitment, and placement of equity deserving groups of people not traditionally employed in the manufacturing industry. This will be achieved through direct work with community agencies to source and hire individuals directly from these groups, including support of their onboarding, integration, and continued career development with NFI.



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We are deeply committed to the prosperity and wellbeing of our team members. NFI strives to provide quality, sustainable employment opportunities in every community we work within, specifically focused on promoting individual prosperity and team success.

- ✓ NFI provides social service and educational support programs for team members in need, which may include short-term housing assistance supports, partnership with affordable housing programs, temporary childcare assistance or matching financial support, and post-employment internal training and/or tuition reimbursement and local school outreach.
- ✓ NFI supports the growing number of companies committing to pay a living wage to their team members. We seek to pay fair wages, meeting or exceeding the amount for basic living needs and will continue to monitor the competitiveness and fairness of our wage levels.
- ✓ We work closely with community-based organizations to create an ecosystem that benefits both the community and industry. By identifying the key contributors within the community, we can diversify our efforts and engage in partnerships and actions that strengthen the communities in which we do business.



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Employee Engagement

NFI takes a multi-channel approach to supporting and boosting our employee engagement and morale, understanding the diverse landscape and experience of our team members. Our commitment to employee engagement and the supporting programs bolsters our commitment to our people and workplace culture we have created.

- ✓ NFI regularly conducts team member surveys to support creation of concrete deliverables, with a goal of specific recommendations to integrate and reflect individual perspectives. Recommendations for improvement are addressed in an Employee Engagement Action Plan for implementation and progress monitoring by leadership.
- ✓ In addition to employee engagement surveys and action plans, NFI promotes several activities to boost engagement and employee morale. Through team member events, community volunteerism, and active social committees, NFI actively engages our people to create a positive and healthy workplace culture.
- ✓ NFI encourages team members to recognize one another through our internal Shout-out - Values in Action program, which enables our team members to submit a shout-out, publicly recognizing a job well done by their teammates who have lived our company values. We utilized a number of internal feedback mechanisms for our people, such as Xpressline, round tables, new hire onboarding feedback and 360 Feedback Surveys.



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Safe and Respectful Workplace

NFI will adhere to a zero-tolerance policy for workplace discrimination and harassment.

- ✓ We've taken all appropriate steps to ensure that the workplace is free from physical, emotional, and sexual assault, violence, threats, and harassment; and to secure a safe, inclusive, and respectful workspace for all team members.
- ✓ NFI has robust whistleblower, Ethics Hotline, incident reporting, and investigation processes that ensure safe disclosure, confidentiality, and non-retaliatory behavior.



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Environment, Health, and Safety (EHS) and Sustainability

We are dedicated to safeguarding human health across our businesses, striving for a safe and healthy work environment, and continually working towards the goal of zero accidents.

- ✓ NFI is committed to meeting our EHS responsibilities by maintaining a safe work environment for our team members and stakeholders and complying with all applicable EHS legislation and requirements.
- ✓ We continually assess the integration of risk-based, cost-effective management practices, while remaining committed to continually improving EHS performance at all NFI locations.



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We take a proactive and forward-thinking approach to future talent. We recognize our talent needs continue to evolve as the industry moves towards a more sustainable zero-emission future. Our future focus in talent acquisition and talent development provides us with a competitive advantage in this dynamic business environment.

To advance this **CBF**, NFI is continuing to implement solutions that meet environmental and social needs of our communities.

- ✓ NFI partners with post- secondary institutions and apprenticeship governing bodies to establish standardized apprenticeship programs in various trades to address talent demands; ultimately aimed at generating new talent and supporting advanced manufacturing skills training.
- ✓ Continuous learning is ensured through annual safety, policies, and certification training. The NFI Learning Institute supports ongoing upskilling, cross-training, and introduction to new technologies. External subject matter experts are engaged when specific expertise is needed.
- ✓ New team members at NFI undergo a comprehensive orientation, equipping them with essential technical skills and role exposure. Post-orientation, they follow a structured on-the-job training (OJT) plan, applying acquired skills. Upon demonstrating competence, they assume responsibilities to work independently.



WFI



Contact Us

To speak with us to explore partnership opportunities,
please contact us at Workforce.Development@nfigroup.com