

# Our People

## Our people are at the core of our success.

At OECM, we embrace the mantra “Work Hard, Play Hard.” We believe that happier staff members have higher work efficacy and that mental and physical well-being is just as important as professional success. This is reflected in the five pillars of our People Strategy.

OECM's People Strategy is a Board-approved and management-led strategic approach that endorses five key components as part of its people plan – **Total Rewards, Leadership & Talent: Acquisition and Development, High-Performance Culture of Excellence, Workforce Planning, and HR Operational Excellence**. The strategy aims to enhance our quality of work, encourage our team members' professional and educational advancements, attract and retain exceptional talent, and nurture a positive work culture.

Additionally, OECM's commitment to diversity and inclusion is reinforced in our business practices and corporate culture which endorses inclusive hiring practices, ensures fair representation, facilitates initiatives for staff to share cultural experiences, and cultivates an environment of unconditional acceptance. In today's ever-changing world, we know that we must be meaningful in our actions and strive to make an impact that matters to our customers, suppliers, staff, stakeholders, communities, and country.

## Key Highlights:

- **91%** staff retention rate
- **16** team members earning or pursuing professional designations (NISCL-CSCL/CSCMP), a 250% increase since 2023
- Advanced Truth and Reconciliation goals by increasing Indigenous participation in OECM contracts to **40+** organizations with **\$9 million** in total Spend



