



February 2, 2021

Dear Residents, Families and Employees,

If there's one thing the pandemic has proven beyond any doubt, it's that no-one can get through a challenge this significant alone. From the scientists bringing us vaccines at incredible speed, to the healthcare workers offering help and hope, to the parents and teachers going above and beyond to keep kids learning, to the frontline grocery workers and delivery drivers who keep us all comfortable at home, to the people dutifully masking up to so that their neighbours can stay healthy – it is our combined efforts that make us stronger.

Leading the charge in Revera's retirement residences and long term care homes across the country are our more than 20,000 employees. I am grateful for what they have in common – dedicated, compassionate and hard-working, they are courageous and resilient in the face of the worst pandemic in living memory. I am *as* grateful for their differences – for their unique backgrounds, perspectives and ideas, which help to shape the lived experience of the residents we serve and who we are as a company.

There's no question that diversity makes Revera better. That's why we have made a commitment to making diversity, inclusion and belonging a priority at the organizational, leadership and employee level. In 2021, our focus is on fostering inclusive leadership behaviours, integrating inclusive practices across roles and functions, establishing employee resource groups and connecting with our diverse employee population for a broader perspective and discussion on the opportunities we have to raise awareness and to do better.

February is Black History Month, an opportunity to recognize the achievements and contributions of Black Canadians in shaping our country's past, present and future (learn more about Black Canadians in history [here](#)). This month and every month, as I reflect and continue to learn, I am reminded of all of the contributions of Black employees and residents to making Revera such a special place to live and work.

We live in a world that still has much work to do, with systemic barriers, and specifically, anti-Black racism evident on a local, national and international stage. Our differences make us stronger; they should not be used to stoke division but rather to enrich our collective experience and our response to the needs of the society we live in. What the pandemic has shown us is that by everyone working together, we will successfully emerge from this global health crisis.

Be well. Stay safe. Stay strong. Wear a mask.

Sincerely,

Thomas Wellner, President & CEO, Revera Inc