

# SHOPPERS DRUG MART



At Shoppers Drug Mart® we strive to innovate health and wellness services in Canada. From online prescription management, to virtual visits with healthcare providers, we're caring and supporting our customers every day.

Shoppers Drug Mart is Canada's leading pharmacy retailer with more than 1,300 pharmacist-owned locations across the country. It's an exciting time to join the Shoppers Drug Mart® team. Our stores and services offer a caring and customer-focused environment, and our careers are challenging and rewarding. We're committed to building our talented team who champion collaboration, kindness and inclusivity. Join our team, and help recognize a healthy future for your career and for all Canadians.

## Our culture

Canadians know and trust us for health, beauty and convenience. Our focus is to create rewarding customer and patient care experiences, helping Canadians live as well as they can.

**Blue Culture** is based on authenticity, trust and making connections. This is how we act and treat each other. Our values guide our decision making and empower us to deliver an amazing customer experience while achieving our purpose — to help Canadians Live Life Well.

### Be authentic

Don't be shy, be yourself! Share what's important to you with your team members. This will help others get to know you and understand how to work best together.

### Build trust

Assume that others have good intentions and are there to help. Show people they can trust you too. Trust helps us work better together.

### Make connections

Making connections inside and outside your department fosters collaboration and teamwork. Try sharing a bit about yourself – you'll be surprised how easy it is to find something in common with someone new.

## Diversity, equity and inclusion

As a Canadian company, we know diversity is our nation's, and our company's, strength. We have a long-standing commitment to reflect all Canadians in the products we sell, the people we hire, and the culture we create in our organization. We welcome and respect everyone, and every gender identity, sexual orientation, race, ethnicity, culture or ability. To hold ourselves accountable, we monitor and measure the diversity of our workforce and have set goals to ensure diversity on our board of directors, executive, and corporate management teams.

We're actively working towards reducing bias in our hiring and business decisions, we require our colleagues to complete diversity and inclusion training, are committed to accessibility, and have zero tolerance for violence, harassment and discrimination. Through engaging events and meaningful resources, our Inclusion Council and colleague resource groups work to make diversity, equity and inclusion a priority in the way we do business.