

# Our Stewardship Commitment to Employees

RBC Wealth Management is a division of RBC Capital Markets Corporation, a wholly owned subsidiary of Royal Bank of Canada (RBC). As a member of the RBC family of companies, our firm shares the same core values and culture of integrity that have earned our parent company, RBC, its worldwide reputation for fiscal reliability and financial strength.

Our stewardship commitment extends beyond helping you manage your wealth to something we like to call the Second Golden Rule: leaving the world a better place than you found it. Our strong culture of employee engagement is reflective of our commitment to diversity and inclusion.

We provide an enriching employee experience with opportunities to pursue rewarding and challenging work with talented and supportive colleagues, learning and development opportunities, benefits that have the flexibility to meet employees' needs, fair and competitive compensation, and support for work/life effectiveness. We pledge to:

- Attract and retain the most talented financial consultants and professional support staff available.
- Promote a diverse workforce that reflects the communities in which we do business.
- Create an inclusive culture that allows people from all backgrounds to make a difference, both in our business and in their own careers.

## Facts

- RBC was selected as a 2010 Catalyst Award winner — one of the most prestigious and high profile acknowledgements in the diversity area. This is a direct result of our efforts to embed diversity in our culture and in how we do business.

- In 2010, John Taft of RBC Wealth Management was named Outstanding Corporate Diversity Leader by the National Gay Lesbian Chamber of Commerce.
- RBC U.S. Wealth Management was named one of the 100 best places to work by the Human Rights Campaign Corporate Equality Index (2009).
- RBC U.S. Wealth Management earned a 100% rating on the Human Rights Campaign Corporate Equality Index (2009).
- RBC U.S. Wealth Management has three firm-sponsored and employee-led employee resource groups who help support our corporate diversity and inclusion strategy.
- Nearly 10% of RBC U.S. Wealth Management employees are members of one of these diversity-oriented employee resource groups.
- RBC U.S. Wealth Management has a 21-person Diversity Leadership Council, comprised of senior leaders from across the firm that helps drive the diversity and inclusion strategy.

## CREATE YOUR PATH FORWARD

Look closely at our values and actions. Once you do, we believe you will feel confident choosing RBC Wealth Management. Because when we act as your primary advisor, we never forget one simple truth: it is our privilege to help you build, preserve, enjoy and share your wealth.

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RBC Wealth Management®

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