



CTS is an equal opportunity and inclusive employer. We recognize the positive value that a diverse and inclusive workforce brings to our organization. Crosslinx is committed to addressing and tackling all forms of racism, particularly anti-black racism. We are committed to making our worksite safe and creating an environment that is free of all forms of discrimination. CTS is committed to ongoing communication through the reinforcement of our diversity & discrimination-free policies and toolbox talks.

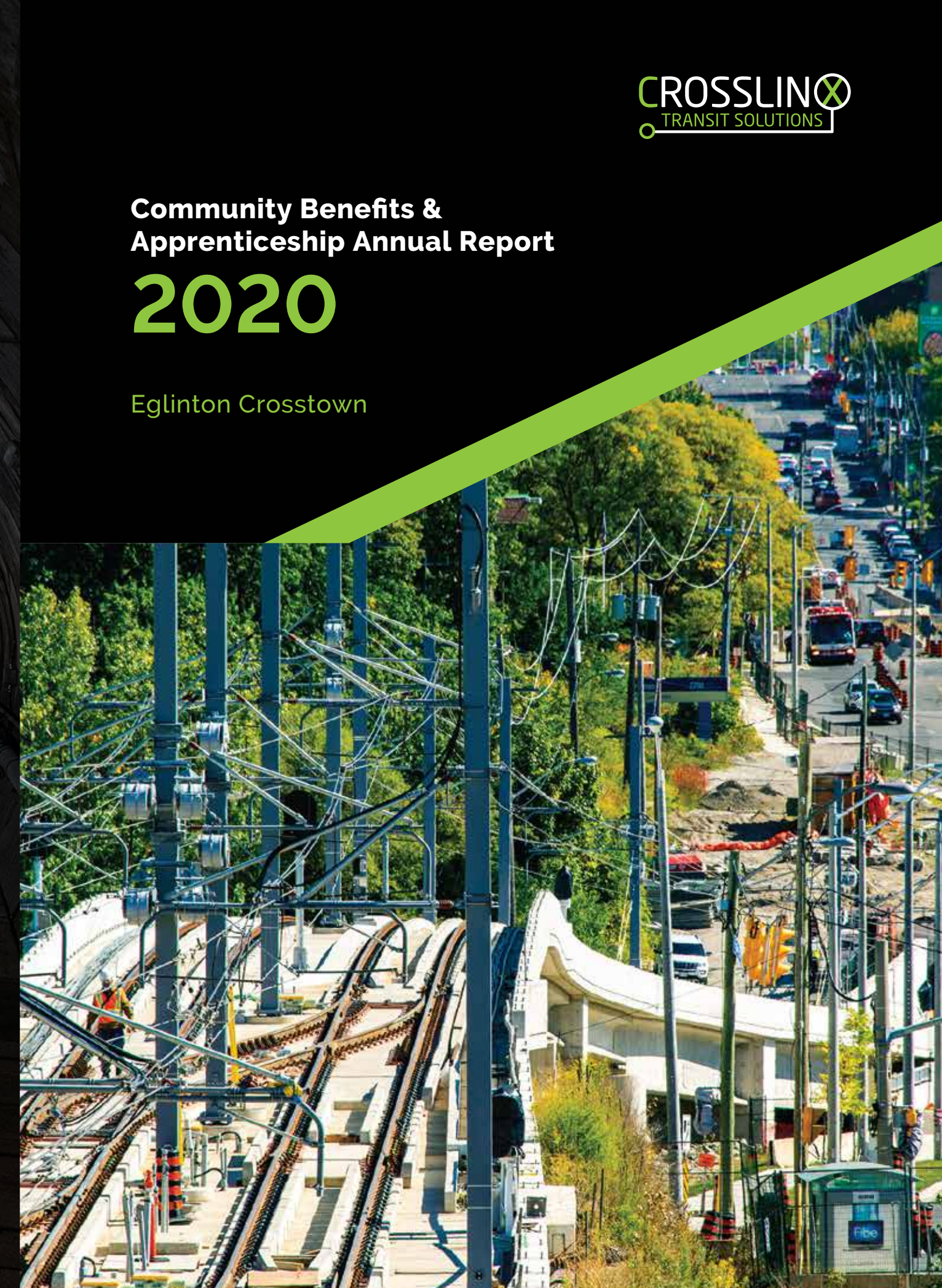
We are committed to making the pathway to Professional, Administrative, and Technical (PAT) roles and apprenticeships in the construction industry more accessible to people facing barriers to employment.

Community Benefits & Apprenticeship Annual Report 2020

Eglinton Crosstown

2020 presented the greatest challenge to the Eglinton Crosstown LRT project to date – the onset of a global pandemic, affecting everything from local labour availability to supply chains. Faced with this new working safely and maintaining production. Despite this adversity, we managed to make significant progress towards our goals relating to community benefits, local/social procurement, and equitable practices.

We recognize that we are on land that has always been inhabited by Indigenous peoples. As settlers, we are grateful for the opportunity to live and work here; we acknowledge that we are on the traditional territory of the Anishinaabe, the Haudenosaunee, the Huron-Wendat, the Mississaugas of the New Credit, and the home of many diverse Indigenous peoples. We thank all the generations before us who have taken care of this land for thousands of years. We respect their deep connection to this place and acknowledge the contributions they continue to make in shaping our communities. The importance of Indigenous peoples and Aboriginal traditional knowledge transcends history; it is at the heart of Canada today, tomorrow, and every day thereafter.



Our Accomplishments



The process of going through the apprenticeship steps has been a welcoming learning experience. I could not be the worker I am today without the guidance of my supervisors and the team I have at my back. The opportunities Crosslinx has provided have opened so many doors to me, and I am forever grateful for the things I've learned and the great people I've worked with.

Ashley Downey
Construction Craft Worker – Mount Pleasant Station

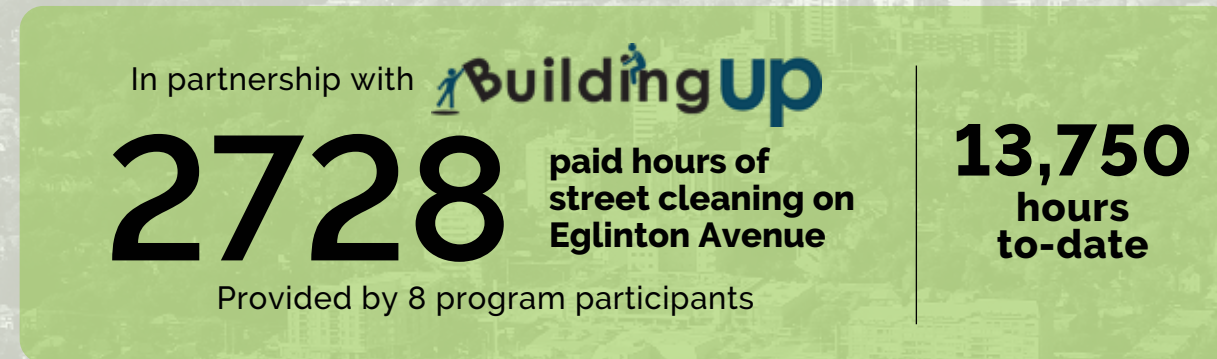
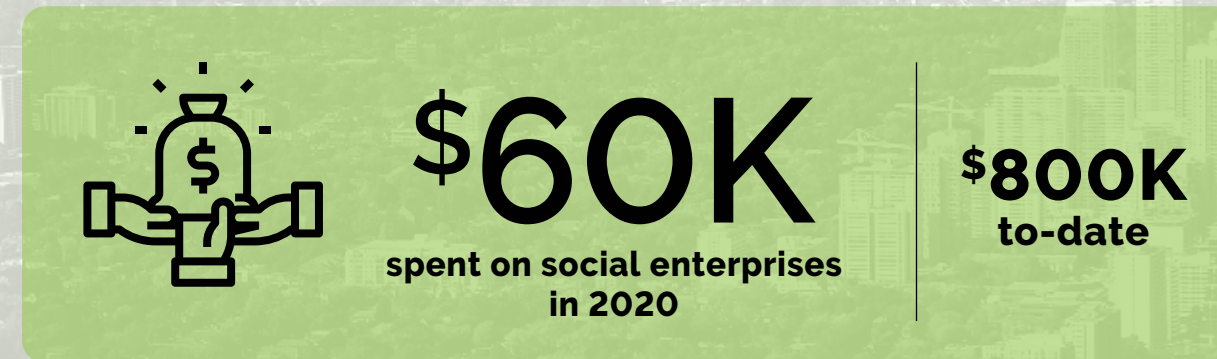


I came all the way from Africa to Canada to go to school here studying accounting, but I realized that was not passion. I enjoy what I do now. I've learned the importance of safety, patience, and risk assessment prior to starting work. Crosslinx gave me the knowledge, tools and confidence required to be successful in my role.

Tony Igbinogun
Journeyman – Leaside Station

We continued to make progress towards our goals throughout 2020.

This past year presented the greatest challenge to the Eglinton crosstown LRT project to date – the onset of a global pandemic, affecting everything from local labour to availability to supply chains. Despite this adversity, we managed to make significant progress towards our goals relating to community benefits, local/social procurement, and equitable practices.



Due to COVID-19, Community Benefits employment activities moved from in-person events to online speed mentoring and virtual recruitment events with partners and stakeholders. Since 2015 we have been working with a growing number of employment agencies that focus on providing underemployed or unemployed jobseekers with lucrative employment opportunities. We continue to work with partners and stakeholders to uphold this mandate, despite the COVID-19 pandemic.



**CTS has increased its communication with subcontractors, including the distribution of promotional materials to all project subcontractors reinforcing our commitment to community benefits, apprentices, and diversity hires. In addition, CTS has set up a direct email inbox for reporting and vetting subcontractor apprentices.*