



To: All Employees – Ford Motor Company of Canada, Limited
Date: March 17, 2022
Subject: **International Day for the Elimination of Racial Discrimination**

The International Day for the Elimination of Racial Discrimination is observed annually on March 21. This is the day in 1960 that police in Sharpeville, South Africa opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws". In 1979, the United Nations General Assembly decided that a week of solidarity with the peoples struggling against racism and racial discrimination, beginning on March 21, would be organized annually in all member countries to reinforce the principle that all human beings are born free and equal in dignity and rights and have the potential to contribute constructively to the development and well-being of their societies. ^{/1}

Ford and Unifor share in the recognition of the destructive impacts societal racism has on people's lives. In the most recent round of collective bargaining, Ford and Unifor reinforced their commitment to work together toward the elimination of racial discrimination. Among the actions agreed to between the parties is the observance of a minute of silence each year on March 21st at 11:00 a.m. to re-affirm the joint commitment to ending racism.

We encourage all Ford employees to join us during this minute of silence to reflect on a personal commitment to stand up against racism and discrimination in all its forms and promote our fundamental principles of diversity, equity and inclusion.

Bev Goodman
President and CEO
Ford Motor Company of Canada, Limited

Lana Payne
National Secretary-Treasurer
Unifor

¹/Source: www.un.org/en/observances/end-racism-day