



BOARD DIVERSITY STATEMENT

STARS believes in diversity and recognizes the benefits it can bring to our volunteer board of directors. Diversity promotes the inclusion of different perspectives and ideas, limits groupthink and ensures that STARS benefits from all available talent.

The promotion of a diverse board ensures better governance.

STARS aims to maintain a board comprised of talented and dedicated volunteer directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the board should reflect the diverse nature of the environments in which STARS operates.

For purposes of board composition, diversity includes, but is not limited to, business experience, geography, age, gender, ethnicity, and aboriginal status. In particular, the board should include an appropriate number of women directors.

STARS is committed to a merit-based system for board selection which solicits a range of perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing board composition or identifying suitable candidates for appointment or re-election to the board, STARS will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the board.

Annually, the board or a committee of the board will review this statement and assess its effectiveness in promoting a diverse board.