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s.24(1)



Human Resources and Skills Development Canada / Ressources humaines et Développement des compétences Canada
Labour Program / Programme des entrepreneurs fédéraux

Ressources humaines et Développement des compétences Canada

OFFICIAL USE ONLY
Agreement N°: [redacted]

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>Cangene Corporation</i>	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) <i>/</i>	Procurement Business Number
Organization's North American Industry Classification System (NAICS) Code N° <i>325410</i>	Total number of employees in Canada (Full Time/Part Time/Temporary) <i>336</i> To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/nis/objectifs-sujets/standard/nomenclature/naics/2002/naics_scan02-eng.html

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>155 Innovation Drive</i>	City <i>Winnipeg</i>	Province <i>MB</i>	Postal Code <i>R3T 5Y3</i>
	Telephone Number <i>204-275-4200</i>	Fax Number <i>204-269-7003</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>Kara Macdonald</i>	Title <i>HR Director</i>
Telephone Number <i>204-275-4203</i>	E-mail Address <i>kmacdonald@cangene.com</i>

CERTIFICATION
The above-named organization:
<ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes)
<p>Henceby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.bidscc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) <i>Les Deezar</i>	Title <i>Vice President - HR (US + Canada)</i>
Telephone Number <i>204-275-4541</i>	E-mail Address <i>ldeezar@cangene.com</i>
Signature <i>[redacted]</i>	Date <i>July 19, 2013</i>

INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ea-smc@hradc-hdccc.gc.ca



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-06-01 to 2018-06-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Manitoba	294	6	0	300	Winnipeg	294	6	0	300
Total Employees in Canada				300	Total Employees in Canada			300	



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	44	20	24	1		1				4		4
	Total	44	20	24	1		1				4		4
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	72	41	31	2		2	5	3	2	12	7	5
	Total	72	41	31	2		2	5	3	2	12	7	5
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	65	26	39	2	1	1	1	1		24	8	16
	Total	65	26	39	2	1	1	1	1		24	8	16



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	1	3									
	Total	4	1	3									
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	5	1	2	2					1	1	
	Total	6	5	1	2	2					1	1	
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	44	15	29	4		4	1		1	13	7	6
	Total	44	15	29	4		4	1		1	13	7	6
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							2		2
	Total	2		2							2		2



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	4	8	2		2				4	2	2
	Total	12	4	8	2		2				4	2	2
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	5	2							2	1	1
	Total	7	5	2							2	1	1
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	5	1							3	3	
	Total	6	5	1							3	3	
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	29	19	10	6	4	2				14	8	6
	Total	29	19	10	6	4	2				14	8	6



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		294	143	151	19	7	12	7	4	3	79	37	42



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3							1		1
	Total	3		3							1		1
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		6	1	5							1		1



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	294	143	151	19	7	12	7	4	3	79	37	42
Total Number of Employees	294	143	151	19	7	12	7	4	3	79	37	42



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	6	1	5							1		1
Total Number of Employees	6	1	5							1		1



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1									
Professionals	14	8	6	1		1	1		1	2	2	
Semi-Professionals and Technicians	14	5	9							9	4	5
Supervisors	1	1								1	1	
Administrative and Senior Clerical Personnel	7	2	5							3	2	1
Clerical Personnel	3		3							1		1
Semi-Skilled Manual Workers	3	3										
Other Sales and Service Personnel	1	1										
Other Manual Workers	3	3								1	1	
Total Number of Employees Hired	48	24	24	1		1	1		1	17	10	7



Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	20	7	13	1		1				2		2
Professionals	20	8	12	1		1	1	1		4	2	2
Semi-Professionals and Technicians	17	5	12	2	1	1	1	1		6	2	4
Supervisors	1		1									
Supervisors: Crafts and Trades	4	3	1	2	2							
Administrative and Senior Clerical Personnel	19	4	15	2		2	1		1	6	2	4
Skilled Sales and Service Personnel	2		2							2		2
Clerical Personnel	1		1	1		1						
Semi-Skilled Manual Workers	1	1										
Other Sales and Service Personnel	1	1										
Other Manual Workers	7	3	4	2	2					1		1
Total Number of Employees Promoted	94	32	62	11	5	6	3	2	1	21	6	15
Total Number of Promotions	100	32	68	12	5	7	3	2	1	22	6	16



Emergent BioSolutions Canada Inc. (certificate # 070078)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Manitoba

Reporting Period 2016-06-01 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	11	9	2									
Professionals	19	10	9							9	5	4
Semi-Professionals and Technicians	8	3	5							2	2	
Supervisors	1	1								1	1	
Administrative and Senior Clerical Personnel	4	1	3							2	1	1
Skilled Crafts and Trades Workers	1	1								1	1	
Clerical Personnel	5	2	3							1		1
Other Manual Workers	1	1								1	1	
Total Number of Employees Terminated	51	29	22							17	11	6

Emergent BioSolutions Canada Inc. (certificate # 070078)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / Manitoba
Reporting Period 2016-06-01 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and Senior Clerical Personnel	1		1							1		1
Clerical Personnel	1		1									
Total Number of Employees Terminated	2		2							1		1



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-08-14

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	1	33.3 %	27.4 %	1	0	National
02 : Middle and Other Managers	National	46	25	54.3 %	38.9 %	18	7	National
03 : Professionals		72	31	43.1 %	40.1 %	29	2	
1111 : Financial auditors and accountants	National	11	6	54.5 %	55.1 %	6	0	National
1121 : Human resources professionals	National	3	3	100.0 %	71.1 %	2	1	National
2112 : Chemists	National	4	0	0.0 %	40.6 %	2	-2	National
2121 : Biologists and related scientists	National	10	5	50.0 %	50.9 %	5	0	National
2134 : Chemical engineers	National	1	1	100.0 %	24.5 %	0	1	National
2141 : Industrial and manufacturing engineers	National	22	4	18.2 %	17.0 %	4	0	National
2147 : Computer engineers (except software engineers and designers)	National	4	1	25.0 %	12.6 %	1	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	0	0.0 %	46.7 %	0	0	National
2171 : Information systems analysts and consultants	National	3	2	66.7 %	28.3 %	1	1	National
3112 : General practitioners and family physicians	National	1	0	0.0 %	42.4 %	0	0	National
4021 : College and other vocational instructors	National	1	1	100.0 %	53.8 %	1	0	National
4112 : Lawyers and Quebec notaries	National	1	1	100.0 %	42.5 %	0	1	National
4165 : Health policy researchers, consultants and program officers	National	7	4	57.1 %	73.5 %	5	-1	National
5121 : Authors and writers	National	3	3	100.0 %	54.9 %	2	1	National
04 : Semi-Professionals and Technicians		68	42	61.8 %	39.4 %	27	15	
2211 : Chemical technologists and technicians	Manitoba	26	21	80.8 %	42.3 %	11	10	Manitoba
2221 : Biological technologists and technicians	Manitoba	26	15	57.7 %	46.8 %	12	3	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	5	2	40.0 %	15.2 %	1	1	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	5	1	20.0 %	10.7 %	1	0	Manitoba
2253 : Drafting technologists and technicians	Manitoba	1	1	100.0 %	22.3 %	0	1	Manitoba
2263 : Inspectors in public and environmental health and occupational health and safety	Manitoba	2	1	50.0 %	35.5 %	1	0	Manitoba



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-08-14

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2282 : User support technicians	Manitoba	2	0	0.0 %	27.1 %	1	-1	Manitoba
4211 : Paralegal and related occupations	Manitoba	1	1	100.0 %	87.2 %	1	0	Manitoba
05 : Supervisors		4	3	75.0 %	54.2 %	2	1	
Employment Equity Occupational Group	Winnipeg	4	3	75.0 %	54.2 %	2	1	Winnipeg
06 : Supervisors: Crafts and Trades		6	1	16.7 %	11.0 %	1	0	
7301 : Contractors and supervisors, mechanic trades	Manitoba	2	1	50.0 %	3.2 %	0	1	Manitoba
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Manitoba	4	0	0.0 %	14.9 %	1	-1	Manitoba
07 : Administrative and Senior Clerical Personnel		44	29	65.9 %	81.1 %	36	-7	
Employment Equity Occupational Group	Winnipeg	44	29	65.9 %	81.1 %	36	-7	Winnipeg
08 : Skilled Sales and Service Personnel		2	2	100.0 %	27.8 %	1	1	
6221 : Technical sales specialists - wholesale trade	Manitoba	2	2	100.0 %	27.8 %	1	1	Manitoba
10 : Clerical Personnel		13	9	69.2 %	67.9 %	9	0	
Employment Equity Occupational Group	Winnipeg	13	9	69.2 %	67.9 %	9	0	Winnipeg
12 : Semi-Skilled Manual Workers		7	2	28.6 %	14.5 %	1	1	
Employment Equity Occupational Group	Winnipeg	7	2	28.6 %	14.5 %	1	1	Winnipeg
13 : Other Sales and Service Personnel		6	1	16.7 %	54.1 %	3	-2	
Employment Equity Occupational Group	Winnipeg	6	1	16.7 %	54.1 %	3	-2	Winnipeg
14 : Other Manual Workers		29	10	34.5 %	22.1 %	6	4	
Employment Equity Occupational Group	Winnipeg	29	10	34.5 %	22.1 %	6	4	Winnipeg
Total		300	156	52.0 %	44.3 %	134	22	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-08-14

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	46	1	2.2 %	2.2 %	1	0	National
03 : Professionals		72	2	2.8 %	1.5 %	1	1	
1111 : Financial auditors and accountants	National	11	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	3	2	66.7 %	2.7 %	0	2	National
2112 : Chemists	National	4	0	0.0 %	0.6 %	0	0	National
2121 : Biologists and related scientists	National	10	0	0.0 %	1.7 %	0	0	National
2134 : Chemical engineers	National	1	0	0.0 %	0.6 %	0	0	National
2141 : Industrial and manufacturing engineers	National	22	0	0.0 %	0.8 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	4	0	0.0 %	0.9 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	1.1 %	0	0	National
3112 : General practitioners and family physicians	National	1	0	0.0 %	0.8 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	2.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.6 %	0	0	National
4165 : Health policy researchers, consultants and program officers	National	7	0	0.0 %	4.4 %	0	0	National
5121 : Authors and writers	National	3	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		68	2	2.9 %	9.7 %	7	-5	
2211 : Chemical technologists and technicians	Manitoba	26	1	3.8 %	10.4 %	3	-2	Manitoba
2221 : Biological technologists and technicians	Manitoba	26	0	0.0 %	10.5 %	3	-3	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	5	1	20.0 %	4.9 %	0	1	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	5	0	0.0 %	8.5 %	0	0	Manitoba
2253 : Drafting technologists and technicians	Manitoba	1	0	0.0 %	5.5 %	0	0	Manitoba
2263 : Inspectors in public and environmental health and occupational health and safety	Manitoba	2	0	0.0 %	11.5 %	0	0	Manitoba



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-08-14

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2282 : User support technicians	Manitoba	2	0	0.0 %	4.9 %	0	0	Manitoba
4211 : Paralegal and related occupations	Manitoba	1	0	0.0 %	8.1 %	0	0	Manitoba
05 : Supervisors		4	0	0.0 %	11.8 %	0	0	
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	11.8 %	0	0	Winnipeg
06 : Supervisors: Crafts and Trades		6	2	33.3 %	13.1 %	1	1	
7301 : Contractors and supervisors, mechanic trades	Manitoba	2	1	50.0 %	3.8 %	0	1	Manitoba
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Manitoba	4	1	25.0 %	17.7 %	1	0	Manitoba
07 : Administrative and Senior Clerical Personnel		44	4	9.1 %	8.5 %	4	0	
Employment Equity Occupational Group	Winnipeg	44	4	9.1 %	8.5 %	4	0	Winnipeg
08 : Skilled Sales and Service Personnel		2	0	0.0 %	6.3 %	0	0	
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	6.3 %	0	0	Manitoba
10 : Clerical Personnel		13	2	15.4 %	9.8 %	1	1	
Employment Equity Occupational Group	Winnipeg	13	2	15.4 %	9.8 %	1	1	Winnipeg
12 : Semi-Skilled Manual Workers		7	0	0.0 %	10.0 %	1	-1	
Employment Equity Occupational Group	Winnipeg	7	0	0.0 %	10.0 %	1	-1	Winnipeg
13 : Other Sales and Service Personnel		6	0	0.0 %	11.8 %	1	-1	
Employment Equity Occupational Group	Winnipeg	6	0	0.0 %	11.8 %	1	-1	Winnipeg
14 : Other Manual Workers		29	6	20.7 %	16.8 %	5	1	
Employment Equity Occupational Group	Winnipeg	29	6	20.7 %	16.8 %	5	1	Winnipeg
Total		300	19	6.3 %	7.2 %	22	-3	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-08-14

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	46	4	8.7 %	15.0 %	7	-3	National
03 : Professionals		72	12	16.7 %	26.3 %	19	-7	
1111 : Financial auditors and accountants	National	11	3	27.3 %	27.5 %	3	0	National
1121 : Human resources professionals	National	3	0	0.0 %	14.1 %	0	0	National
2112 : Chemists	National	4	0	0.0 %	37.3 %	1	-1	National
2121 : Biologists and related scientists	National	10	3	30.0 %	17.2 %	2	1	National
2134 : Chemical engineers	National	1	0	0.0 %	30.8 %	0	0	National
2141 : Industrial and manufacturing engineers	National	22	2	9.1 %	31.5 %	7	-5	National
2147 : Computer engineers (except software engineers and designers)	National	4	0	0.0 %	38.2 %	2	-2	National
2161 : Mathematicians, statisticians and actuaries	National	1	1	100.0 %	27.7 %	0	1	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	31.4 %	1	-1	National
3112 : General practitioners and family physicians	National	1	0	0.0 %	28.1 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	13.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	12.5 %	0	0	National
4165 : Health policy researchers, consultants and program officers	National	7	2	28.6 %	21.0 %	1	1	National
5121 : Authors and writers	National	3	1	33.3 %	10.7 %	0	1	National
04 : Semi-Professionals and Technicians		68	25	36.8 %	17.9 %	12	13	
2211 : Chemical technologists and technicians	Manitoba	26	15	57.7 %	23.6 %	6	9	Manitoba
2221 : Biological technologists and technicians	Manitoba	26	5	19.2 %	12.1 %	3	2	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	5	1	20.0 %	27.4 %	1	0	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	5	2	40.0 %	14.3 %	1	1	Manitoba
2253 : Drafting technologists and technicians	Manitoba	1	1	100.0 %	23.9 %	0	1	Manitoba
2263 : Inspectors in public and environmental health and occupational health and safety	Manitoba	2	0	0.0 %	8.3 %	0	0	Manitoba



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-08-14

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
2282 : User support technicians	Manitoba	2	1	50.0 %	17.3 %	0	1	Manitoba
4211 : Paralegal and related occupations	Manitoba	1	0	0.0 %	7.0 %	0	0	Manitoba
05 : Supervisors		4	0	0.0 %	15.9 %	1	-1	
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	15.9 %	1	-1	Winnipeg
06 : Supervisors: Crafts and Trades		6	1	16.7 %	5.3 %	0	1	
7301 : Contractors and supervisors, mechanic trades	Manitoba	2	0	0.0 %	4.4 %	0	0	Manitoba
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Manitoba	4	1	25.0 %	5.7 %	0	1	Manitoba
07 : Administrative and Senior Clerical Personnel		44	13	29.5 %	11.1 %	5	8	
Employment Equity Occupational Group	Winnipeg	44	13	29.5 %	11.1 %	5	8	Winnipeg
08 : Skilled Sales and Service Personnel		2	2	100.0 %	7.8 %	0	2	
6221 : Technical sales specialists - wholesale trade	Manitoba	2	2	100.0 %	7.8 %	0	2	Manitoba
10 : Clerical Personnel		13	4	30.8 %	17.0 %	2	2	
Employment Equity Occupational Group	Winnipeg	13	4	30.8 %	17.0 %	2	2	Winnipeg
12 : Semi-Skilled Manual Workers		7	2	28.6 %	27.9 %	2	0	
Employment Equity Occupational Group	Winnipeg	7	2	28.6 %	27.9 %	2	0	Winnipeg
13 : Other Sales and Service Personnel		6	3	50.0 %	29.0 %	2	1	
Employment Equity Occupational Group	Winnipeg	6	3	50.0 %	29.0 %	2	1	Winnipeg
14 : Other Manual Workers		29	14	48.3 %	23.4 %	7	7	
Employment Equity Occupational Group	Winnipeg	29	14	48.3 %	23.4 %	7	7	Winnipeg
Total		300	80	26.7 %	19.0 %	57	23	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-08-14

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	49	0	0.0 %	4.3 %	2	-2	National
03 : Professionals	National	72	5	6.9 %	3.8 %	3	2	National
04 : Semi-Professionals and Technicians	National	68	1	1.5 %	4.6 %	3	-2	National
05 : Supervisors	National	4	0	0.0 %	13.9 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	6	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	44	1	2.3 %	3.4 %	1	0	National
08 : Skilled Sales and Service Personnel	National	2	0	0.0 %	3.5 %	0	0	National
10 : Clerical Personnel	National	13	0	0.0 %	7.0 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	7	0	0.0 %	4.8 %	0	0	National
13 : Other Sales and Service Personnel	National	6	0	0.0 %	6.3 %	0	0	National
14 : Other Manual Workers	National	29	0	0.0 %	5.3 %	2	-2	National
Total		300	7	2.3 %	4.6 %	13	-6	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-08-14

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-08-14

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-08-14

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	1	33.3 %	27.4 %	1	0
02 : Middle and Other Managers	46	25	54.3 %	38.9 %	18	7
03 : Professionals	72	31	43.1 %	40.1 %	29	2
04 : Semi-Professionals and Technicians	68	42	61.8 %	39.4 %	27	15
05 : Supervisors	4	3	75.0 %	54.2 %	2	1
06 : Supervisors: Crafts and Trades	6	1	16.7 %	11.0 %	1	0
07 : Administrative and Senior Clerical Personnel	44	29	65.9 %	81.1 %	36	-7
08 : Skilled Sales and Service Personnel	2	2	100.0 %	27.8 %	1	1
10 : Clerical Personnel	13	9	69.2 %	67.9 %	9	0
12 : Semi-Skilled Manual Workers	7	2	28.6 %	14.5 %	1	1
13 : Other Sales and Service Personnel	6	1	16.7 %	54.1 %	3	-2
14 : Other Manual Workers	29	10	34.5 %	22.1 %	6	4
Total	300	156	52.0 %	44.3 %	134	22

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-08-14

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	46	1	2.2 %	2.2 %	1	0
03 : Professionals	72	2	2.8 %	1.5 %	1	1
04 : Semi-Professionals and Technicians	68	2	2.9 %	9.7 %	7	-5
05 : Supervisors	4	0	0.0 %	11.8 %	0	0
06 : Supervisors: Crafts and Trades	6	2	33.3 %	13.1 %	1	1
07 : Administrative and Senior Clerical Personnel	44	4	9.1 %	8.5 %	4	0
08 : Skilled Sales and Service Personnel	2	0	0.0 %	6.3 %	0	0
10 : Clerical Personnel	13	2	15.4 %	9.8 %	1	1
12 : Semi-Skilled Manual Workers	7	0	0.0 %	10.0 %	1	-1
13 : Other Sales and Service Personnel	6	0	0.0 %	11.8 %	1	-1
14 : Other Manual Workers	29	6	20.7 %	16.8 %	5	1
Total	300	19	6.3 %	7.2 %	22	-3

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-08-14

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	46	4	8.7 %	15.0 %	7	-3
03 : Professionals	72	12	16.7 %	26.3 %	19	-7
04 : Semi-Professionals and Technicians	68	25	36.8 %	17.9 %	12	13
05 : Supervisors	4	0	0.0 %	15.9 %	1	-1
06 : Supervisors: Crafts and Trades	6	1	16.7 %	5.3 %	0	1
07 : Administrative and Senior Clerical Personnel	44	13	29.5 %	11.1 %	5	8
08 : Skilled Sales and Service Personnel	2	2	100.0 %	7.8 %	0	2
10 : Clerical Personnel	13	4	30.8 %	17.0 %	2	2
12 : Semi-Skilled Manual Workers	7	2	28.6 %	27.9 %	2	0
13 : Other Sales and Service Personnel	6	3	50.0 %	29.0 %	2	1
14 : Other Manual Workers	29	14	48.3 %	23.4 %	7	7
Total	300	80	26.7 %	19.0 %	57	23

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Emergent BioSolutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-08-14

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	49	0	0.0 %	4.3 %	2	-2
03 : Professionals	72	5	6.9 %	3.8 %	3	2
04 : Semi-Professionals and Technicians	68	1	1.5 %	4.6 %	3	-2
05 : Supervisors	4	0	0.0 %	13.9 %	1	-1
06 : Supervisors: Crafts and Trades	6	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	44	1	2.3 %	3.4 %	1	0
08 : Skilled Sales and Service Personnel	2	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	13	0	0.0 %	7.0 %	1	-1
12 : Semi-Skilled Manual Workers	7	0	0.0 %	4.8 %	0	0
13 : Other Sales and Service Personnel	6	0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	29	0	0.0 %	5.3 %	2	-2
Total	300	7	2.3 %	4.6 %	13	-6

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-08-14

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-08-14

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Emergent BioSolutions Canada Inc.

2018-08-15

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	14

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	15

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	1	27.40
02	Middle & Other Managers	52	24	38.90
03	Professionals	77	28	40.50
04	Semi-Professionals & Technicians	65	42	40.30
05	Supervisors	5	3	54.20
06	Supervisors: Crafts & Trades	5	0	12.50
07	Administrative & Senior Clerical Personnel	35	25	81.10
08	Skilled Sales & Service Personnel	2	1	27.80
09	Skilled Crafts & Trades Workers	1	0	0.70
10	Clerical Personnel	26	19	67.90
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	3	2	14.50
13	Other Sales & Service Personnel	4	1	54.10
14	Other Manual Workers	28	11	22.10
Total		307	157	44.8

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		3	1	27.40
		46	25	38.90
		72	31	40.10
		68	42	39.40
		4	3	54.20
		6	1	11.00
		44	29	81.10
		2	2	27.80
		0	0	
		13	9	67.90
		0	0	
		7	2	14.50
		6	1	54.10
		29	10	22.10
Total		300	156	44.3

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Emergent BioSolutions Canada Inc.

2018-08-15

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Emergent BioSolutions Canada Inc.

2018-08-15

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	14

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	15

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	0	2.90
02	Middle & Other Managers	52	2	2.20
03	Professionals	77	2	1.40
04	Semi-Professionals & Technicians	65	2	9.80
05	Supervisors	5	1	11.80
06	Supervisors: Crafts & Trades	5	0	14.90
07	Administrative & Senior Clerical Personnel	35	3	8.50
08	Skilled Sales & Service Personnel	2	0	6.30
09	Skilled Crafts & Trades Workers	1	0	10.50
10	Clerical Personnel	26	2	9.80
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	3	0	10.00
13	Other Sales & Service Personnel	4	0	11.80
14	Other Manual Workers	28	4	16.80
Total		307	16	6.9

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		3	0	2.90
		44	1	2.20
		72	2	1.50
		65	2	9.70
		4	0	11.80
		6	2	13.10
		44	4	8.50
		2	0	6.30
		0	0	0.00
		12	2	9.80
		0	0	0.00
		7	0	10.00
		6	0	11.80
		29	6	16.80
		294	19	7.2

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Emergent BioSolutions Canada Inc.

2018-08-15

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	14

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	15

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
			Representation	Availability*
	#	#	%	
01	Senior Managers	4	0	10.10
02	Middle & Other Managers	52	3	15.00
03	Professionals	77	20	27.00
04	Semi-Professionals & Technicians	65	17	18.80
05	Supervisors	5	1	15.90
06	Supervisors: Crafts & Trades	5	1	5.40
07	Administrative & Senior Clerical Personnel	35	10	11.10
08	Skilled Sales & Service Personnel	2	2	7.80
09	Skilled Crafts & Trades Workers	1	1	6.70
10	Clerical Personnel	26	7	17.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	3	1	27.90
13	Other Sales & Service Personnel	4	2	29.00
14	Other Manual Workers	28	11	23.40
Total		307	76	19.3

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
			Representation	Availability*
	#	#	%	
		3	0	10.10
		46	4	15.00
		72	12	26.30
		68	25	17.90
		4	0	15.90
		6	1	5.30
		44	13	11.10
		2	2	7.80
		0	0	0.00
		13	4	17.00
		0	0	0.00
		7	2	27.90
		6	3	29.00
		29	14	23.40
Total		300	80	19.00

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Emergent BioSolutions Canada Inc.

2018-08-15

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	14

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	15

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	56	0	4.30
03	Professionals	77	4	3.80
04	Semi-Professionals & Technicians	65	2	4.60
05	Supervisors	5	0	13.90
06	Supervisors: Crafts & Trades	5	1	7.80
07	Administrative & Senior Clerical Personnel	35	0	3.40
08	Skilled Sales & Service Personnel	2	0	3.50
09	Skilled Crafts & Trades Workers	1	0	3.80
10	Clerical Personnel	26	0	7.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	3	0	4.80
13	Other Sales & Service Personnel	4	0	6.30
14	Other Manual Workers	28	0	5.30
Total		307	7	4.7

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		49	0	4.30
		72	5	3.80
		68	1	4.60
		4	0	13.90
		6	0	7.80
		44	1	3.40
		2	0	3.50
		0	0	3.80
		13	0	7.00
		0	0	0.00
		7	0	4.80
		6	0	6.30
		29	0	5.30
Total		300	7	4.6

*** Source:**

2012 Canadian Survey on Disability

*** Source:**

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Emergent BioSolutions Canada Inc.

43327

Start Date of Flow Data		
YYYY	MM	DD
2016	06	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	15

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	1	1	0	0	1	0	0	0
02 Middle & Other Managers	2	1	0	0	20	13	0	0	11	2	0	0
03 Professionals	14	6	0	0	20	12	0	0	19	9	0	0
04 Semi-Professionals & Technicians	14	9	0	0	17	12	0	0	8	5	0	0
05 Supervisors	1	0	0	0	1	1	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	4	1	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	5	0	0	19	15	0	0	4	3	1	1
08 Skilled Sales & Service Personnel	0	0	0	0	2	2	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	3	3	0	0	1	1	0	0	5	3	1	1
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0	1	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	1	0	0	0	0	0	0	0
14 Other Manual Workers	3	0	0	0	7	4	0	0	1	0	0	0
Total	48	24	0	0	94	62	0	0	51	22	2	2

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Emergent BioSolutions Canada Inc.

43327

Start Date of Flow Data		
YYYY	MM	DD
2016	06	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	15

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	14	1	0	0
04 Semi-Professionals & Technicians	14	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	3	0	0	0
Total	48	1	0	0

	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#
1	0	0	0	
20	1	0	0	
20	1	0	0	
17	2	0	0	
1	0	0	0	
4	2	0	0	
19	2	0	0	
2	0	0	0	
0	0	0	0	
1	1	0	0	
0	0	0	0	
1	0	0	0	
1	0	0	0	
7	2	0	0	
Total	94	11	0	

	Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
1	0	0	0	
11	0	0	0	
19	0	0	0	
8	0	0	0	
1	0	0	0	
0	0	0	0	
4	0	1	0	
0	0	0	0	
1	0	0	0	
5	0	1	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
Total	51	0	2	

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Emergent BioSolutions Canada Inc.

43327

Start Date of Flow Data		
YYYY	MM	DD
2016	06	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	15

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	1	0	0	0	1	0	0	0
02 Middle & Other Managers	2	0	0	0	20	0	0	0	11	0	0	0
03 Professionals	14	1	0	0	20	1	0	0	19	0	0	0
04 Semi-Professionals & Technicians	14	0	0	0	17	1	0	0	8	0	0	0
05 Supervisors	1	0	0	0	1	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	4	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0	19	1	0	0	4	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0	2	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	3	0	0	0	1	0	0	0	5	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0	1	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	1	0	0	0	0	0	0	0
14 Other Manual Workers	3	0	0	0	7	0	0	0	1	0	0	0
Total	48	1	0	0	94	3	0	0	51	0	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Emergent BioSolutions Canada Inc.

43327

Start Date of Flow Data		
YYYY	MM	DD
2016	06	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	15

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	14	2	0	0
04 Semi-Professionals & Technicians	14	9	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	3	1	0	0
Total	48	17	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
1	0	0	0
20	2	0	0
20	4	0	0
17	6	0	0
1	0	0	0
4	0	0	0
19	6	0	0
2	2	0	0
0	0	0	0
1	0	0	0
0	0	0	0
1	0	0	0
7	1	0	0
94	21	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
11	0	0	0
19	9	0	0
8	2	0	0
1	1	0	0
0	0	0	0
4	2	1	1
0	0	0	0
1	1	0	0
5	1	1	0
0	0	0	0
0	0	0	0
0	0	0	0
1	1	0	0
51	17	2	1

Federal Contractors Program Achievement Report

Part 3: Goals

Emergent BioSolutions Canada Inc.

43327

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			From - To								
		2016-06-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-06-14	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	4	-9.1%	0.0%	0	28.6%	0.0%	0	0	1	0.0%	0	0	0	0.0%	27.4%		0	25.0%	25.0%	
02	Middle & Other Managers	52	-4.0%	0.0%	0	22.4%	0.0%	0	0	24	0.0%	0	0	0	0.0%	38.9%		0	46.2%	46.2%	
03	Professionals	77	-2.2%	3.0%	7	25.5%	9.0%	21	28	28	9.0%	8	14	14	50.0%	40.5%	-3	0	36.4%	40.5%	
04	Semi-Professionals & Tech	65	1.5%	0.0%	0	12.0%	0.0%	0	0	42	0.0%	0	0	0	0.0%	40.3%		16	64.6%	64.6%	
05	Supervisors	5	-7.2%	0.0%	0	22.2%	0.0%	0	0	3	0.0%	0	0	0	0.0%	54.2%		0	60.0%	60.0%	
06	Supervisors: Crafts & Trades	5	6.3%	3.0%	0	0.0%	5.0%	1	1	0	5.0%	0	1	1	12.5%	12.5%	-1	-1	0.0%	20.0%	
07	Administrative & Sr Clerical	35	7.9%	3.0%	3	12.7%	9.0%	9	12	25	9.0%	7	13	12	81.1%	81.1%	-3	-3	71.4%	78.9%	
08	Skilled Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	27.8%		0	50.0%	50.0%	
09	Skilled Crafts & Trades	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.7%		0	0.0%	0.0%	
10	Clerical Personnel	26	-20.6%	0.0%	0	30.8%	0.0%	0	0	19	0.0%	0	0	0	0.0%	67.9%		0	73.1%	73.1%	
11	Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%		0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	3	32.6%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	0	0	0.0%	14.5%		0	66.7%	66.7%	
13	Other Sales & Service	4	14.5%	3.0%	0	0.0%	9.0%	1	1	1	9.0%	0	1	1	54.1%	54.1%	-1	0	25.0%	50.0%	
14	Other Manual Workers	28	1.2%	0.0%	0	3.5%	0.0%	0	0	11	0.0%	0	0	0	0.0%	22.1%		0	39.3%	39.3%	
Total		307	-0.8%		10	17.5%		32	42	157		0	4	28		44.8%		43	51.1%	58.4%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	50.0	0	0.0	2016: Gap addressed
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	12.5	1	0.0	2016: Not feasible to close in the short term as the present availability for women in this EEOG is 12.5% and we don't anticipate much growth of new positions or turnover
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	54.1	0	0.0	2016: Gap addressed
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Emergent BioSolutions Canada Inc.

43327

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees								First/Previous Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-06-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-06-14	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	4	-9.1%		0	28.6%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%		
02 Middle & Other Managers	52	-4.0%		0	22.4%		0	0	2	0.0%	0	-1	0	2.2%	1	1	3.8%	3.8%		
03 Professionals	77	-2.2%		0	25.5%		0	0	2	0.0%	0	-1	0	1.4%	1	1	2.6%	2.6%		
04 Semi-Professionals & Tech	65	1.5%	3.0%	6	12.0%	9.0%	18	24	2	9.0%	1	6	2	9.8%	9.8%	-4	-4	3.1%	4.2%	
05 Supervisors	5	-7.2%	3.0%	0	22.2%	5.0%	1	1	1	5.0%	0	0	0	11.8%	11.8%	0	0	20.0%	20.0%	
06 Supervisors: Crafts & Trades	5	6.3%		0	0.0%		0	0	0	0.0%	0	1	0	14.9%	-1	-1	0.0%	0.0%		
07 Administrative & Sr Clerical	35	7.9%		0	12.7%		0	0	3	0.0%	0	0	0	8.5%	0	0	8.6%	8.6%		
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	1	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	10.5%	0	0	0.0%	0.0%		
10 Clerical Personnel	26	-20.6%	3.0%	2	30.8%	9.0%	7	9	2	9.0%	1	2	1	9.8%	9.8%	-1	-1	7.7%	7.1%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	3	32.6%		0	0.0%		0	0	0	0.0%	0	0	0	10.0%	0	0	0.0%	0.0%		
13 Other Sales & Service	4	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	11.8%	0	0	0.0%	0.0%		
14 Other Manual Workers	28	1.2%	3.0%	3	3.5%	9.0%	8	11	4	9.0%	1	2	2	16.8%	16.8%	-1	0	14.3%	16.1%	
Total	307	-0.8%		0	17.5%		0	0	16	0.0%	0	5	0	6.9%	-5	-5	5.2%	5.2%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
02 Middle & Other Managers	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
03 Professionals	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
04 Semi-Professionals & Tech	0	9.8	2	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
05 Supervisors	0	11.8	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
07 Administrative & Sr Clerical	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
08 Skilled Sales & Service	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
09 Skilled Crafts & Trades	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
10 Clerical Personnel	1	9.8	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
11 Intermediate Sales & Service	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
12 Semi-Skilled Manual	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
13 Other Sales & Service	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
14 Other Manual Workers	2	16.8	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
Total	3		4		

Federal Contractors Program Achievement Report

Part 3: Goals

Emergent BioSolutions Canada Inc.

43327

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								First/Previous Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-06-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-06-14	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	56	-6.6%	3.0%	5	25.5%	5.0%	8	13	0	5.0%	0	3	1	4.3%	4.3%	-2	-2	0.0%	1.6%	
03 Professionals	77	-2.2%		0	25.5%		0	0	4	0.0%	0	-1	0	3.8%	3.8%	1	1	5.2%	5.2%	
04 Semi-Professionals & Tech	65	1.5%	3.0%	6	12.0%	9.0%	18	24	2	9.0%	1	2	1	4.6%	4.6%	-1	-1	3.1%	2.8%	
05 Supervisors	5	-7.2%	3.0%	0	22.2%	5.0%	1	1	0	5.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	5	6.3%		0	0.0%		0	0	1	0.0%	0	-1	0	7.8%	7.8%	1	1	20.0%	20.0%	
07 Administrative & Sr Clerical	35	7.9%	3.0%	3	12.7%	9.0%	9	12	0	9.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	1	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	26	-20.6%	3.0%	2	30.8%	9.0%	7	9	0	9.0%	0	2	1	7.0%	7.0%	-2	-1	0.0%	3.6%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	3	32.6%		0	0.0%		0	0	0	0.0%	0	0	0	4.8%	4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	4	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	28	1.2%	3.0%	3	3.5%	9.0%	8	11	0	9.0%	0	2	1	5.3%	5.3%	-1	-1	0.0%	3.2%	
Total	307	-0.8%		0	17.5%		0	0	7	0.0%	0	7	0	4.7%	4.7%	-7	-7	2.3%	2.3%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	4.3	2	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
03 Professionals	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
04 Semi-Professionals & Tech	1	4.6	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
05 Supervisors	0	13.9	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
07 Administrative & Sr Clerical	0	3.4	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
08 Skilled Sales & Service	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
09 Skilled Crafts & Trades	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
10 Clerical Personnel	1	7.0	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
11 Intermediate Sales & Service	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
12 Semi-Skilled Manual	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
13 Other Sales & Service	0	0.0	0	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
14 Other Manual Workers	1	5.3	1	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
Total	3		7		

Federal Contractors Program Achievement Report

Part 3: Goals

Emergent BioSolutions Canada Inc.

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																			First/Previous Short-term Goals					Members of Visible Minorities				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years										
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY									
	2016-06-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-06-14	Annually	Over 3 Years	2016	2019																	
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%											
01 Senior Managers	4	-9.1%	0.0%	0	28.6%	0.0%	0	0	0	0.0%	0	0	0	0.0%	10.1%	0	0	0.0%	0.0%										
02 Middle & Other Managers	52	-4.0%	3.0%	5	22.4%	5.0%	8	13	3	5.0%	0	6	2	15.0%	15.0%	-5	-4	5.8%	8.8%										
03 Professionals	77	-2.2%	3.0%	7	25.5%	9.0%	21	28	20	9.0%	5	8	2	27.0%	27.0%	-1	0	26.0%	27.4%										
04 Semi-Professionals & Tech	65	1.5%	0.0%	0	12.0%	0.0%	0	0	17	0.0%	0	-5	0	0.0%	18.8%	5	5	26.2%	26.2%										
05 Supervisors	5	-7.2%	0.0%	0	22.2%	0.0%	0	0	1	0.0%	0	0	0	0.0%	15.9%	0	0	20.0%	20.0%										
06 Supervisors: Crafts & Trades	5	6.3%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	5.4%	1	1	20.0%	20.0%										
07 Administrative & Sr Clerical	35	7.9%	0.0%	0	12.7%	0.0%	0	0	10	0.0%	0	-6	0	0.0%	11.1%	6	6	28.6%	28.6%										
08 Skilled Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-2	0	0.0%	7.8%	2	2	100.0%	100.0%										
09 Skilled Crafts & Trades	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	6.7%	1	1	100.0%	100.0%										
10 Clerical Personnel	26	-20.6%	0.0%	0	30.8%	0.0%	0	0	7	0.0%	0	-3	0	0.0%	17.0%	3	3	26.9%	26.9%										
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!										
12 Semi-Skilled Manual	3	32.6%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	27.9%	0	0	33.3%	33.3%										
13 Other Sales & Service	4	14.5%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	29.0%	1	1	50.0%	50.0%										
14 Other Manual Workers	28	1.2%	0.0%	0	3.5%	0.0%	0	0	11	0.0%	0	-4	0	0.0%	23.4%	4	4	39.3%	39.3%										
Total	307	-0.8%		0	17.5%		0	0	76	0.0%	0	-17	0	0.0%	19.3%	17	17	24.8%	24.8%										

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	3	15.0	4	0.0	2016: Short term and long term strategy will be developed to address and increase representation of this equity group in these EEOG's
03 Professionals	8	27.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	2016: Gap addressed
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	11		4		

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Part 3: Goals

Emergent BioSolutions Canada Inc.

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			From - To								
		2018-06-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-06-15	Annually	Over 3 Years	2018		2021						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	3	-9.1%		0	28.6%		0	0	1	0.0%	0	0	0		27.4%	0	0	33.3%	33.3%	
02	Middle & Other Managers	46	-4.0%	2.0%	3	22.4%	3.0%	4	7	25	3.0%	2	-4	0		38.9%	7	4	54.3%	46.9%	
03	Professionals	72	-2.2%	4.0%	9	25.5%	10.0%	22	31	31	10.0%	9	10	13	40.5%	40.1%	2	3	43.1%	43.2%	
04	Semi-Professionals & Tech	68	1.5%	3.0%	6	12.0%	8.0%	16	22	42	8.0%	10	-3	0		39.4%	15	3	61.8%	43.2%	
05	Supervisors	4	-7.2%		0	22.2%		0	0	3	0.0%	0	-1	0		54.2%	1	1	75.0%	75.0%	
06	Supervisors: Crafts & Trades	6	6.3%		0	0.0%		0	0	1	0.0%	0	0	0		11.0%	0	0	16.7%	16.7%	
07	Administrative & Sr Clerical	44	7.9%	2.5%	3	12.7%	5.0%	7	10	29	5.0%	4	13	5	50.0%	81.1%	-7	-8	65.9%	63.8%	
08	Skilled Sales & Service	2	0.0%		0	0.0%		0	0	2	0.0%	0	-1	0		27.8%	1	1	100.0%	100.0%	
09	Skilled Crafts & Trades	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	13	-20.6%	2.5%	1	30.8%	8.0%	3	4	9	8.0%	2	3	2	50.0%	67.9%	0	-1	69.2%	64.3%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	7	32.6%		0	0.0%		0	0	2	0.0%	0	-1	0		14.5%	1	1	28.6%	28.6%	
13	Other Sales & Service	6	14.5%		0	0.0%		0	0	1	0.0%	0	2	0	54.1%	54.1%	-2	-2	16.7%	16.7%	
14	Other Manual Workers	29	1.2%	3.0%	3	3.5%	3.0%	3	6	10	3.0%	1	-2	0		22.1%	4	2	34.5%	28.1%	
Total		300	-0.8%		25	17.5%		55	80	156	0.0%	0	-12	0		44.3%	23	12	52.0%	48.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0%		No current gap. No further action required at this time.
02	Middle & Other Managers	0.0%		No current gap. No further action required at this time.
03	Professionals	40.5%		No current gap. No further action required at this time.
04	Semi-Professionals & Tech	0.0%		No current gap. No further action required at this time.
05	Supervisors	0.0%		No current gap. No further action required at this time.
06	Supervisors: Crafts & Trades	0.0%		This EEOG was listed as an improvement area in 2016. Emergent was able to close the gap with an internal promotion during 2016. No further action required at this time.
07	Administrative & Sr Clerical	0.0%	0.0%	We don't perceive this as a current issue. Present availability is high. We will continue with our current practices in this area. Will maintain target of 50%.
08	Skilled Sales & Service	0.0%		No current gap. No further action required at this time.
09	Skilled Crafts & Trades	0.0%		No current gap. No further action required at this time.
10	Clerical Personnel	50.0%		Present availability is high and our current gap is not significant. Will keep an eye on representation during growth and estimated departures.
11	Intermediate Sales & Service	0.0%		No current gap. No further action required at this time.
12	Semi-Skilled Manual	0.0%		No current gap. No further action required at this time.
13	Other Sales & Service	50.0%	50.0%	Employee group in this EEOG is small (6 individuals) with high tenure. No action in the short term. However, we will keep this gap on our radar.
14	Other Manual Workers	0.0%		No current gap. No further action required at this time.
Total		0.0%		No current gap. No further action required at this time.

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals								
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected			YYYY-MM-DD			From - To								
		2018-06-15	Annually	Annually	Over 3 Years	Annually	Annually		Over 3 Years	2018-06-15	Annually	Over 3 Years		YYYY - YYYY	2018					
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01	Senior Managers	3	-9.1%		0	28.6%		0	0	0	0.0%		0	0	0	2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers	46	-4.0%	2.0%	3	22.4%	3.0%	4	7	1	3.0%	0	0	0	2.2%	0	0	2.2%	2.0%	
03	Professionals	72	-2.2%	4.0%	9	25.5%	10.0%	22	31	2	10.0%	1	0	0	1.5%	1	0	2.8%	1.2%	
04	Semi-Professionals & Tech	68	1.5%	3.0%	6	12.0%	8.0%	16	22	2	8.0%	0	5	1	4.0%	9.7%	-5	-4	2.9%	4.1%
05	Supervisors	4	-7.2%		0	22.2%		0	0	0	0.0%	0	0	0	11.8%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	6	6.3%		0	0.0%		0	0	2	0.0%	0	-1	0	13.1%	1	1	33.3%	33.3%	
07	Administrative & Sr Clerical	44	7.9%	2.5%	3	12.7%	5.0%	7	10	4	5.0%	1	1	0	4.0%	8.5%	0	-1	9.1%	6.4%
08	Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%	
09	Skilled Crafts & Trades	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	13	-20.6%	2.5%	1	30.8%	8.0%	3	4	2	8.0%	0	-1	0	9.8%	1	1	15.4%	14.3%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	7	32.6%		0	0.0%		0	0	0	0.0%	0	1	0	5.0%	10.0%	-1	-1	0.0%	0.0%
13	Other Sales & Service	6	14.5%		0	0.0%		0	0	0	0.0%	0	1	0	6.0%	11.8%	-1	-1	0.0%	0.0%
14	Other Manual Workers	29	1.2%	3.0%	3	3.5%	3.0%	3	6	6	3.0%	1	0	0	8.0%	16.8%	1	0	20.7%	15.6%
Total		300	-0.8%		0	17.5%		0	0	19	0.0%	0	3	0	7.2%	-3	-3	6.3%	6.3%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0%			
02	Middle & Other Managers		0.0%			
03	Professionals		0.0%			
04	Semi-Professionals & Tech		9.7%		9.7%	Still continuing to build our short term and long term strategy that will adress and increase representation in this equity group. Intention is to engage in community groups for target EEOGs.
05	Supervisors		0.0%			
06	Supervisors: Crafts & Trades		0.0%			
07	Administrative & Sr Clerical		4.0%		8.5%	
08	Skilled Sales & Service		0.0%			
09	Skilled Crafts & Trades		0.0%			
10	Clerical Personnel		0.0%			Gap closed since 2016 goal.
11	Intermediate Sales & Service		0.0%			
12	Semi-Skilled Manual		10.0%		10.0%	
13	Other Sales & Service		11.8%		11.8%	
14	Other Manual Workers		8.0%		16.8%	
Total			0.0%			

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees										Subsequent/Current Short-term Goals									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						
	2018-06-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-15	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	49	-6.6%		0	25.5%	3.0%	4	4	0	3.0%	0	2	0	2.0%	4.3%	-2	-2	0.0%	0.0%	
03 Professionals	72	-2.2%	2.0%	4	25.5%	10.0%	22	26	5	10.0%	2	0	0	3.8%	2	0	0	6.9%	3.9%	
04 Semi-Professionals & Tech	68	1.5%	4.0%	8	12.0%	8.0%	16	24	1	8.0%	0	2	0	2.0%	4.6%	-2	-2	1.5%	1.3%	
05 Supervisors	4	-7.2%	3.0%	0	22.2%		0	0	0	0.0%	0	1	0	7.0%	13.9%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	6	6.3%		0	0.0%		0	0	0	0.0%	0	0	0	7.8%	0	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	44	7.9%		0	12.7%	5.0%	7	7	1	5.0%	0	0	0	3.4%	0	0	0	2.3%	2.3%	
08 Skilled Sales & Service	2	0.0%	2.5%	0	0.0%		0	0	0	0.0%	0	0	0	3.5%	0	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	13	-20.6%		0	30.8%	8.0%	3	3	0	8.0%	0	1	0	3.0%	7.0%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%	2.5%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	7	32.6%		0	0.0%		0	0	0	0.0%	0	0	0	4.8%	0	0	0	0.0%	0.0%	
13 Other Sales & Service	6	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	0	0	0	0.0%	0.0%	
14 Other Manual Workers	29	1.2%		0	3.5%	3.0%	3	3	0	3.0%	0	2	0	2.5%	5.3%	-2	-2	0.0%	0.0%	
Total	300	-0.8%	3.0%	27	17.5%		0	27	7	0.0%	0	8	0	4.6%	-7	-8	2.3%	2.1%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
01/02 Managers	4.3%	4.3%		Still continuing to build our short term and long term strategy that will adress and increase representation in this equity group.
03 Professionals	0.0%			
04 Semi-Professionals & Tech	4.6%	4.6%		
05 Supervisors	13.9%	13.9%		
06 Supervisors: Crafts & Trades	0.0%			
07 Administrative & Sr Clerical	0.0%			
08 Skilled Sales & Service	0.0%			
09 Skilled Crafts & Trades	0.0%			
10 Clerical Personnel	7.0%			
11 Intermediate Sales & Service	0.0%			
12 Semi-Skilled Manual	0.0%			
13 Other Sales & Service	0.0%			
14 Other Manual Workers	5.3%	5.3%		
Total	0.0%			

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Part 3: Goals

Emergent BioSolutions Canada Inc.

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals														
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Number	Actual		Projected		Actual	Projected		Number	Turnover		From - To										
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected		Over 3 Years	Over 3 Years	Over 3 Years	Over 3 Years	Over 3 Years	Over 3 Years		Over 3 Years						
		2018-06-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	#	#	#	#	#	%	%	%	%			
#	%	%	#	%	%	#	#	#	%	%	#	#	#	%	%	%	%	%					
01	Senior Managers	3	-9.1%		0	28.6%		0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%			
02	Middle & Other Managers	46	-4.0%	2.0%	3	22.4%	3.0%	4	7	4	3.0%	0	3	1	15.0%	15.0%	-3	-2	8.7%	10.2%			
03	Professionals	72	-2.2%	4.0%	9	25.5%	10.0%	22	31	12	10.0%	4	13	8	27.0%	26.3%	-7	-5	16.7%	19.8%			
04	Semi-Professionals & Tech	68	1.5%	3.0%	6	12.0%	8.0%	16	22	25	8.0%	6	-6	0		17.9%	13	6	36.8%	25.7%			
05	Supervisors	4	-7.2%		0	22.2%		0	0	0	0.0%	0	1	0	15.9%	15.9%	-1	-1	0.0%	0.0%			
06	Supervisors: Crafts & Trades	6	6.3%		0	0.0%		0	0	1	0.0%	0	-1	0		5.3%	1	1	16.7%	16.7%			
07	Administrative & Sr Clerical	44	7.9%	2.5%	3	12.7%	5.0%	7	10	13	5.0%	2	-6	0		11.1%	8	6	29.5%	23.4%			
08	Skilled Sales & Service	2	0.0%		0	0.0%		0	0	2	0.0%	0	-2	0		7.8%	2	2	100.0%	100.0%			
09	Skilled Crafts & Trades	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	13	-20.6%	2.5%	1	30.8%	8.0%	3	4	4	8.0%	1	-1	0		17.0%	2	1	30.8%	21.4%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	7	32.6%		0	0.0%		0	0	2	0.0%	0	0	0		27.9%	0	0	28.6%	28.6%			
13	Other Sales & Service	6	14.5%		0	0.0%		0	0	3	0.0%	0	-1	0		29.0%	1	1	50.0%	50.0%			
14	Other Manual Workers	29	1.2%	3.0%	3	3.5%	3.0%	3	6	14	3.0%	1	-6	0		23.4%	7	6	48.3%	40.6%			
Total		300	-0.8%		0	17.5%		0	0	80	0.0%	0	-23	0		19.0%	23	23	26.7%	26.7%			

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0%			
02	Middle & Other Managers		15.0%	15.0%		Still continuing to build our short term and long term strategy that will adress and increase representation in this equity group. Continue to keep a close eye on it.
03	Professionals		27.0%	27.0%		Still continuing to build our short term and long term strategy that will adress and increase representation in this equity group.
04	Semi-Professionals & Tech		0.0%			
05	Supervisors		15.9%	15.9%		Still continuing to build our short term and long term strategy that will adress and increase representation in this equity group.
06	Supervisors: Crafts & Trades		0.0%			
07	Administrative & Sr Clerical		0.0%			
08	Skilled Sales & Service		0.0%			
09	Skilled Crafts & Trades		0.0%			
10	Clerical Personnel		0.0%			
11	Intermediate Sales & Service		0.0%			
12	Semi-Skilled Manual		0.0%			
13	Other Sales & Service		0.0%			
14	Other Manual Workers		0.0%			
Total			0.0%			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	4	1	25.0	27.4	1	0	91.2																
	2018	3	1	33.3	27.4	1	0	121.7	0	0	0.0	0	0	1	1	100.0	0	1	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	52	24	46.2	38.9	20	4	118.6																
	2018	46	25	54.3	38.9	18	7	139.7	2	1	50.0	1	0	20	13	65.0	9	4	11	2	18.2	5	-3	
03 Professionals	2016	77	28	36.4	40.5	31	-3	89.8																
	2018	72	31	43.1	40.1	29	2	107.4	14	6	42.9	6	0	20	12	60.0	7	5	19	9	47.4	7	2	
04 Semi-Professionals & Technicians	2016	65	42	64.6	40.3	26	16	160.3																
	2018	68	42	61.8	39.4	27	15	156.8	14	9	64.3	6	3	17	12	70.6	11	1	8	5	62.5	5	0	
05 Supervisors	2016	5	3	60.0	54.2	3	0	110.7																
	2018	4	3	75.0	54.2	2	1	138.4	1	0	0.0	1	-1	1	1	100.0	1	0	1	0	0.0	1	-1	
06 Supervisors: Crafts & Trades	2016	5	0	0.0	12.5	1	-1	0.0																
	2018	6	1	16.7	11.0	1	0	151.5	0	0	0.0	0	0	4	1	25.0	0	1	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0										
02 Middle & Other Managers	2018	22	14	63.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	22	14	63.6										
03 Professionals	2018	34	18	52.9	0	0.0	50.0	105.9	0	0.0	0.0	0.0		
	2021	34	18	52.9			0.4	13071.9						
04 Semi-Professionals & Technicians	2018	31	21	67.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	31	21	67.7										
05 Supervisors	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0										
06 Supervisors: Crafts & Trades	2018	4	1	25.0	0	0.0	12.5	200.0	1	100.0	0.0	0.0		
	2021	4	1	25.0										

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women										
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#			
07	Administrative & Senior Clerical	2016	35	25	71.4	81.1	28	-3	88.1																
		2018	44	29	65.9	81.1	36	-7	81.3	7	5	71.4	6	-1	19	15	78.9	14	1	5	4	80.0	4	0	
08	Skilled Sales & Service Personnel	2016	2	1	50.0	27.8	1	0	179.9																
		2018	2	2	100.0	27.8	1	1	359.7	0	0	0.0	0	0	2	2	100.0	1	1	0	0	0.0	0	0	
09	Skilled Crafts & Trades Workers	2016	1	0	0.0	0.7	0	0	0.0																
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10	Clerical Personnel	2016	26	19	73.1	67.9	18	1	107.6																
		2018	13	9	69.2	67.9	9	0	102.0	3	3	100.0	2	1	1	1	100.0	1	0	6	4	66.7	4	0	
11	Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2016	3	2	66.7	14.5	0	2	459.8																
		2018	7	2	28.6	14.5	1	1	197.0	3	0	0.0	0	0	1	0	0.0	1	-1	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	2018	26	20	76.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	26	20	76.9			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	2018	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	2	2	100.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	2018	4	4	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	4	4	100.0			0.5	20000.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	4	0	0.0			0.0	0.0			0.0	0.0	

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Part 4: Results - Women

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women								All Employees	Women			All Employees	Women			All Employees	Women				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	4	1	25.0	54.1	2	-1	46.2																
	2018	6	1	16.7	54.1	3	-2	30.8	1	0	0.0	1	-1	1	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	28	11	39.3	22.1	6	5	177.8																
	2018	29	10	34.5	22.1	6	4	156.0	3	0	0.0	1	-1	7	4	57.1	3	1	1	0	0.0	0	0	
Total	2016	307	157	51.1	44.8	138	19	114.2																
	2018	300	156	52.0	44.3	133	23	117.4	48	24	50.0	21	3	94	62	66.0	48	14	53	24	45.3	27	-3	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	2	0	0.0	0	0.0	54.1	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.5	0.0			0.5	0.0		
14 Other Manual Workers	2018	10	4	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	4	40.0			0.0	0.0			0.0	0.0		
Total	2018	142	86	60.6	0	0.0	0.0	0.0	1	8600.0	0.0	0.0		
	2021	142	86	60.6			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01 Senior Managers	2016	4	0	0.0	2.9	0	0	0.0																
	2018	3	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	52	2	3.8	2.2	1	1	174.8																
	2018	46	1	2.2	2.2	1	0	98.8	2	0	0.0	0	0	20	1	5.0	1	0	11	0	0.0	0	0	0
03 Professionals	2016	77	2	2.6	1.4	1	1	185.5																
	2018	72	2	2.8	1.5	1	1	185.2	14	1	7.1	0	1	20	1	5.0	1	0	19	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	65	2	3.1	9.8	6	-4	31.4																
	2018	68	2	2.9	9.7	7	-5	30.3	14	0	0.0	1	-1	17	2	11.8	1	1	8	0	0.0	0	0	
05 Supervisors	2016	5	1	20.0	11.8	1	0	169.5																
	2018	4	0	0.0	11.8	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	5	0	0.0	14.9	1	-1	0.0																
	2018	6	2	33.3	13.1	1	1	254.5	0	0	0.0	0	0	4	2	50.0	0	2	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										
02 Middle & Other Managers	2018	22	1	4.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	22	1	4.5										
03 Professionals	2018	34	2	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	34	2	5.9										
04 Semi-Professionals & Technicians	2018	31	2	6.5	0	0.0	9.8	65.8	2	100.0	0.0	0.0		
	2021	31	2	6.5			0.1	6651.1			0.1	6651.1		
05 Supervisors	2018	2	0	0.0	0	0.0	11.8	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	2	50.0			0.0	0.0			0.0	0.0		

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Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples			Gap	EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Availability				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
07	Administrative & Senior Clerical	2016	35	3	8.6	8.5	3	0	100.8															
	2018	44	4	9.1	8.5	4	0	107.0	7	0	0.0	1	-1	19	2	10.5	2	0	5	0	0.0	0	0	
08	Skilled Sales & Service Personnel	2016	2	0	0.0	6.3	0	0	0.0															
	2018	2	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	0	0	0.0	0	0	
09	Skilled Crafts & Trades Workers	2016	1	0	0.0	10.5	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10	Clerical Personnel	2016	26	2	7.7	9.8	3	-1	78.5															
	2018	13	2	15.4	9.8	1	1	157.0	3	0	0.0	0	0	1	1	100.0	0	1	6	0	0.0	0	0	
11	Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2016	3	0	0.0	10.0	0	0	0.0															
	2018	7	0	0.0	10.0	1	-1	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	2018	26	2	7.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	26	2	7.7				0.0	19230.8		0.1	9049.8		
08	Skilled Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0				0.0	0.0		0.0	0.0		
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0				0.0	0.0		0.0	0.0		
10	Clerical Personnel	2018	4	1	25.0	1	100.0	9.8	255.1	1	100.0	0.0	0.0	
	2021	4	1	25.0				0.0	0.0		0.0	0.0		
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0				0.0	0.0		0.0	0.0		
12	Semi-Skilled Manual Workers	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	4	0	0.0				0.1	0.0		0.1	0.0		

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Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires			Promotions			Terminations									
			Aboriginal Peoples							Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	4	0	0.0	11.8	0	0	0.0																	
	2018	6	0	0.0	11.8	1	-1	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	28	4	14.3	16.8	5	-1	85.0																	
	2018	29	6	20.7	16.8	5	1	123.2	3	0	0.0	1	-1	7	2	28.6	1	1	1	0	0	0.0	0	0	
Total	2016	307	16	5.2	6.9	21	-5	75.5																	
	2018	300	19	6.3	7.2	22	-3	88.0	48	1	2.1	3	-2	94	11	11.7	5	6	53	0	0	0.0	3	-3	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.1	0.0			0.1	0.0		
14 Other Manual Workers	2018	10	2	20.0	2	100.0	16.8	119.0	0	0.0	0.0	0.0		
	2021	10	2	20.0			0.1	25000.0			0.2	11904.8		
Total	2018	142	12	8.5	3	400.0	0.0	0.0	4	300.0	0.0	0.0		
	2021	142	12	8.5			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 & 02 Managers	2016	56	0	0.0	4.3	2	-2	0.0																	
	2018	49	0	0.0	4.3	2	-2	0.0	2	0	0.0	0	0	0	21	0	0.0	0	0	0	12	0	0.0	0	0
03 Professionals	2016	77	4	5.2	3.8	3	1	136.7																	
	2018	72	5	6.9	3.8	3	2	182.7	14	1	7.1	1	0	20	1	5.0	1	0	0	19	0	0.0	1	-1	
04 Semi-Professionals & Technicians	2016	65	2	3.1	4.6	3	-1	66.9																	
	2018	68	1	1.5	4.6	3	-2	32.0	14	0	0.0	1	-1	17	1	5.9	1	0	0	8	0	0.0	0	0	
05 Supervisors	2016	5	0	0.0	13.9	1	-1	0.0																	
	2018	4	0	0.0	13.9	1	-1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	5	1	20.0	7.8	0	1	256.4																	
	2018	6	0	0.0	7.8	0	0	0.0	0	0	0.0	0	0	4	0	0.0	1	-1	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	23	0	0.0	0	0.0	4.3	0.0	2	0.0	0.00	0.0		
	2021	23	0	0.0			0.0	0.0			0.04	0.0		
03 Professionals	2018	34	2	5.9	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	34	2	5.9			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2018	31	1	3.2	1	100.0	4.6	70.1	1	100.0	0.00	0.0		
	2021	31	1	3.2			0.0	7012.6			0.05	7012.6		
05 Supervisors	2018	2	0	0.0	0	0.0	13.9	0.0	1	0.0	0.00	0.0		
	2021	2	0	0.0			0.1	0.0			0.14	0.0		
06 Supervisors: Crafts & Trades	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	4	0	0.0			0.0	0.0			0.00	0.0		

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Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	35	0	0.0	3.4	1	-1	0.0																
	2018	44	1	2.3	3.4	1	0	66.8	7	0	0.0	0	0	19	1	5.3	0	1	5	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	2	0	0.0	3.5	0	0	0.0																
	2018	2	0	0.0	3.5	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	3.8	0	0	0.0																
	2018	0	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	26	0	0.0	7.0	2	-2	0.0																
	2018	13	0	0.0	7.0	1	-1	0.0	3	0	0.0	0	0	1	0	0.0	0	0	6	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	3	0	0.0	4.8	0	0	0.0																
	2018	7	0	0.0	4.8	0	0	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	26	1	3.8	0	0.0	3.4	113.1	1	100.0	0.0	0.0		
	2021	26	1	3.8			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	0	0.0	1	0.0	7.0	0.0	1	0.0	0.0	0.0		
	2021	4	0	0.0			0.1	0.0			0.1	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	4	0	0.0	6.3	0	0	0.0																
	2018	6	0	0.0	6.3	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	28	0	0.0	5.3	1	-1	0.0																
	2018	29	0	0.0	5.3	2	-2	0.0	3	0	0.0	0	0	7	0	0.0	0	0	1	0	0.0	0	0	
Total	2016	307	7	2.3	4.7	14	-7	48.5																
	2018	300	7	2.3	4.6	14	-7	50.7	48	1	2.1	2	-1	94	3	3.2	2	1	53	0	0.0	1	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	10	0	0.0	1	0.0	5.3	0.0	1	0.0	0.0	0.0		
	2021	10	0	0.0			0.1	0.0			0.1	0.0		
Total	2018	142	4	2.8	3	133.3	0.0	0.0	7	57.1	0.0	0.0		
	2021	142	4	2.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	4	0	0.0	10.1	0	0	0.0																
	2018	3	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	52	3	5.8	15.0	8	-5	38.5																
	2018	46	4	8.7	15.0	7	-3	58.0	2	0	0.0	0	0	20	2	10.0	1	1	11	0	0.0	1	-1	
03 Professionals	2016	77	20	26.0	27.0	21	-1	96.2																
	2018	72	12	16.7	26.3	19	-7	63.4	14	2	14.3	4	-2	20	4	20.0	5	-1	19	9	47.4	5	4	
04 Semi-Professionals & Technicians	2016	65	17	26.2	18.8	12	5	139.1																
	2018	68	25	36.8	17.9	12	13	205.4	14	9	64.3	3	6	17	6	35.3	4	2	8	2	25.0	2	0	
05 Supervisors	2016	5	1	20.0	15.9	1	0	125.8																
	2018	4	0	0.0	15.9	1	-1	0.0	1	1	100.0	0	1	1	0	0.0	0	0	1	1	100.0	0	1	
06 Supervisors: Crafts & Trades	2016	5	1	20.0	5.4	0	1	370.4																
	2018	6	1	16.7	5.3	0	1	314.5	0	0	0.0	0	0	4	0	0.0	1	-1	0	0	0.0	0	0	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	22	2	9.1	3	66.7	15.0	60.6	4	50.0	0.0	0.0		
	2021	22	2	9.1			0.2	6060.6			0.2	6060.6		
03 Professionals	2018	34	6	17.6	8	75.0	27.0	65.4	0	0.0	0.0	0.0		
	2021	34	6	17.6			0.3	6535.9			0.3	6535.9		
04 Semi-Professionals & Technicians	2018	31	15	48.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	31	15	48.4			0.0	0.0			0.0	0.0		
05 Supervisors	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0			0.2	31446.5			0.2	31446.5		
06 Supervisors: Crafts & Trades	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0			0.0	0.0			0.0	0.0		

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Part 7: Results - Members of Visible Minorities

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	35	10	28.6	11.1	4	6	257.4																
	2018	44	13	29.5	11.1	5	8	266.2	7	3	42.9	1	2	19	6	31.6	5	1	5	3	60.0	1	2	
08 Skilled Sales & Service Personnel	2016	2	2	100.0	7.8	0	2	1,282.1																
	2018	2	2	100.0	7.8	0	2	1,282.1	0	0	0.0	0	0	2	2	100.0	2	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	1	1	100.0	6.7	0	1	1,492.5																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0	
10 Clerical Personnel	2016	26	7	26.9	17.0	4	3	158.4																
	2018	13	4	30.8	17.0	2	2	181.0	3	1	33.3	1	0	1	0	0.0	0	0	6	1	16.7	2	-1	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	3	1	33.3	27.9	1	0	119.5																
	2018	7	2	28.6	27.9	2	0	102.4	3	0	0.0	1	-1	1	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	26	9	34.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	26	9	34.6										
08 Skilled Sales & Service Personnel	2018	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	2	100.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	1	25.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0										

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Part 7: Results - Members of Visible Minorities

Emergent BioSolutions Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis							Flow Data Analysis															
		All Employees	Workforce						Hires			Promotions			Terminations									
			Visible Minorities						All Employees			Visible Minorities			All Employees			Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	
13 Other Sales & Service Personnel	2016	4	2	50.0	29.0	1	1	172.4																
	2018	6	3	50.0	29.0	2	1	172.4	1	0	0.0	0	0	1	0	0.0	1	-1	0	0	0.0	0	0	0
14 Other Manual Workers	2016	28	11	39.3	23.4	7	4	167.9																
	2018	29	14	48.3	23.4	7	7	206.3	3	1	33.3	1	0	7	1	14.3	3	-2	1	1	100.0	0	1	1
Total	2016	307	76	24.8	19.3	59	17	128.3																
	2018	300	80	26.7	19.0	57	23	140.4	48	17	35.4	9	8	94	21	22.3	23	-2	53	18	34.0	13	5	5

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	2	20.0			0.0	0.0			0.0	0.0		
Total	2018	142	38	26.8	11	345.5	0.0	0.0	4	950.0	0.0	0.0		
	2021	142	38	26.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Emergent BioSolutions Canada Inc.
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Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.

- Consulted employee/union representatives on communication and implementation of employment equity.
- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Strategic work regarding Diversity & Inclusion that will be rolled out enterprise wide in 2019. This goal is a high priority and our CHRO is directly involved in this initiative. To increase a culture of D&I while that project is underway, we have rolled out a couple of local initiatives including: delivering interview training and leadership training to the management team, creating new compliance and code of conduct training, updating our employee handbook, creating a harassment & violence in the workplace SOP, and commencing work in creating

Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

In 2017, Emergent conducted an enterprise wide assessment of our organizational structure. Based on this review, we made changes to our structure and re-deployed resources across the enterprise. As a result of these efforts, there was a small reduction in force to support this re-alignment. In total, there were 11 employees impacted. Their EEOGs are as follows: 02 – 1 Employee, 03 – 6 Employees, 04 – 1 Employee, 07 – 1 Employee, and 10 – 2 Employees.

- Acquisitions, mergers or transfers of employees.

During this time period, there were 3 employees who were transferred to other US divisions of the company. Their EEOGs are as follows: 01 - 1 Employee, 02 - 1 Employee & 03 - 1 Employee.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

Listed above in reorganization

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

Not applicable

- Other.

Additional Details

Please provide any additional information (optional):

Note Regarding Other Measures - Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
We have worked towards the above with the exception on communicating progress as we initially just conducted the first assessment and collected baseline data. As this subsequent assessment is our first check-in point, our intent was to communicate more broadly to the

All Employees:

Senior Management	Other Management	Professionals	Technicians	Supervisors	Crafts/Trade	Senior Clerical	Service	Staff/Trades	Technical Personnel
4	52	77	65	5	5	35	2	1	26

Women:

Senior Management	Other Management	Professionals	Technicians	Supervisors	Crafts/Trade	Senior Clerical	Service	Staff/Trades	Technical Personnel
1	24	28	42	3	0	25	1	0	19
27.40%	38.90%	40.50%	40.30%	54.20%	12.50%	81.10%	27.80%	0.70%	67.90%
0	0	14	0	0	0	0	0	0	0
0	0	0	0	0	1	0	0	0	0

1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1

Aboriginal Peoples:

Senior Management	Other Management	Professionals	Technicians	Supervisors	Crafts/Trade	Senior Clerical	Service	Staff/Trades	Technical Personnel
0	2	2	2	1	0	3	0	0	2
2.9	2.2	1.4	9.8	11.8	14.9	8.5	6.3	10.5	9.8
0	0	0	2	0	0	0	0	0	1
0	0	0	2	1	0	0	0	0	1

1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1

Visible Minorities:

Senior Management	Other Management	Professionals	Technicians	Supervisors	Crafts/Trade	Senior Clerical	Service	Staff/Trades	Technical Personnel
0	3	20	17	1	1	10	2	1	7

Senior Manager	Other Manager	Professional	Professionals T	Supervisor	Trades Trade	Senior Clerical	Service	Trades	Clerical Person
10.1	15	27	18.8	15.9	5.4	11.1	7.8	6.7	17
0	3	8	0	0	0	0	0	0	0
0	4	0	0	0	0	0	0	0	0

1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1

Persons with Disabilities:

Senior Manager	Other Manager	Professional	Professionals T	Supervisor	Trades Trade	Senior Clerical	Service	Trades	Clerical Person	Sales Serv
0	4	2	0	1	0	0	0	0	0	0
4.3	3.8	4.6	13.9	7.8	3.4	3.5	3.8	7	0	
1	0	1	0	0	0	0	0	0	1	0
2	0	1	1	0	1	0	0	0	1	0

1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1

2016

sales_serv	lled_manual	es_service	manual_w	total
0	3	4	28	307

Total Employees

Sales Serv	lled Manual	es Service	Manual W	Total
0	2	1	11	157

Representation Numbers

Sales Serv	lled Manual	es Service	Manual W	Total	sector_id
0.00%	14.50%	54.10%	22.10%	44.80%	

Availability Percent

Sales Serv	lled Manual	es Service	Manual W	Total
0	0	1	0	

Short-term Goals

Sales Serv	lled Manual	es Service	Manual W	Total
0	0	0	0	

Long-term Goals

1	1	1	1	1
1	1	1	1	1

Sales Serv	lled Manual	es Service	Manual W	Total
0	0	0	4	16

Representation Numbers

Sales Serv	lled Manual	es Service	Manual W	Total
0	10	11.8	16.8	6.9

Availability Percent

Sales Serv	lled Manual	es Service	Manual W	Total
0	0	0	2	

Short-term Goals

Sales Serv	lled Manual	es Service	Manual W	Total
0	0	0	0	

Long-term Goals

1	1	1	1	1
1	1	1	1	1

Sales Serv	lled Manual	es Service	Manual W	Total
0	1	2	11	76

Representation Numbers

Sales Serv	lled Manual	es Service	Manual W	Total
0	27.9	29	23.4	19.3
Sales Serv	lled Manual	es Service	Manual W	Total
0	0	0	0	0
Sales Serv	lled Manual	es Service	Manual W	Total
0	0	0	0	0

1 1 1 1 1
1 1 1 1 1

ed Manua	les Service P	Manual W	Total
0	0	0	7
ed Manua	les Service P	Manual W	Total
4.8	6.3	5.3	4.7
ed Manua	les Service P	Manual W	Total
0	0	1	
ed Manua	les Service P	Manual W	Total
0	0	1	

1 1 1 1
1 1 1 1

Availability Percent

Short-term Goals

Long-term Goals

Representation Numbers

Availability Percent

Short-term Goals

Long-term Goals

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Emergent BioSolutions Canada Inc.

Primary Location: Winnipeg, Manitoba

Number of Employees: 300 all located in Winnipeg.

Organization Overview: NAICS 3254 – Sector 32. Pharmaceutical and medicine manufacturing.

Emergent BioSolutions develops, manufactures, and delivers a portfolio of medical countermeasures for biological and chemical threats as well as emerging infectious diseases. They offer these specialized products to healthcare providers and governments to address public health threats and emerging infectious diseases.

Key Dates – First Year Assessment

Initiated: 2016-05-27
 Received: 2016-06-17
 Closed: 2016-06-27
 Workforce Analysis: 2016-06-14

Key Dates – Subsequent Assessment

Initiated: 2018-07-19
 Received: 2018-08-18
 Workforce Analysis: 2018-06-15

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

ASSESSMENT OF REASONABLE PROGRESS

The organization set its goals in both numbers and percentage format. When possible, the percentage of goal met is taken from the percentage goal.

Women

03	Professionals	Goal met 105.9%.
06	Supervisors: Crafts & Trades	Goal met 200%.
07	Administrative & Senior Clerical Personnel	No goal set.
13	Other Sales & Service Personnel	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 13, there were two new entrants, but none were women. At an availability rate of 54.1%, one woman would have been expected to be hired.

Aboriginal Peoples

04	Semi-Professionals & Technicians	Goal not met (65.8% achieved).
06	Supervisors: Crafts & Trades	No goal set.
10	Clerical Personnel	Goal met 100%.
14	Other Manual Workers	Goal met 100%.

Assessment/Observations

- In EEOG 04 there were 31 new entrants of which two were Aboriginal persons. At an availability of 9.8%, three Aboriginal persons would have been expected to be hired.

Persons with Disabilities

01/02	Managers	Goal not met (0% achieved).
04	Semi-Professionals & Technicians	Goal met 100%.
05	Supervisors	Goal not met (0% achieved).
07	Administrative & Senior Clerical Personnel	Goal met 113.1%.
10	Clerical Personnel	Goal not met (0% achieved).
14	Other Manual Workers	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 01/02, there were 23 new entrants of which none were persons with disabilities. At an availability of 4.3%, this is to be expected.
- In EEOG 05 there were two new entrants of which none were persons with disabilities. At an availability of 13.9%, this is to be expected.
- In EEOG 10, there were four new entrants of which none were persons with disabilities. At an availability of 7.0%, this is to be expected.
- In EEOG 14, there were 10 new entrants of which none were persons with disabilities. At an availability of 5.3%, this is to be expected.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (60.6% achieved).
03	Professionals	Goal not met (65.4% achieved).

Assessment/Observations

- In EEOG 02 there were 22 new entrants of which two were visible minorities. At an availability of 15%, three visible minorities would have been expected to be hired
- In EEOG 03 there were 34 new entrants of which six were visible minorities. At an availability of 27%, nine visible minorities would have been expected to be hired.

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- In 2016 there were 16 gaps and 14 goals were set; six goals were met.
- Although there were a low number of goals that were met, a couple of gaps were also decreased: the gap in EEOG 04 for Aboriginal Peoples as well as in EEOG 02 for visible minorities was reduced and Emergent will continue to build a short and long-term strategy that will address and increase representation in both designated groups.
- In 2017, Emergent conducted a company-wide assessment of their organizational structure. Changes were made to their structure and as a result, there was a small reduction in staff to support this re-alignment; in total, there were 11 employees impacted.
- Emergent has placed a high priority on rolling out a diversity and inclusion initiative company-wide in 2019, which includes: delivering interview training and leadership training to the management team, creating new compliance and code of conduct training, updating the employee handbook, creating operating procedures on harassment & violence in the workplace, and commencing work in creating community partnerships to the areas that need to be developed.

ASSESSMENT OF GOALS

- Looking forward there are 13 gaps, and all goals were set as a percentage equal to availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
07	Admin & Senior Clerical Personnel	-7	-	-	65.9	81.1
13	Other Sales & Service Personnel	-2	50.0	50.0	16.7	54.1

Observations:

- In EEOG 07, there is a gap of -7 but Emergent does not feel that this is an issue, as the present availability is high. They will maintain a target of 50%.
- In EEOG 13, there are a total of six individuals, all who have high tenure and there is no action planned in the short-term.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
04	Semi-Professionals & Technicians	-5	9.7	9.7	2.9	9.7
12	Semi-Skilled Manual Workers	-1	10.0	10.0	0.0	10.0
13	Other Sales & Service Personnel	-1	11.8	11.8	0.0	11.8

Observations:

- In EEOG 04, Emergent is still continuing to build their short and long-term strategy that will address and increase representation in this equity group. They are intending to engage in community groups for target EEOGs.

Persons with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-2	4.3	4.3	0.0	4.3
04	Semi-Prof. & Technicians	-2	4.6	4.6	1.5	4.6
05	Supervisors	-1	13.9	13.9	0.0	13.9
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0
14	Other Manual Workers	-2	5.3	5.3	0.0	5.3

Observations:

- Emergent Biosolutions is continuing to build on their short and long-term strategy that will address and increase representation in these EEOGs.

Members of Visible Minorities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-3	15.0	15.0	8.7	15.0
03	Professionals	-7	27.0	27.0	26.2	26.3
05	Supervisors	-1	15.9	15.9	20.0	15.9

Observations:

- Emergent Biosolutions is continuing to build on their short and long-term strategy that will address and increase representation in these EEOGs.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances I recommend that the closing letter include the following:

- Given that there are a number of gaps in all four designated groups, the organization may consider reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Neeta Dhillon

Date: January 14, 2019

Subject: Government of Canada Agreement Number: 070078 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Kara Macdonald:

I am writing to inform you that the subsequent compliance assessment initiated on August 8, 2018 has been completed. As a result of the assessment, Emergent BioSolutions Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Emergent BioSolutions Canada Inc.'s employment equity program.

- Given that there are a number of gaps in all four designated groups, the organization may consider reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on August 18, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Emergent BioSolutions Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and

- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrscd-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Emergent BioSolutions Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrscd-rhdcc.gc.ca



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

Nyirasafari, Ange AN [NC]

From: Begg, Suzanne SV [NC]
Sent: January 10, 2017 8:48 AM
To: 'DerkachA@ebsi.com'
Subject: FW: Cangene Corporation Name Change
Attachments: esdc-lab1168(2015-08-011)e.pdf

Importance: High

Good morning,

Please complete a 'revised' Agreement to Implement Employment Equity (AIEE) with the new legal name and return it to us. We will update our database accordingly.

Kind regards,

Suzanne Begg

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
suzanne.begg@labour-travail.gc.ca / Tél. : 819-654-4323

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
suzanne.begg@labour-travail.gc.ca / Tel: 819-654-4323

From: Derkach, Asta [<mailto:DerkachA@ebsi.com>]
Sent: January-06-17 4:58 PM
To: EE-EME
Subject: FW: Cangene Corporation Name Change

Hello there,

I sent the below e-mail to Jenny Goodwin (as she was our contact in 2016) and received an automatic reply stating that she is no [REDACTED] with Workplace Equity in Labour Program. The e-mail mentioned that if we needed assistance, to use this e-mail address.

I was trying to contact Jenny as our company has changed its legal name. We went from Cangene Corporation dba Emergent BioSolutions to Emergent BioSolutions Canada Inc. I was wondering who I could talk to about that and if any documentation was required.

Please let me know when you have a chance. Thank you for your time.

Kind Regards,
Asta

Asta Derkach, BBA
Business Partner, Human Resources Associate

Emergent BioSolutions
155 Innovation Drive
Winnipeg, MB, Canada
R3T 5Y3

t (204) 275-4297
f (204) 275-4005
e derkacha@ebsi.com
www.emergentbiosolutions.com
[@emergentbiosolu](http://www.linkedin.com/companies/emergent-biosolutions)

From: Derkach, Asta
Sent: Friday, January 06, 2017 3:53 PM
To: 'jennifer.goodwin@hrsdc-rhdcc.gc.ca'
Subject: Cangene Corporation Name Change

Hello Jenny,

I hope you are doing well. My name is Asta and I am a member of the Human Resources Department at Cangene Corporation dba Emergent BioSolutions.

I am reaching out to you today as you were our contact in 2016 for the Federal Contractors Program (employment equity). As of January 1, 2017, our legal name changed to Emergent BioSolutions Canada Inc. I am reaching out today to inform you of that name change and wanted to see if you required any documentation from us for this change.

Please let me know when you have a chance. Thank you for your time.

Kind Regards,

Asta

Asta Derkach, BBA
Business Partner, Human Resources Associate

Emergent BioSolutions
155 Innovation Drive
Winnipeg, MB, Canada
R3T 5Y3

t (204) 275-4297
f (204) 275-4005
e derkacha@ebsi.com
www.emergentbiosolutions.com
[@emergentbiosolu](http://www.linkedin.com/companies/emergent-biosolutions)

Begin forwarded message:

From: <jennifer.goodwin@hrsdc-rhdcc.gc.ca>
Date: June 28, 2016 at 7:54:51 AM CDT
To: <kmacdonald@ebsi.com>
Cc: <pmediwake@ebsi.com>
Subject: Notification of Compliance

Good Morning,

The compliance assessment initiated with your organization has been completed. Your organization has been found to be in compliance with the requirements of the Federal Contractors Program for employment equity. Please find attached the notification of compliance letter.

Sincerely,

Jenny Goodwin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
jennifer.goodwin@hrsdc-rhdcc.gc.ca / Tél. : 819-654-4326

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
jennifer.goodwin@hrsdc-rhdcc.gc.ca / Tél. : 819-654-4326

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