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Human Resources and Skills Development Canada / Ressources humaines et Développement des compétences Canada

Labour Program / Federal Contractors Program

OFFICIAL USE ONLY Agreement No. 060135

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>Honeywell ABCA Honeywell Ltd.</i>	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	[Redacted]
Organization's North American Industry Classification System (NAICS) Code No. <i>33A110 / 336410</i>	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <i>4314</i> To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02-eng.htm

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>3333 UNITY DRIVE</i>	City <i>MISSISSAUGA</i>	Province <i>ON</i>	Postal Code <i>L5L 3S6</i>
	Telephone Number <i>905.608.6000</i>	Fax Number <i>905.608.6034</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>ALEXANDRA HENSHAW</i>	Title <i>HR COUNTRY LEADER, CANADA</i>
Telephone Number <i>416.524.4902</i>	E-mail Address <i>alexandra.henshaw@honeywell.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).
Hereby 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.brsc.gc.ca/eng/labour/equality/eqp/index.shtml
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.

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>Deborah Van Damme</i>	Title <i>Director of Finance</i>
Telephone Number <i>905.608.6033</i>	E-mail Address <i>deborah.van.damme@honeywell.com</i>
[Redacted]	Date <i>Sept 10, 2013</i>

RETURN INSTRUCTIONS
IMPORTANT
• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 963-8768 or by e-mail at: ee-eme@brsc-rhdcc.gc.ca

Workplace Equity Information Management System - Honeywell Ltd.

Workforce Analysis - Detailed Report

Date: 2016-12-20

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	14	4	28.6 %	27.4 %	4	0	National
02 : Middle and Other Managers	National	102	17	16.7 %	38.9 %	40	-23	National
03 : Professionals		335	65	19.4 %	22.3 %	75	-10	
1111 : Financial auditors and accountants	National	2	2	100.0 %	55.1 %	1	1	National
1112 : Financial and investment analysts	National	3	1	33.3 %	50.1 %	2	-1	National
1121 : Human resources professionals	National	3	3	100.0 %	71.1 %	2	1	National
1122 : Professional occupations in business management consulting	National	69	12	17.4 %	42.0 %	29	-17	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	1	50.0 %	66.4 %	1	0	National
2132 : Mechanical engineers	National	3	1	33.3 %	9.0 %	0	1	National
2133 : Electrical and electronics engineers	National	13	4	30.8 %	11.3 %	1	3	National
2134 : Chemical engineers	National	2	0	0.0 %	24.5 %	0	0	National
2141 : Industrial and manufacturing engineers	National	10	1	10.0 %	17.0 %	2	-1	National
2146 : Aerospace engineers	National	73	18	24.7 %	12.1 %	9	9	National
2148 : Other professional engineers, n.e.c.	National	122	16	13.1 %	15.8 %	19	-3	National
2171 : Information systems analysts and consultants	National	8	1	12.5 %	28.3 %	2	-1	National
2173 : Software engineers and designers	National	22	4	18.2 %	17.4 %	4	0	National
5121 : Authors and writers	National	3	1	33.3 %	54.9 %	2	-1	National
04 : Semi-Professionals and Technicians		257	6	2.3 %	19.5 %	50	-44	
2232 : Mechanical engineering technologists and technicians	Alberta	11	1	9.1 %	11.6 %	1	0	Alberta
2232 : Mechanical engineering technologists and technicians	British Columbia	10	0	0.0 %	9.3 %	1	-1	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	73	2	2.7 %	21.9 %	16	-14	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	18	0	0.0 %	22.5 %	4	-4	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	6	0	0.0 %	15.2 %	1	-1	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	1	0	0.0 %	14.5 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	69	1	1.4 %	19.9 %	14	-13	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	29	0	0.0 %	26.7 %	8	-8	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Saskatchewan	4	0	0.0 %	28.3 %	1	-1	Saskatchewan
2241 : Electrical and electronics engineering technologists and technicians	Alberta	1	0	0.0 %	9.9 %	0	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Ontario	8	1	12.5 %	12.1 %	1	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	8	0	0.0 %	9.1 %	1	-1	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta	2	0	0.0 %	9.8 %	0	0	Alberta
2242 : Electronic service technicians (household and business equipment)	Ontario	2	0	0.0 %	7.4 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	2	0	0.0 %	7.5 %	0	0	Québec
2243 : Industrial instrument technicians and mechanics	Québec	1	0	0.0 %	3.4 %	0	0	Québec
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Prince Edward Island	1	1	100.0 %	0.0 %	0	1	Prince Edward Island
2282 : User support technicians	Ontario	4	0	0.0 %	24.2 %	1	-1	Ontario
2283 : Information systems testing technicians	Alberta	1	0	0.0 %	46.5 %	0	0	Alberta
4216 : Other instructors	Alberta	1	0	0.0 %	57.4 %	1	-1	Alberta
05 : Supervisors		41	5	12.2 %	53.5 %	22	-17	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	64.7 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	Calgary	3	0	0.0 %	55.0 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	56.2 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	64.4 %	1	-1	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	55.9 %	1	-1	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	56.5 %	1	-1	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	55.5 %	1	-1	London
Employment Equity Occupational Group	Montréal	4	1	25.0 %	50.8 %	2	-1	Montréal

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Québec	2	1	50.0 %	52.6 %	1	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	52.5 %	1	-1	Regina
Employment Equity Occupational Group	Toronto	8	0	0.0 %	53.0 %	4	-4	Toronto
Employment Equity Occupational Group	Vancouver	15	3	20.0 %	51.4 %	8	-5	Vancouver
06 : Supervisors: Crafts and Trades		6	0	0.0 %	7.3 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Ontario	2	0	0.0 %	13.7 %	0	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Ontario	1	0	0.0 %	7.1 %	0	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Québec	1	0	0.0 %	4.9 %	0	0	Québec
7301 : Contractors and supervisors, mechanic trades	British Columbia	1	0	0.0 %	4.1 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		50	43	86.0 %	80.9 %	40	3	
Employment Equity Occupational Group	Alta. less CMAs	1	1	100.0 %	89.0 %	1	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	87.5 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	6	5	83.3 %	80.5 %	5	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.6 %	1	0	Edmonton
Employment Equity Occupational Group	Hamilton	3	2	66.7 %	83.5 %	3	-1	Hamilton
Employment Equity Occupational Group	London	2	2	100.0 %	82.5 %	2	0	London
Employment Equity Occupational Group	Montréal	5	4	80.0 %	80.8 %	4	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	87.1 %	2	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	4	80.0 %	77.2 %	4	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	1	100.0 %	80.9 %	1	0	Québec
Employment Equity Occupational Group	Toronto	14	14	100.0 %	80.1 %	11	3	Toronto
Employment Equity Occupational Group	Vancouver	7	4	57.1 %	79.0 %	6	-2	Vancouver
Employment Equity Occupational Group	Windsor	2	2	100.0 %	82.8 %	2	0	Windsor

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Date: 2016-12-20

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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
08 : Skilled Sales and Service Personnel		70	4	5.7 %	26.3 %	18	-14	
6221 : Technical sales specialists - wholesale trade	Alberta	19	0	0.0 %	20.5 %	4	-4	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	8	0	0.0 %	26.3 %	2	-2	British Columbia
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	30.7 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	24.9 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	22	2	9.1 %	28.7 %	6	-4	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	19	2	10.5 %	29.1 %	6	-4	Québec
09 : Skilled Crafts and Trades Workers		132	5	3.8 %	1.4 %	2	3	
7231 : Machinists and machining and tooling inspectors	British Columbia	2	0	0.0 %	1.4 %	0	0	British Columbia
7231 : Machinists and machining and tooling inspectors	Ontario	3	0	0.0 %	4.4 %	0	0	Ontario
7231 : Machinists and machining and tooling inspectors	Prince Edward Island	2	0	0.0 %	0.0 %	0	0	Prince Edward Island
7241 : Electricians (except industrial and power system)	Alberta	1	0	0.0 %	3.0 %	0	0	Alberta
7241 : Electricians (except industrial and power system)	Ontario	7	0	0.0 %	1.5 %	0	0	Ontario
7241 : Electricians (except industrial and power system)	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
7241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	1.5 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	1	0	0.0 %	2.3 %	0	0	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	2	0	0.0 %	1.1 %	0	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	8	0	0.0 %	1.2 %	0	0	Ontario
7271 : Carpenters	Ontario	2	0	0.0 %	1.8 %	0	0	Ontario
7313 : Refrigeration and air conditioning mechanics	Alberta	17	0	0.0 %	3.1 %	1	-1	Alberta
7313 : Refrigeration and air conditioning mechanics	British Columbia	13	0	0.0 %	2.2 %	0	0	British Columbia
7313 : Refrigeration and air conditioning mechanics	Manitoba	2	0	0.0 %	0.9 %	0	0	Manitoba
7313 : Refrigeration and air conditioning mechanics	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
7313 : Refrigeration and air conditioning mechanics	Ontario	27	0	0.0 %	1.6 %	0	0	Ontario

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7313 : Refrigeration and air conditioning mechanics	Québec	13	0	0.0 %	0.5 %	0	0	Québec
7313 : Refrigeration and air conditioning mechanics	Saskatchewan	4	0	0.0 %	0.0 %	0	0	Saskatchewan
7315 : Aircraft mechanics and aircraft inspectors	Prince Edward Island	21	5	23.8 %	0.0 %	0	5	Prince Edward Island
10 : Clerical Personnel		31	18	58.1 %	68.0 %	21	-3	
Employment Equity Occupational Group	Calgary	3	3	100.0 %	70.2 %	2	1	Calgary
Employment Equity Occupational Group	Edmonton	5	5	100.0 %	70.3 %	4	1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	70.9 %	1	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	67.7 %	1	-1	Halifax
Employment Equity Occupational Group	London	2	2	100.0 %	71.4 %	1	1	London
Employment Equity Occupational Group	Montréal	1	1	100.0 %	62.5 %	1	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	1	100.0 %	70.0 %	1	0	P.E.I.
Employment Equity Occupational Group	Toronto	11	2	18.2 %	65.2 %	7	-5	Toronto
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	70.0 %	4	-2	Vancouver
11 : Intermediate Sales and Service Personnel		43	15	34.9 %	64.1 %	28	-13	
Employment Equity Occupational Group	Calgary	5	0	0.0 %	66.1 %	3	-3	Calgary
Employment Equity Occupational Group	Montréal	6	1	16.7 %	61.8 %	4	-3	Montréal
Employment Equity Occupational Group	Saguenay	1	0	0.0 %	65.3 %	1	-1	Saguenay
Employment Equity Occupational Group	Toronto	21	9	42.9 %	63.9 %	13	-4	Toronto
Employment Equity Occupational Group	Vancouver	6	2	33.3 %	64.2 %	4	-2	Vancouver
Employment Equity Occupational Group	Windsor	1	1	100.0 %	68.4 %	1	0	Windsor
Employment Equity Occupational Group	Winnipeg	3	2	66.7 %	65.5 %	2	0	Winnipeg
12 : Semi-Skilled Manual Workers		21	10	47.6 %	20.2 %	4	6	
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	20.7 %	1	-1	Ont. less CMAs

Workplace Equity Information Management System - Honeywell Ltd.

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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	11	10	90.9 %	22.0 %	2	8	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	17.1 %	1	-1	Vancouver
13 : Other Sales and Service Personnel		20	3	15.0 %	55.6 %	11	-8	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	64.1 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	Calgary	4	0	0.0 %	56.3 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	59.2 %	1	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	60.5 %	1	-1	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	1	100.0 %	57.4 %	1	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	49.9 %	2	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	51.9 %	1	-1	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	54.4 %	1	-1	Regina
Employment Equity Occupational Group	Toronto	3	1	33.3 %	55.5 %	2	-1	Toronto
14 : Other Manual Workers		13	0	0.0 %	18.5 %	2	-2	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	14.2 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	19.0 %	0	0	Hamilton
Employment Equity Occupational Group	London	6	0	0.0 %	19.0 %	1	-1	London
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	19.7 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	St. John's	2	0	0.0 %	16.9 %	0	0	St. John's
Total		1135	195	17.2 %	28.0 %	317	-122	

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 - Honeywell Ltd.

Workforce Analysis - Detailed Report

Date: 2016-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	14	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	102	2	2.0 %	2.2 %	2	0	National
03 : Professionals		335	3	0.9 %	1.0 %	3	0	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	3	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	3	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	69	1	1.4 %	1.6 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	3	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	13	0	0.0 %	0.7 %	0	0	National
2134 : Chemical engineers	National	2	0	0.0 %	0.6 %	0	0	National
2141 : Industrial and manufacturing engineers	National	10	0	0.0 %	0.8 %	0	0	National
2146 : Aerospace engineers	National	73	2	2.7 %	0.6 %	0	2	National
2148 : Other professional engineers, n.e.c.	National	122	0	0.0 %	1.0 %	1	-1	National
2171 : Information systems analysts and consultants	National	8	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	22	0	0.0 %	0.6 %	0	0	National
5121 : Authors and writers	National	3	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		257	8	3.1 %	2.7 %	7	1	
2232 : Mechanical engineering technologists and technicians	Alberta	11	1	9.1 %	3.5 %	0	1	Alberta
2232 : Mechanical engineering technologists and technicians	British Columbia	10	0	0.0 %	4.7 %	0	0	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	73	2	2.7 %	4.4 %	3	-1	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	18	0	0.0 %	3.0 %	1	-1	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	6	0	0.0 %	4.9 %	0	0	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Gap #	Recruitment Area
			Representation		Availability				
			#	%	%	#			
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	69	2	2.9 %	1.1 %	1	1	Ontario	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	29	1	3.4 %	1.4 %	0	1	Québec	
2233 : Industrial engineering and manufacturing technologists and technicians	Saskatchewan	4	1	25.0 %	10.0 %	0	1	Saskatchewan	
2241 : Electrical and electronics engineering technologists and technicians	Alberta	1	0	0.0 %	2.1 %	0	0	Alberta	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	8	0	0.0 %	1.8 %	0	0	Ontario	
2241 : Electrical and electronics engineering technologists and technicians	Québec	8	0	0.0 %	0.8 %	0	0	Québec	
2242 : Electronic service technicians (household and business equipment)	Alberta	2	0	0.0 %	3.3 %	0	0	Alberta	
2242 : Electronic service technicians (household and business equipment)	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario	
2242 : Electronic service technicians (household and business equipment)	Québec	2	1	50.0 %	1.0 %	0	1	Québec	
2243 : Industrial instrument technicians and mechanics	Québec	1	0	0.0 %	0.5 %	0	0	Québec	
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island	
2282 : User support technicians	Ontario	4	0	0.0 %	1.6 %	0	0	Ontario	
2283 : Information systems testing technicians	Alberta	1	0	0.0 %	0.0 %	0	0	Alberta	
4216 : Other instructors	Alberta	1	0	0.0 %	1.7 %	0	0	Alberta	
05 : Supervisors		41	1	2.4 %	2.5 %	1	0		
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	6.5 %	0	0	Alta. less CMAs	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.1 %	0	0	Calgary	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	4.6 %	0	0	Edmonton	
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	8.8 %	0	0	Greater Sudbury	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.2 %	0	0	Halifax	
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.8 %	0	0	Hamilton	
Employment Equity Occupational Group	London	1	0	0.0 %	1.7 %	0	0	London	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.8 %	0	0	Montréal	

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Québec	2	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	5.9 %	0	0	Regina
Employment Equity Occupational Group	Toronto	8	1	12.5 %	1.0 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	15	0	0.0 %	2.6 %	0	0	Vancouver
06 : Supervisors: Crafts and Trades		6	0	0.0 %	1.6 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Ontario	2	0	0.0 %	2.0 %	0	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Ontario	1	0	0.0 %	2.0 %	0	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Québec	1	0	0.0 %	0.0 %	0	0	Québec
7301 : Contractors and supervisors, mechanic trades	British Columbia	1	0	0.0 %	3.6 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		50	1	2.0 %	1.9 %	1	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	6.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	7.7 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	6	1	16.7 %	2.6 %	0	1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	1.5 %	0	0	Hamilton
Employment Equity Occupational Group	London	2	0	0.0 %	0.8 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.7 %	0	0	Québec
Employment Equity Occupational Group	Toronto	14	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	2	0	0.0 %	1.6 %	0	0	Windsor

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation		Availability			
			#	%	%	#		
08 : Skilled Sales and Service Personnel		70	0	0.0 %	1.7 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	19	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	8	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	14.9 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	22	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	19	0	0.0 %	1.0 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		132	3	2.3 %	1.8 %	2	1	
7231 : Machinists and machining and tooling inspectors	British Columbia	2	0	0.0 %	1.4 %	0	0	British Columbia
7231 : Machinists and machining and tooling inspectors	Ontario	3	1	33.3 %	2.7 %	0	1	Ontario
7231 : Machinists and machining and tooling inspectors	Prince Edward Island	2	0	0.0 %	0.0 %	0	0	Prince Edward Island
7241 : Electricians (except industrial and power system)	Alberta	1	0	0.0 %	4.2 %	0	0	Alberta
7241 : Electricians (except industrial and power system)	Ontario	7	0	0.0 %	1.8 %	0	0	Ontario
7241 : Electricians (except industrial and power system)	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
7241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	1.5 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	1	0	0.0 %	5.8 %	0	0	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	2	0	0.0 %	4.2 %	0	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	8	0	0.0 %	2.0 %	0	0	Ontario
7271 : Carpenters	Ontario	2	0	0.0 %	4.4 %	0	0	Ontario
7313 : Refrigeration and air conditioning mechanics	Alberta	17	1	5.9 %	3.9 %	1	0	Alberta
7313 : Refrigeration and air conditioning mechanics	British Columbia	13	0	0.0 %	1.9 %	0	0	British Columbia
7313 : Refrigeration and air conditioning mechanics	Manitoba	2	0	0.0 %	6.1 %	0	0	Manitoba
7313 : Refrigeration and air conditioning mechanics	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
7313 : Refrigeration and air conditioning mechanics	Ontario	27	1	3.7 %	1.0 %	0	1	Ontario

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
7313 : Refrigeration and air conditioning mechanics	Québec	13	0	0.0 %	0.8 %	0	0	Québec
7313 : Refrigeration and air conditioning mechanics	Saskatchewan	4	0	0.0 %	7.4 %	0	0	Saskatchewan
7315 : Aircraft mechanics and aircraft inspectors	Prince Edward Island	21	0	0.0 %	0.0 %	0	0	Prince Edward Island
10 : Clerical Personnel		31	0	0.0 %	2.3 %	1	-1	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	7.4 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	1.7 %	0	0	P.E.I.
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	2.4 %	0	0	Vancouver
11 : Intermediate Sales and Service Personnel		43	0	0.0 %	1.9 %	1	-1	
Employment Equity Occupational Group	Calgary	5	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	6	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Saguenay	1	0	0.0 %	2.9 %	0	0	Saguenay
Employment Equity Occupational Group	Toronto	21	0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	2.3 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	2.4 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	9.8 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		21	0	0.0 %	1.7 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	4.4 %	0	0	Ont. less CMAs

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.7 %	0	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.2 %	0	Vancouver
13 : Other Sales and Service Personnel		20	1	5.0 %	4.6 %	1	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	10.9 %	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	4	0	0.0 %	3.1 %	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	6.7 %	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	10.8 %	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.4 %	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	5	1	20.0 %	2.9 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.9 %	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	10.4 %	0	Regina
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	Toronto
14 : Other Manual Workers		13	0	0.0 %	3.5 %	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.5 %	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.9 %	0	Hamilton
Employment Equity Occupational Group	London	6	0	0.0 %	2.6 %	0	London
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	6.8 %	0	Ont. less CMAs
Employment Equity Occupational Group	St. John's	2	0	0.0 %	2.1 %	0	St. John's
Total		1135	19	1.7 %	1.9 %	20	-1

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Gap #	Recruitment Area
			Representation		Availability				
			#	%	%	#			
01 : Senior Managers	National	14	4	28.6 %	10.1 %	1	3	National	
02 : Middle and Other Managers	National	102	29	28.4 %	15.0 %	15	14	National	
03 : Professionals		335	155	46.3 %	26.8 %	90	65		
1111 : Financial auditors and accountants	National	2	2	100.0 %	27.5 %	1	1	National	
1112 : Financial and investment analysts	National	3	2	66.7 %	35.4 %	1	1	National	
1121 : Human resources professionals	National	3	2	66.7 %	14.1 %	0	2	National	
1122 : Professional occupations in business management consulting	National	69	21	30.4 %	21.6 %	15	6	National	
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	16.9 %	0	0	National	
2132 : Mechanical engineers	National	3	1	33.3 %	28.6 %	1	0	National	
2133 : Electrical and electronics engineers	National	13	5	38.5 %	34.9 %	5	0	National	
2134 : Chemical engineers	National	2	1	50.0 %	30.8 %	1	0	National	
2141 : Industrial and manufacturing engineers	National	10	6	60.0 %	31.5 %	3	3	National	
2146 : Aerospace engineers	National	73	41	56.2 %	25.0 %	18	23	National	
2148 : Other professional engineers, n.e.c.	National	122	54	44.3 %	27.3 %	33	21	National	
2171 : Information systems analysts and consultants	National	8	2	25.0 %	31.4 %	3	-1	National	
2173 : Software engineers and designers	National	22	17	77.3 %	40.5 %	9	8	National	
5121 : Authors and writers	National	3	1	33.3 %	10.7 %	0	1	National	
04 : Semi-Professionals and Technicians		257	67	26.1 %	25.3 %	65	2		
2232 : Mechanical engineering technologists and technicians	Alberta	11	1	9.1 %	21.3 %	2	-1	Alberta	
2232 : Mechanical engineering technologists and technicians	British Columbia	10	7	70.0 %	20.1 %	2	5	British Columbia	
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	73	20	27.4 %	24.7 %	18	2	Alberta	
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	18	7	38.9 %	40.7 %	7	0	British Columbia	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	6	2	33.3 %	27.4 %	2	0	Manitoba	
2233 : Industrial engineering and manufacturing technologists and technicians	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador	

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	Nova Scotia	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	69	18	26.1 %	33.3 %	23	-5	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	29	2	6.9 %	12.3 %	4	-2	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Saskatchewan	4	3	75.0 %	10.0 %	0	3	Saskatchewan
2241 : Electrical and electronics engineering technologists and technicians	Alberta	1	0	0.0 %	22.2 %	0	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Ontario	8	2	25.0 %	31.4 %	3	-1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	8	2	25.0 %	9.5 %	1	1	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta	2	0	0.0 %	23.2 %	0	0	Alberta
2242 : Electronic service technicians (household and business equipment)	Ontario	2	0	0.0 %	29.3 %	1	-1	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	2	0	0.0 %	12.9 %	0	0	Québec
2243 : Industrial instrument technicians and mechanics	Québec	1	0	0.0 %	3.9 %	0	0	Québec
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Ontario	4	3	75.0 %	35.9 %	1	2	Ontario
2283 : Information systems testing technicians	Alberta	1	0	0.0 %	33.9 %	0	0	Alberta
4216 : Other instructors	Alberta	1	0	0.0 %	22.2 %	0	0	Alberta
05 : Supervisors		41	12	29.3 %	31.0 %	13	-1	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	11.9 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	3	1	33.3 %	27.4 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	21.6 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	0.0 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.6 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	13.0 %	0	0	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	6.8 %	0	0	London
Employment Equity Occupational Group	Montréal	4	1	25.0 %	16.7 %	1	0	Montréal

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			Representation #	%	Availability %			
Employment Equity Occupational Group	Québec	2	0	0.0 %	2.3 %	0	Québec	
Employment Equity Occupational Group	Regina	1	0	0.0 %	9.8 %	0	Regina	
Employment Equity Occupational Group	Toronto	8	2	25.0 %	45.8 %	4	-2	Toronto
Employment Equity Occupational Group	Vancouver	15	8	53.3 %	43.4 %	7	1	Vancouver
06 : Supervisors: Crafts and Trades		6	0	0.0 %	9.7 %	1	-1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Ontario	2	0	0.0 %	17.1 %	0	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Ontario	1	0	0.0 %	4.6 %	0	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Québec	1	0	0.0 %	4.9 %	0	0	Québec
7301 : Contractors and supervisors, mechanic trades	British Columbia	1	0	0.0 %	14.8 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		50	10	20.0 %	21.5 %	11	-1	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	3.4 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	3.4 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	6	1	16.7 %	16.5 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	13.4 %	0	1	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	8.2 %	0	0	Hamilton
Employment Equity Occupational Group	London	2	0	0.0 %	7.3 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	12.2 %	1	-1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	1	20.0 %	12.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.5 %	0	0	Québec
Employment Equity Occupational Group	Toronto	14	6	42.9 %	37.3 %	5	1	Toronto
Employment Equity Occupational Group	Vancouver	7	1	14.3 %	35.3 %	2	-1	Vancouver
Employment Equity Occupational Group	Windsor	2	0	0.0 %	9.9 %	0	0	Windsor

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			Representation		Availability		Gap #	
			#	%	%	#		
08 : Skilled Sales and Service Personnel		70	13	18.6 %	14.8 %	10	3	
6221 : Technical sales specialists - wholesale trade	Alberta	19	7	36.8 %	11.3 %	2	5	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	8	1	12.5 %	24.7 %	2	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	22	4	18.2 %	20.8 %	5	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	19	1	5.3 %	8.5 %	2	-1	Québec
09 : Skilled Crafts and Trades Workers		132	8	6.1 %	9.6 %	13	-5	
7231 : Machinists and machining and tooling inspectors	British Columbia	2	0	0.0 %	22.0 %	0	0	British Columbia
7231 : Machinists and machining and tooling inspectors	Ontario	3	1	33.3 %	22.9 %	1	0	Ontario
7231 : Machinists and machining and tooling inspectors	Prince Edward Island	2	0	0.0 %	0.0 %	0	0	Prince Edward Island
7241 : Electricians (except industrial and power system)	Alberta	1	0	0.0 %	10.0 %	0	0	Alberta
7241 : Electricians (except industrial and power system)	Ontario	7	0	0.0 %	13.1 %	1	-1	Ontario
7241 : Electricians (except industrial and power system)	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
7241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	4.1 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	1	0	0.0 %	8.8 %	0	0	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	2	1	50.0 %	7.3 %	0	1	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	8	0	0.0 %	6.5 %	1	-1	Ontario
7271 : Carpenters	Ontario	2	0	0.0 %	10.5 %	0	0	Ontario
7313 : Refrigeration and air conditioning mechanics	Alberta	17	0	0.0 %	11.1 %	2	-2	Alberta
7313 : Refrigeration and air conditioning mechanics	British Columbia	13	1	7.7 %	16.8 %	2	-1	British Columbia
7313 : Refrigeration and air conditioning mechanics	Manitoba	2	1	50.0 %	7.5 %	0	1	Manitoba
7313 : Refrigeration and air conditioning mechanics	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
7313 : Refrigeration and air conditioning mechanics	Ontario	27	1	3.7 %	15.6 %	4	-3	Ontario

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			Representation		Availability		Gap #	
			#	%	%	#		
7313 : Refrigeration and air conditioning mechanics	Québec	13	0	0.0 %	8.1 %	1	-1	Québec
7313 : Refrigeration and air conditioning mechanics	Saskatchewan	4	0	0.0 %	0.0 %	0	0	Saskatchewan
7315 : Aircraft mechanics and aircraft inspectors	Prince Edward Island	21	3	14.3 %	0.0 %	0	3	Prince Edward Island
10 : Clerical Personnel		31	12	38.7 %	31.1 %	10	2	
Employment Equity Occupational Group	Calgary	3	2	66.7 %	24.3 %	1	1	Calgary
Employment Equity Occupational Group	Edmonton	5	1	20.0 %	17.5 %	1	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	9.1 %	0	0	London
Employment Equity Occupational Group	Montréal	1	1	100.0 %	17.4 %	0	1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	2.6 %	0	0	P.E.I.
Employment Equity Occupational Group	Toronto	11	6	54.5 %	48.1 %	5	1	Toronto
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	42.3 %	2	0	Vancouver
11 : Intermediate Sales and Service Personnel		43	12	27.9 %	39.1 %	17	-5	
Employment Equity Occupational Group	Calgary	5	4	80.0 %	29.7 %	1	3	Calgary
Employment Equity Occupational Group	Montréal	6	0	0.0 %	22.2 %	1	-1	Montréal
Employment Equity Occupational Group	Saguenay	1	0	0.0 %	0.8 %	0	0	Saguenay
Employment Equity Occupational Group	Toronto	21	6	28.6 %	48.9 %	10	-4	Toronto
Employment Equity Occupational Group	Vancouver	6	2	33.3 %	47.5 %	3	-1	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	15.8 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	23.2 %	1	-1	Winnipeg
12 : Semi-Skilled Manual Workers		21	10	47.6 %	46.6 %	10	0	
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	1.6 %	0	0	Ont. less CMAs

Workplace Equity Information Management System - Honeywell Ltd.

Workforce Analysis - Detailed Report

Date: 2016-12-20

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
			#	%	%	#		
Employment Equity Occupational Group	Toronto	11	8	72.7 %	57.5 %	6	2	Toronto
Employment Equity Occupational Group	Vancouver	7	2	28.6 %	48.9 %	3	-1	Vancouver
13 : Other Sales and Service Personnel		20	3	15.0 %	29.2 %	6	-3	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	10.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	4	2	50.0 %	43.4 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	34.1 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	3.6 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	10.6 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	25.3 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	4.6 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	19.3 %	0	0	Regina
Employment Equity Occupational Group	Toronto	3	1	33.3 %	52.7 %	2	-1	Toronto
14 : Other Manual Workers		13	0	0.0 %	8.4 %	1	-1	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.0 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	14.6 %	0	0	Hamilton
Employment Equity Occupational Group	London	6	0	0.0 %	13.4 %	1	-1	London
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	2.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	St. John's	2	0	0.0 %	0.0 %	0	0	St. John's
Total		1135	335	29.5 %	23.1 %	263	72	

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 - Honeywell Ltd.

Workforce Analysis - Detailed Report

Date: 2016-12-20

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01/02 : Managers	National	116	0	0.0 %	4.3 %	5	-5	National
03 : Professionals	National	335	3	0.9 %	3.8 %	13	-10	National
04 : Semi-Professionals and Technicians	National	257	5	1.9 %	4.6 %	12	-7	National
05 : Supervisors	National	41	1	2.4 %	13.9 %	6	-5	National
06 : Supervisors: Crafts and Trades	National	6	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	50	0	0.0 %	3.4 %	2	-2	National
08 : Skilled Sales and Service Personnel	National	70	0	0.0 %	3.5 %	2	-2	National
09 : Skilled Crafts and Trades Workers	National	132	1	0.8 %	3.8 %	5	-4	National
10 : Clerical Personnel	National	31	0	0.0 %	7.0 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	43	0	0.0 %	5.6 %	2	-2	National
12 : Semi-Skilled Manual Workers	National	21	0	0.0 %	4.8 %	1	-1	National
13 : Other Sales and Service Personnel	National	20	1	5.0 %	6.3 %	1	0	National
14 : Other Manual Workers	National	13	0	0.0 %	5.3 %	1	-1	National
Total		1135	11	1.0 %	4.6 %	52	-41	

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: 2016-12-20

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
11 : Intermediate Sales and Service 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: 2016-12-20

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
11 : Intermediate Sales and Service 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 - Honeywell Ltd.

Workforce Analysis - Summary Report

Date: 2016-12-20

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	14	4	28.6 %	27.4 %	4	0
02 : Middle and Other Managers	102	17	16.7 %	38.9 %	40	-23
03 : Professionals	335	65	19.4 %	22.3 %	75	-10
04 : Semi-Professionals and Technicians	257	6	2.3 %	19.5 %	50	-44
05 : Supervisors	41	5	12.2 %	53.5 %	22	-17
06 : Supervisors: Crafts and Trades	6	0	0.0 %	7.3 %	0	0
07 : Administrative and Senior Clerical Personnel	50	43	86.0 %	80.9 %	40	3
08 : Skilled Sales and Service Personnel	70	4	5.7 %	26.3 %	18	-14
09 : Skilled Crafts and Trades Workers	132	5	3.8 %	1.4 %	2	3
10 : Clerical Personnel	31	18	58.1 %	68.0 %	21	-3
11 : Intermediate Sales and Service Personnel	43	15	34.9 %	64.1 %	28	-13
12 : Semi-Skilled Manual Workers	21	10	47.6 %	20.2 %	4	6
13 : Other Sales and Service Personnel	20	3	15.0 %	55.6 %	11	-8
14 : Other Manual Workers	13	0	0.0 %	18.5 %	2	-2
Total	1135	195	17.2 %	28.0 %	317	-122

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Honeywell Ltd.

Workforce Analysis - Summary Report

Date: 2016-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	14	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	102	2	2.0 %	2.2 %	2	0
03 : Professionals	335	3	0.9 %	1.0 %	3	0
04 : Semi-Professionals and Technicians	257	8	3.1 %	2.7 %	7	1
05 : Supervisors	41	1	2.4 %	2.5 %	1	0
06 : Supervisors: Crafts and Trades	6	0	0.0 %	1.6 %	0	0
07 : Administrative and Senior Clerical Personnel	50	1	2.0 %	1.9 %	1	0
08 : Skilled Sales and Service Personnel	70	0	0.0 %	1.7 %	1	-1
09 : Skilled Crafts and Trades Workers	132	3	2.3 %	1.8 %	2	1
10 : Clerical Personnel	31	0	0.0 %	2.3 %	1	-1
11 : Intermediate Sales and Service Personnel	43	0	0.0 %	1.9 %	1	-1
12 : Semi-Skilled Manual Workers	21	0	0.0 %	1.7 %	0	0
13 : Other Sales and Service Personnel	20	1	5.0 %	4.6 %	1	0
14 : Other Manual Workers	13	0	0.0 %	3.5 %	0	0
Total	1135	19	1.7 %	1.9 %	20	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Honeywell Ltd.

Workforce Analysis - Summary Report

Date: 2016-12-20

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	14	4	28.6 %	10.1 %	1	3
02 : Middle and Other Managers	102	29	28.4 %	15.0 %	15	14
03 : Professionals	335	155	46.3 %	26.8 %	90	65
04 : Semi-Professionals and Technicians	257	67	26.1 %	25.3 %	65	2
05 : Supervisors	41	12	29.3 %	31.0 %	13	-1
06 : Supervisors: Crafts and Trades	6	0	0.0 %	9.7 %	1	-1
07 : Administrative and Senior Clerical Personnel	50	10	20.0 %	21.5 %	11	-1
08 : Skilled Sales and Service Personnel	70	13	18.6 %	14.8 %	10	3
09 : Skilled Crafts and Trades Workers	132	8	6.1 %	9.6 %	13	-5
10 : Clerical Personnel	31	12	38.7 %	31.1 %	10	2
11 : Intermediate Sales and Service Personnel	43	12	27.9 %	39.1 %	17	-5
12 : Semi-Skilled Manual Workers	21	10	47.6 %	46.6 %	10	0
13 : Other Sales and Service Personnel	20	3	15.0 %	29.2 %	6	-3
14 : Other Manual Workers	13	0	0.0 %	8.4 %	1	-1
Total	1135	335	29.5 %	23.1 %	263	72

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Honeywell Ltd.

Workforce Analysis - Summary Report

Date: 2016-12-20

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01/02 : Managers	116	0	0.0 %	4.3 %	5	-5
03 : Professionals	335	3	0.9 %	3.8 %	13	-10
04 : Semi-Professionals and Technicians	257	5	1.9 %	4.6 %	12	-7
05 : Supervisors	41	1	2.4 %	13.9 %	6	-5
06 : Supervisors: Crafts and Trades	6	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	50	0	0.0 %	3.4 %	2	-2
08 : Skilled Sales and Service Personnel	70	0	0.0 %	3.5 %	2	-2
09 : Skilled Crafts and Trades Workers	132	1	0.8 %	3.8 %	5	-4
10 : Clerical Personnel	31	0	0.0 %	7.0 %	2	-2
11 : Intermediate Sales and Service Personnel	43	0	0.0 %	5.6 %	2	-2
12 : Semi-Skilled Manual Workers	21	0	0.0 %	4.8 %	1	-1
13 : Other Sales and Service Personnel	20	1	5.0 %	6.3 %	1	0
14 : Other Manual Workers	13	0	0.0 %	5.3 %	1	-1
Total	1135	11	1.0 %	4.6 %	52	-41

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2016-12-20

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
11 : Intermediate Sales and Service 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: 2016-12-20

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
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Summary of Goals

COM DEV Ltd

7-Dec-2016

****Please note that if gaps are not being met, you must provide a valid explanation for each gap in the Comments column.****

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
02	Middle & Other Managers	-21	Close gap 4.5%	Close gap 100%	
04	Semi-Professionals & Technicians	-1	None	Close gap 100%	
06	Supervisors: Crafts & Trades	-1	None	Close gap 100%	
09	Skilled Crafts & Trades Workers	-1	None	Close gap 100%	
13	Other Sales & Service Personnel	-1	None	Close gap 100%	
14	Other Manual Workers	-4	Close gap 25%	Close gap 100%	

Aboriginal Peoples

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
02	Middle & Other Managers	-2	None	Close gap 100%	
04	Semi-Professionals & Technicians	-3	Close gap 33%	Close gap 100%	
09	Skilled Crafts & Trades Workers	-1	None	Close gap 100%	

Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
	Professionals	-3	None	Close gap 100%	
	Clerical Personnel	-1	None	Close gap 100%	
	Semi-Skilled Manual Workers	-2	None	Close gap 100%	

Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
	Senior Managers	-1	None	Close gap 100%	
	Semi-Professionals & Technicians	-3	None	Close gap 100%	
	Supervisors: Crafts & Trades	-1	None	Close gap 100%	
	Administrative & Senior Clerical Personnel	-1	None	Close gap 100%	
	Skilled Crafts & Trades Workers	-6	Close gap 17%	Close gap 100%	
	Semi-Skilled Manual Workers	-7	Close gap 14%	Close gap 100%	
	Other Manual Workers	-3	Close gap 33%	Close gap 100%	



Employment Equity Survey

Confidentiality Statement

In recognition of our commitment to Employment Equity, as well as being a Federal Contractor to the government, an important first step is the collection and maintenance of information on 'designated groups members' who are women, aboriginal peoples, persons with disabilities and members of visible minority groups. The primary purpose of an Employment Equity program is to ensure a bias-free environment where no one is denied employment opportunities for reasons unrelated to ability. This program acknowledges the changing workforce and provides a work setting of equal opportunity of which we, at Honeywell, are fully committed to.

The information you provide will be strictly confidential. Detailed information will not be released or made available for purposes other than internal analysis, identification of our current status as well as implementing Employment Equity initiatives. You have the right of access to the information you disclose and protection of it, as well as the right to change this information at any time. The completion of this survey is on a voluntary basis, although you must return the survey with your name and employee number identified, stating you do not wish to participate in the survey.

Employee Information

Last Name

First Name

Employee No. / HID #

1. Male/Female

Please indicate whether you are male or female

Male

Female

2. Aboriginal People

Aboriginal people are persons who identify themselves Indian, Inuit or Metis.

Are you an aboriginal person?

No

Yes

3. Persons With Disabilities

Persons with disabilities means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

- consider themselves to be disadvantaged in employment by reason of that impairment or
- believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

The above includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Are you a person with a disability?

No

Yes

4. Members of Visible Minorities

Visible Minority is indicated by race or skin colour and not by place of birth or nationality. In Canada, the term 'racial minority' is defined as anyone - other than Aboriginal people - who is non-white in colour or non-Caucasian in ancestry, even though they may have been born in Canada or are Canadian citizens. Persons can be members of more than one visible minority group.

Are you a visible minority?

No

Yes

Statement of Understanding

I have read and understand this Employee Equity Survey. The information I have provided is accurate to the best of my knowledge.

I have read and understand this Employee Equity Survey. At this point in time, I choose not to participate.

Honeywell Ltd
30-Nov-2016

Return Rate

Questionnaires returned blank, partially complete or fully complete	<u>1177</u>	100%
Questionnaires distributed	1177	

Response Rate

Questionnaires returned partially complete or fully complete	<u>1156</u>	98%
Questionnaires distributed	1177	

Ms. Van Damme,

This email is to confirm that the compliance assessment initiated on November 1st, 2016 has been completed. As a result of the assessment, Honeywell Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the Employment Equity Act.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis, and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of Honeywell Ltd.'s employment equity program:

- Please ensure that employees are informed that a person can self-identify as a member of more than one designated group.
- It is advisable to inform employees that the workforce survey can be made available in alternate format (e.g., paper or large font).

Attached for your reference is a summary of Honeywell Ltd. employment equity results compared against Employment Equity Occupational Group (EEOG) levels in your industry as well as overall Canadian labour market availability.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When Honeywell Ltd. is notified of a follow-up assessment, the following information will be required:

1. A completed Achievement Table;
2. A current workforce analysis; and
3. Revised goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the first assessment. If over the three year period reasonable progress has not been made, Honeywell Ltd. 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.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Daniel Thibeault at daniel.thibeault@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Honeywell Ltd. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca
Équipe de l'équité en emploi / Workplace Equity Team
Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdc-rhdcc.gc.ca

Remove Zeros

Show All

All Employees:

Senior Managers	Middle Other Manag	Professionals	Professionals Techn	Supervisors	Crafts Trades	Active Senior Clerical	Sales Service Perso	Craft Trades Wo	Clerical Personnel	Plate Sales Service F	Skilled Manual Wkr	Sales Service Pers	Other Manual Workers
14	102	335	257	41	6	50	70	132	31	43	21	20	13

Women:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
4	17	65	6	5	0	43	4	5	18	15	10	3	0
0.286	0.167	0.194	0.023	0.122	0	0.86	0.057	0.038	0.581	0.349	0.476	0.15	0
4	40	75	50	22	0	40	18	2	21	28	4	11	2
0.274	0.389	0.223	0.195	0.535	0.073	0.809	0.263	0.014	0.68	0.641	0.202	0.556	0.185
0	-23	-10	-44	-17	0	3	-14	3	-3	-13	6	-8	-2
0	1	0	5	1	0	0	1	0	0	1	0	0	0
0	22	10	39	16	0	0	13	0	0	12	0	8	2

Aboriginal Peoples:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
0	2	3	8	1	0	1	0	3	0	0	0	1	0
0	2	0.9	3.1	2.4	0	2	0	2.3	0	0	0	5	0
0	2	3	7	1	0	1	1	2	1	1	0	1	0
2.9	2.2	1	2.7	2.5	1.6	1.9	1.7	1.8	2.3	1.9	1.7	4.6	3.5
0	0	0	1	0	0	0	-1	1	-1	-1	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	1	0	1	1	0	0	0

Visible Minorities:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
4	29	155	67	12	0	10	13	8	12	12	10	3	0
28.6	28.4	46.3	26.1	29.3	0	20	18.6	6.1	38.7	27.9	47.6	15	0
1	15	90	65	13	1	11	10	13	10	17	10	6	1
10.1	15	26.8	25.3	31	9.7	21.5	14.8	9.6	31.1	39.1	46.6	29.2	8.4
3	14	65	2	-1	-1	-1	3	-5	2	-5	0	-3	-1
0	0	0	0	0	0	0	0	1	0	1	0	0	0
0	0	0	0	1	1	1	0	4	0	4	0	3	1

Persons with Disabilities:

"EEOG 1 and 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"	"TOTAL"
0	3	5	1	0	0	0	1	0	0	0	1	0	11
0	0.9	1.9	2.4	0	0	0	0.8	0	0	0	5	0	1
5	13	12	6	0	2	2	5	2	2	1	1	1	52
4.3	3.8	4.6	13.9	7.8	3.4	3.5	3.8	7	5.6	4.8	6.3	5.3	4.6
-5	-10	-7	-5	0	-2	-2	-4	-2	-2	-1	0	-1	-41
1	1	1	1	0	0	0	1	1	0	0	0	0	6
4	9	6	4	0	2	2	3	1	2	1	0	1	35

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 11 - Agriculture, forestry, fishing and hunting

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	18%	2	27%	4
02 Middle & Other Managers	102	17	17%	25%	26	39%	40
03 Professionals	335	65	19%	39%	130	22%	75
04 Semi-Professionals & Technicians	257	6	2%	37%	94	20%	50
05 Supervisors	41	5	12%	51%	21	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	26%	2	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	92%	46	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	52%	36	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	9%	12	1%	2
10 Clerical Personnel	31	18	58%	73%	23	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	55%	24	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	30%	6	20%	4
13 Other Sales & Service Personnel	20	3	15%	58%	12	56%	11
14 Other Manual Workers	13	0	0%	43%	6	19%	2
Total	1,135	195	17%	39%	439	27.93%	317

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	1%	2	2%	2
03 Professionals	335	3	1%	3%	8	1%	3
04 Semi-Professionals & Technicians	257	8	3%	7%	17	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	4%	2	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	8%	6	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	11%	15	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	5%	2	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	4%	1	5%	1
14 Other Manual Workers	13	0	0%	6%	1	4%	0
Total	1,135	19	2%	5%	57	1.76%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	4%	1	10%	1
02 Middle & Other Managers	102	29	28%	2%	2	15%	15
03 Professionals	335	155	46%	8%	26	27%	90
04 Semi-Professionals & Technicians	257	67	26%	6%	17	25%	65
05 Supervisors	41	12	29%	9%	4	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	6%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	3%	1	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	7%	5	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	3%	4	10%	13
10 Clerical Personnel	31	12	39%	8%	2	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	7%	3	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	8%	2	47%	10
13 Other Sales & Service Personnel	20	3	15%	9%	2	29%	6
14 Other Manual Workers	13	0	0%	25%	3	8%	1
Total	1,135	335	30%	6%	72	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	25%	29	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	38%	222	21%	125
Supervisors	41	5	12%	51%	21	54%	22

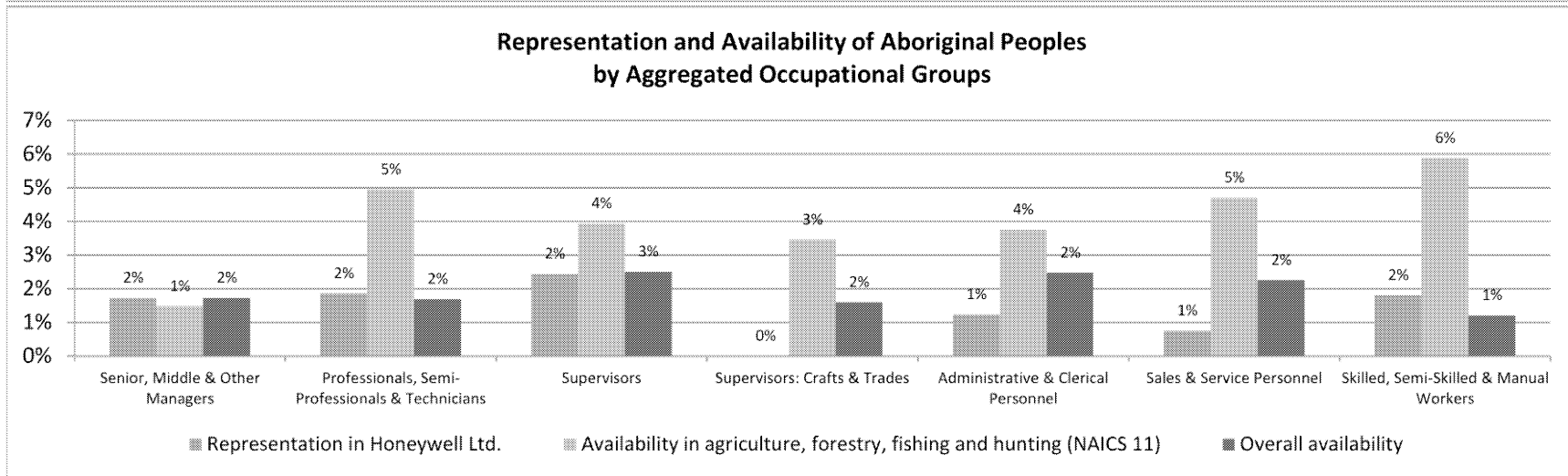
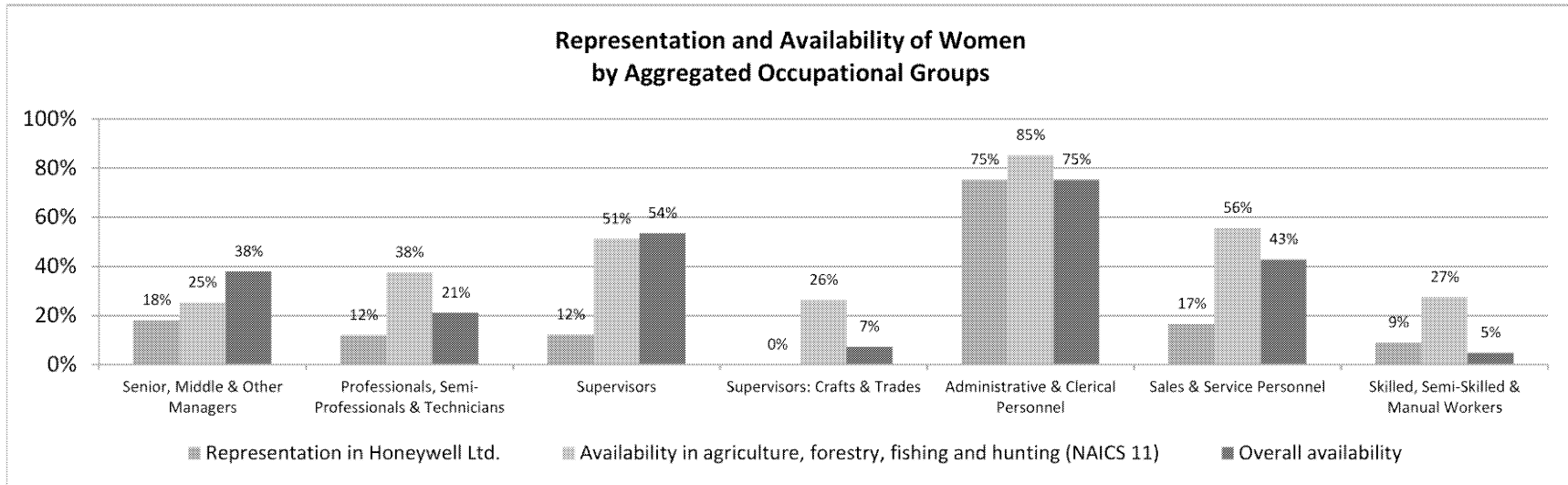
Supervisors: Crafts & Trades	6	0	0%	26%	2	7%	0
Administrative & Clerical Personnel	81	61	75%	85%	69	75%	61
Sales & Service Personnel	133	22	17%	56%	74	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	27%	46	5%	8
Total	1,135	195	17%	41%	463	28%	317

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	1%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	5%	29	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	4%	3	2%	2
Sales & Service Personnel	133	1	1%	5%	6	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	6%	10	1%	2
Total	1,135	19	2%	5%	52	2%	20

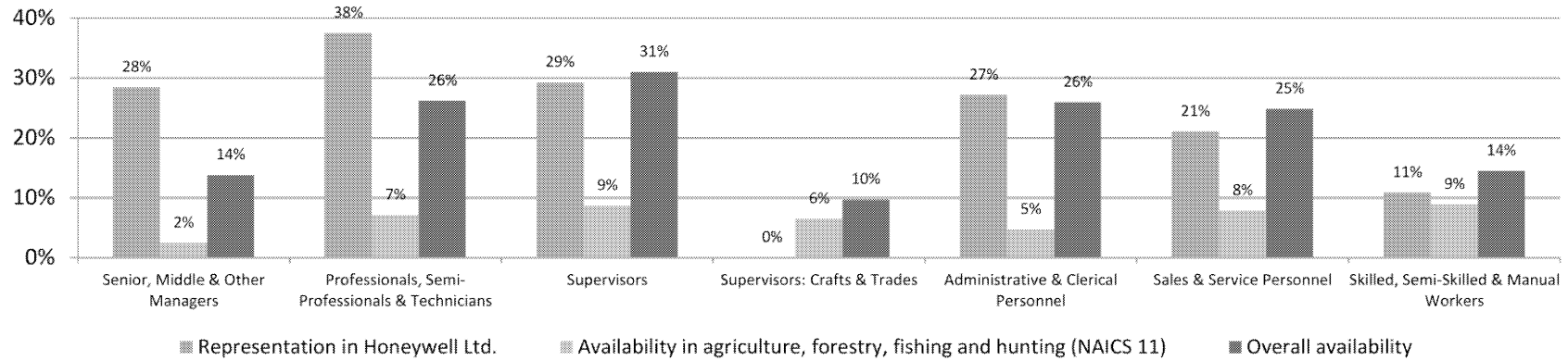
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	2%	3	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	7%	42	26%	155
Supervisors	41	12	29%	9%	4	31%	13
Supervisors: Crafts & Trades	6	0	0%	6%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	5%	4	26%	21
Sales & Service Personnel	133	28	21%	8%	10	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	9%	15	14%	24
Total	1,135	335	30%	7%	77	23%	262

Women	1,135	195	17%	41%	463	28%	317
Aboriginal Peoples	1,135	19	2%	5%	52	2%	20
Members of Visible Minorities	1,135	335	30%	7%	77	23%	262

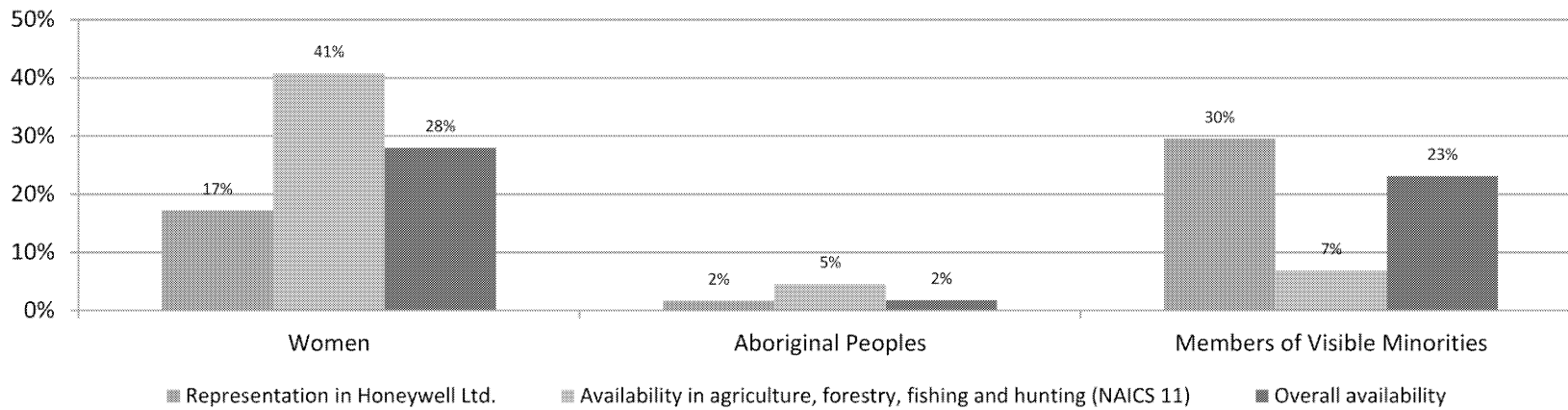
in Availability agriculture, forestry, fishing and hunting (NAICS 11)
 Representation in Honeywell Ltd.
 Availability in agriculture, forestry, fishing and hunting (NAICS 11)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC for Women, Aboriginal Peoples and Visible Minorities

NAICS 11 - Agriculture, forestry, fishing and hunting

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over							
	Total		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%
Total	485,490	100.0	148,675	30.6	19,175	3.9	29,310	6.0
Senior Managers	2,730	100.0	485	17.8	40	1.5	100	3.7
Middle and Other Managers	183,535	100.0	46,680	25.4	2,715	1.5	4,415	2.4
Professionals	8,360	100.0	3,245	38.8	210	2.5	660	7.9
Semi-Professionals and Technicians	11,660	100.0	4,275	36.7	780	6.7	755	6.5
Supervisors	635	100.0	325	51.2	25	3.9	55	8.7
Supervisors: Crafts and Trades	12,600	100.0	3,315	26.3	435	3.5	815	6.5
Administrative and Senior Clerical ...	13,655	100.0	12,595	92.2	510	3.7	405	3.0
Skilled Sales and Service Personnel	2,370	100.0	1,230	51.9	195	8.2	175	7.4
Skilled Crafts and Trades Workers	42,495	100.0	3,705	8.7	4,680	11.0	1,150	2.7
Clerical Personnel	7,555	100.0	5,490	72.7	285	3.8	585	7.7
Intermediate Sales and Service	8,940	100.0	4,945	55.3	410	4.6	610	6.8
Semi-Skilled Manual Workers	157,580	100.0	47,070	29.9	7,075	4.5	12,325	7.8
Other Sales and Service Personnel	6,360	100.0	3,660	57.5	225	3.5	595	9.4
Other Manual Workers	27,015	100.0	11,645	43.1	1,590	5.9	6,675	24.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 21 - Mining and oil and gas extraction

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	9%	1	27%	4
02 Middle & Other Managers	102	17	17%	18%	18	39%	40
03 Professionals	335	65	19%	31%	103	22%	75
04 Semi-Professionals & Technicians	257	6	2%	22%	58	20%	50
05 Supervisors	41	5	12%	37%	15	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	80%	40	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	40%	28	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	3%	4	1%	2
10 Clerical Personnel	31	18	58%	69%	21	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	32%	14	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	6%	1	20%	4
13 Other Sales & Service Personnel	20	3	15%	38%	8	56%	11
14 Other Manual Workers	13	0	0%	8%	1	19%	2
Total	1,135	195	17%	27%	312	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	2%	0	3%	0
02 Middle & Other Managers	102	2	2%	3%	3	2%	2
03 Professionals	335	3	1%	2%	7	1%	3
04 Semi-Professionals & Technicians	257	8	3%	5%	12	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	6%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	4%	2	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	12%	8	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	8%	10	2%	2
10 Clerical Personnel	31	0	0%	5%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	11%	5	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	10%	2	2%	0
13 Other Sales & Service Personnel	20	1	5%	23%	5	5%	1
14 Other Manual Workers	13	0	0%	12%	2	4%	0
Total	1,135	19	2%	5%	59	1.76%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	8%	1	10%	1
02 Middle & Other Managers	102	29	28%	8%	9	15%	15
03 Professionals	335	155	46%	22%	74	27%	90
04 Semi-Professionals & Technicians	257	67	26%	11%	28	25%	65
05 Supervisors	41	12	29%	9%	4	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	3%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	11%	5	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	7%	5	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	4%	5	10%	13
10 Clerical Personnel	31	12	39%	11%	3	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	10%	4	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	3%	1	47%	10
13 Other Sales & Service Personnel	20	3	15%	7%	1	29%	6
14 Other Manual Workers	13	0	0%	4%	1	8%	1
Total	1,135	335	30%	12%	140	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	16%	19	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	28%	166	21%	125
Supervisors	41	5	12%	37%	15	54%	22

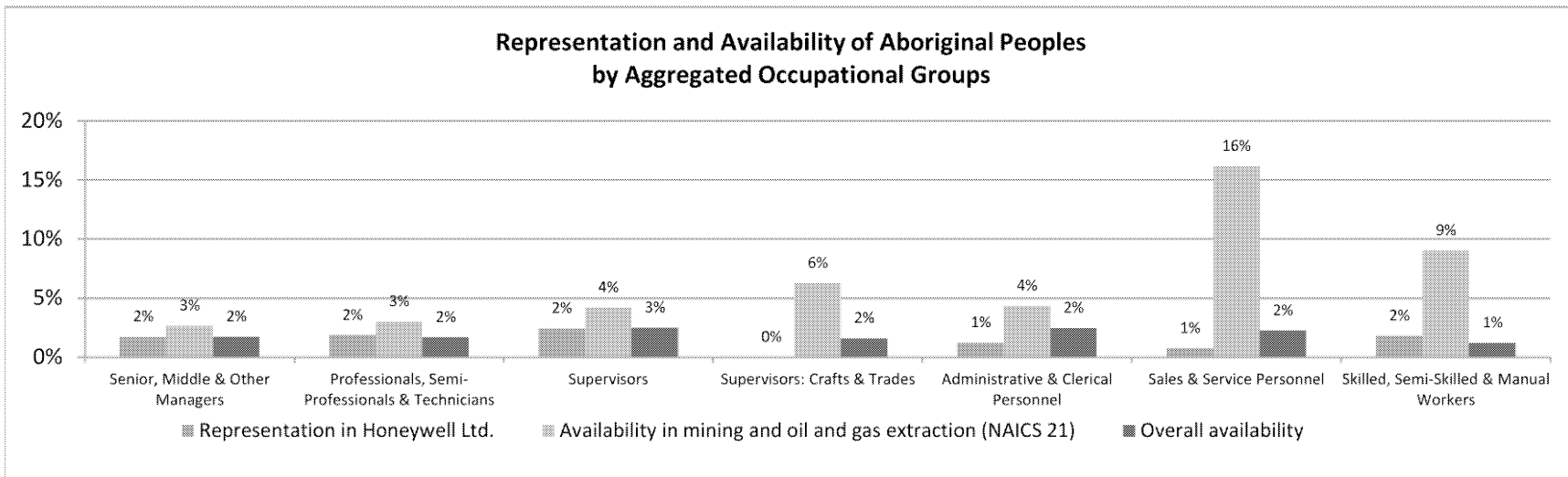
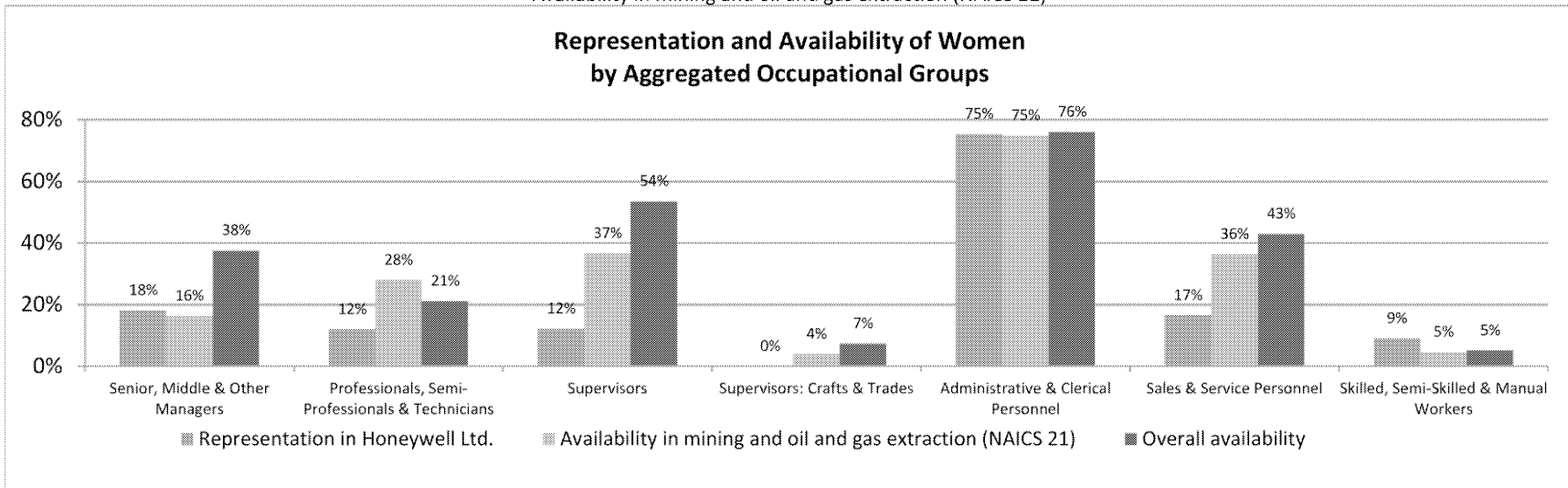
Supervisors: Crafts & Trades	6	0	0%	4%	0	7%	0
Administrative & Clerical Personnel	81	61	75%	75%	61	76%	62
Sales & Service Personnel	133	22	17%	36%	48	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	5%	8	5%	8
Total	1,135	195	17%	28%	316	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	3%	3	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	3%	18	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	6%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	4%	4	2%	2
Sales & Service Personnel	133	1	1%	16%	21	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	9%	15	1%	2
Total	1,135	19	2%	6%	63	2%	20

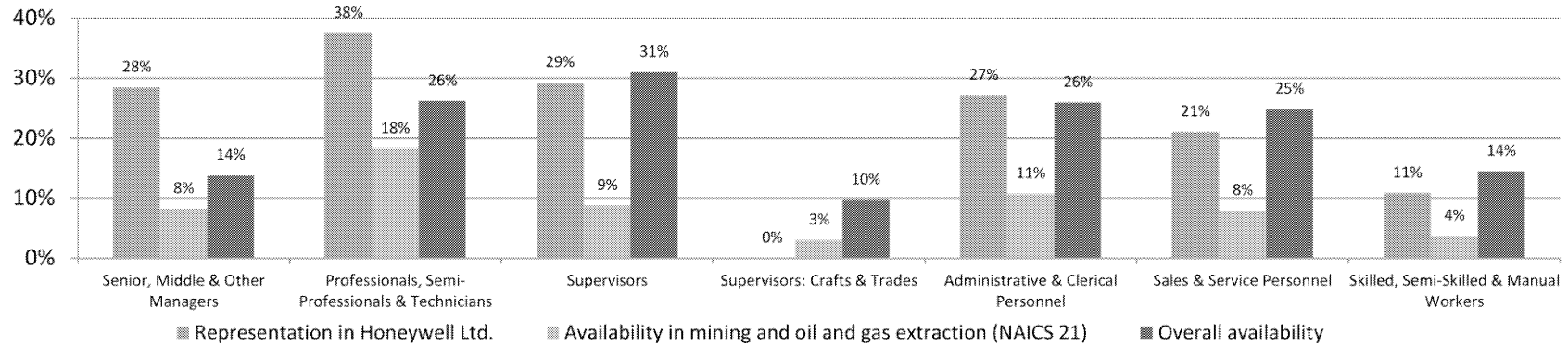
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	8%	10	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	18%	108	26%	155
Supervisors	41	12	29%	9%	4	31%	13
Supervisors: Crafts & Trades	6	0	0%	3%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	11%	9	26%	21
Sales & Service Personnel	133	28	21%	8%	11	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	4%	6	14%	24
Total	1,135	335	30%	13%	147	23%	262

Women	1,135	195	17%	28%	316	28%	318
Aboriginal Peoples	1,135	19	2%	6%	63	2%	20
Members of Visible Minorities	1,135	335	30%	13%	147	23%	262

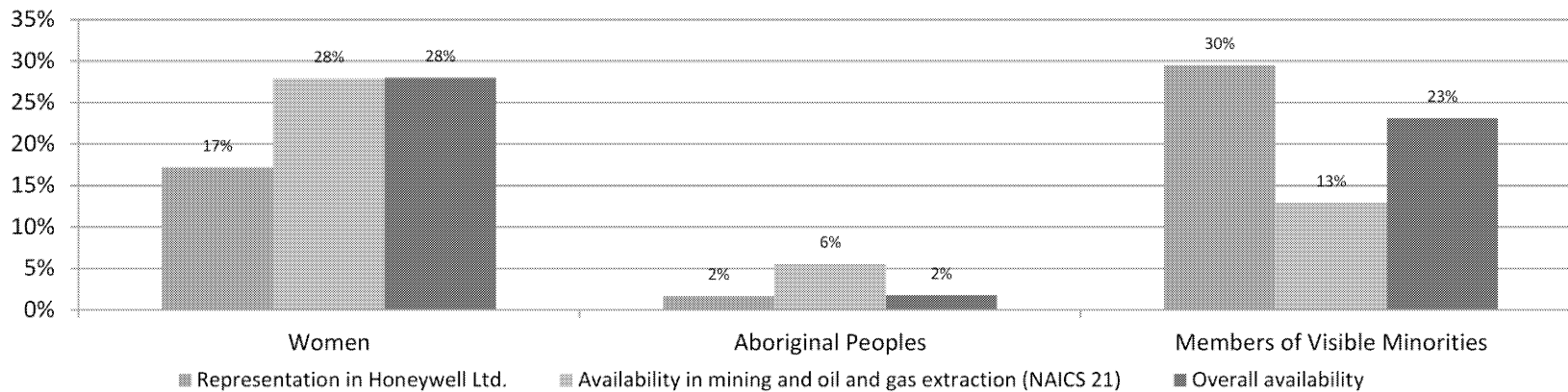
NAICS 21 - Mining and oil and gas extraction
 in Availability mining and oil and gas extraction (NAICS 21)
 Representation in Honeywell Ltd.
 Availability in mining and oil and gas extraction (NAICS 21)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 21 - Mining and oil and gas extraction

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	276,345	100.0	223,495	80.9	52,845	19.1	18,440	6.7	22,140	8.0
Senior Managers	3,960	100.0	3,605	91.0	350	8.8	60	1.5	300	7.6
Middle and Other Managers	18,655	100.0	15,305	82.0	3,350	18.0	540	2.9	1,555	8.3
Professionals	39,380	100.0	27,290	69.3	12,090	30.7	840	2.1	8,645	22.0
Semi-Professionals and Technicians	19,595	100.0	15,195	77.5	4,400	22.5	930	4.7	2,115	10.8
Supervisors	1,310	100.0	835	63.7	480	36.6	55	4.2	115	8.8
Supervisors: Crafts and Trades	22,140	100.0	21,260	96.0	880	4.0	1,385	6.3	665	3.0
Administrative and Senior Clerical ...	16,615	100.0	3,365	20.3	13,250	79.7	670	4.0	1,765	10.6
Skilled Sales and Service Personnel	1,970	100.0	1,185	60.2	790	40.1	230	11.7	140	7.1
Skilled Crafts and Trades Workers	72,700	100.0	70,595	97.1	2,105	2.9	5,670	7.8	2,800	3.9
Clerical Personnel	13,210	100.0	4,135	31.3	9,075	68.7	625	4.7	1,435	10.9
Intermediate Sales and Service	2,505	100.0	1,720	68.7	790	31.5	265	10.6	245	9.8
Semi-Skilled Manual Workers	42,020	100.0	39,565	94.2	2,460	5.9	4,070	9.7	1,335	3.2
Other Sales and Service Personnel	3,475	100.0	2,170	62.4	1,310	37.7	790	22.7	245	7.1
Other Manual Workers	18,810	100.0	17,280	91.9	1,530	8.1	2,300	12.2	785	4.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 22 - Utilities

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	21%	3	27%	4
02 Middle & Other Managers	102	17	17%	22%	23	39%	40
03 Professionals	335	65	19%	33%	111	22%	75
04 Semi-Professionals & Technicians	257	6	2%	17%	45	20%	50
05 Supervisors	41	5	12%	47%	19	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	10%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	76%	38	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	42%	30	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	7%	9	1%	2
10 Clerical Personnel	31	18	58%	65%	20	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	59%	25	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	9%	2	20%	4
13 Other Sales & Service Personnel	20	3	15%	25%	5	56%	11
14 Other Manual Workers	13	0	0%	17%	2	19%	2
Total	1,135	195	17%	29%	332	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	1%	5	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	2%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	6%	8	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	4%	2	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	7%	2	2%	0
13 Other Sales & Service Personnel	20	1	5%	9%	2	5%	1
14 Other Manual Workers	13	0	0%	13%	2	4%	0
Total	1,135	19	2%	3%	35	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	8%	1	10%	1
02 Middle & Other Managers	102	29	28%	12%	12	15%	15
03 Professionals	335	155	46%	22%	74	27%	90
04 Semi-Professionals & Technicians	257	67	26%	12%	30	25%	65
05 Supervisors	41	12	29%	5%	2	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	12%	6	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	17%	12	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	6%	8	10%	13
10 Clerical Personnel	31	12	39%	11%	3	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	12%	5	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	9%	2	47%	10
13 Other Sales & Service Personnel	20	3	15%	7%	1	29%	6
14 Other Manual Workers	13	0	0%	4%	1	8%	1
Total	1,135	335	30%	14%	157	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	22%	26	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	27%	162	21%	125
Supervisors	41	5	12%	47%	19	54%	22

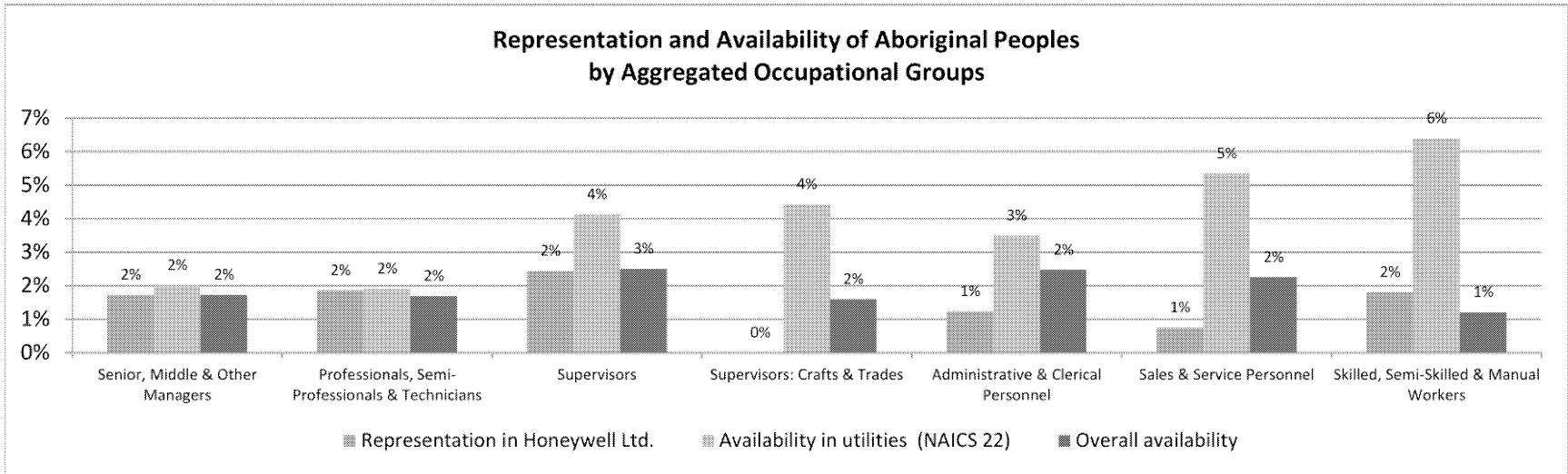
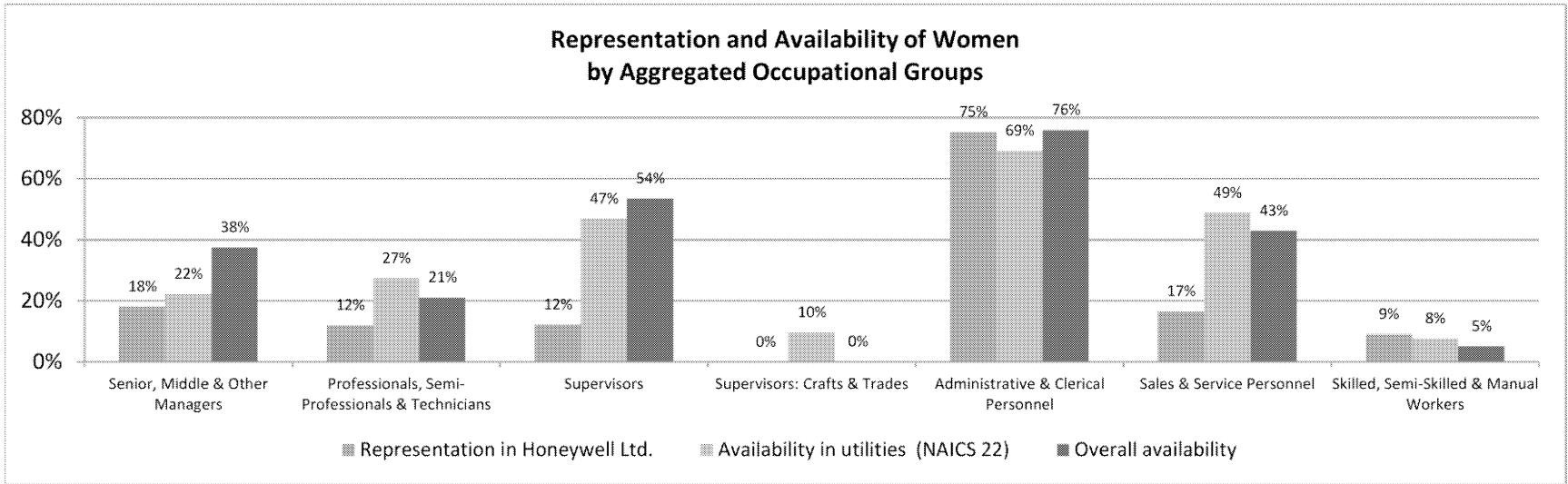
Supervisors: Crafts & Trades	6	0	0%	10%	1	0%	0
Administrative & Clerical Personnel	81	61	75%	69%	56	76%	62
Sales & Service Personnel	133	22	17%	49%	65	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	8%	13	5%	8
Total	1,135	195	17%	30%	341	28%	317

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	11	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	3	2%	2
Sales & Service Personnel	133	1	1%	5%	7	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	6%	11	1%	2
Total	1,135	19	2%	3%	36	2%	20

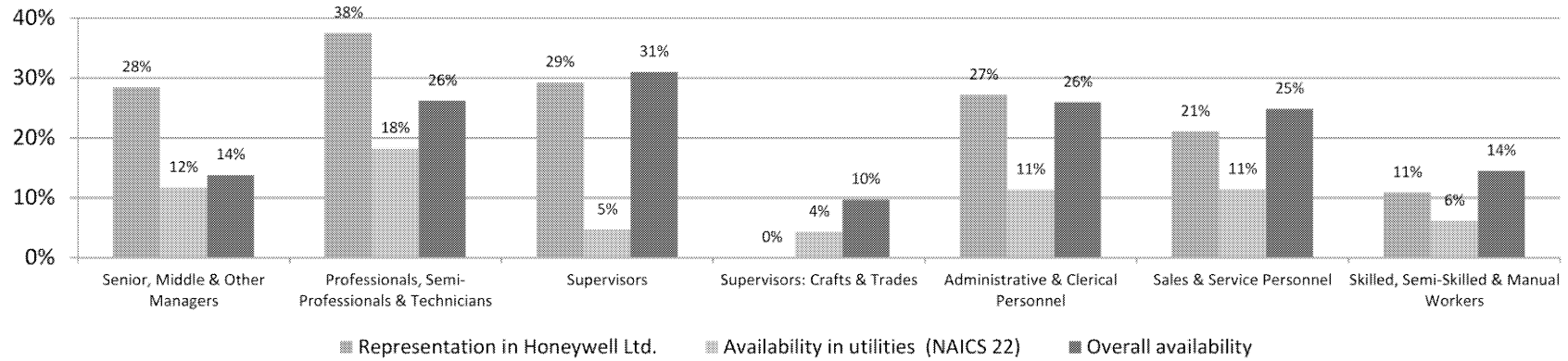
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	12%	14	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	18%	108	26%	155
Supervisors	41	12	29%	5%	2	31%	13
Supervisors: Crafts & Trades	6	0	0%	4%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	11%	9	26%	21
Sales & Service Personnel	133	28	21%	11%	15	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	6%	10	14%	24
Total	1,135	335	30%	14%	158	23%	262

Women	1,135	195	17%	30%	341	28%	317
Aboriginal Peoples	1,135	19	2%	3%	36	2%	20
Members of Visible Minorities	1,135	335	30%	14%	158	23%	262

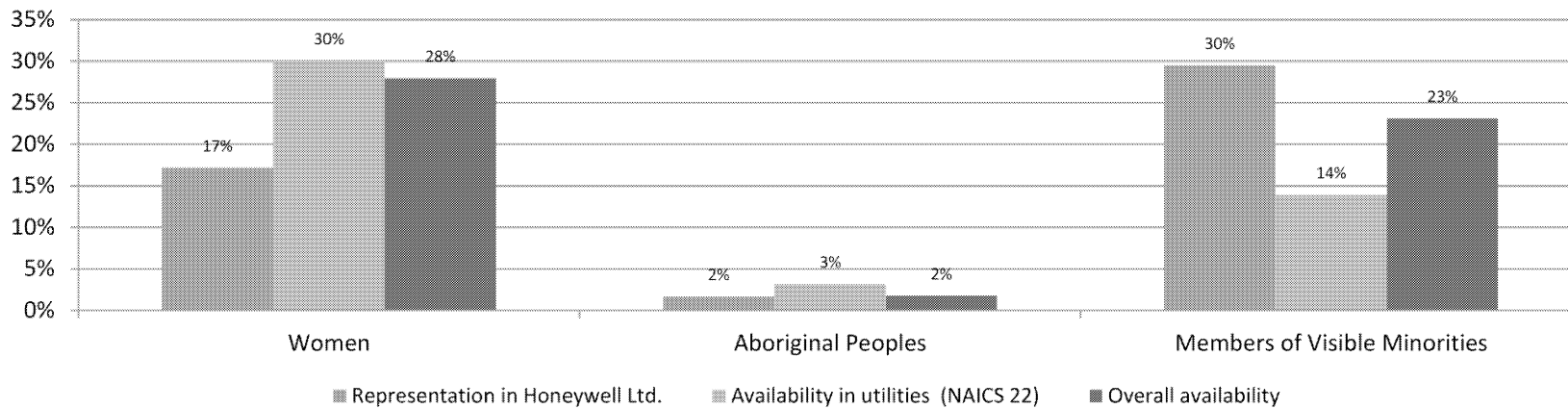
NAICS 22 - Utilities
 in Availability utilities (NAICS 22)
 Representation in Honeywell Ltd.
 Availability in utilities (NAICS 22)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 22 - Utilities

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	158,940	100.0	117,035	73.6	41,900	26.4	6,475	4.1	17,665	11.1
Senior Managers	1,365	100.0	1,080	79.1	280	20.5	20	1.5	115	8.4
Middle and Other Managers	14,300	100.0	11,100	77.6	3,205	22.4	295	2.1	1,715	12.0
Professionals	29,145	100.0	19,510	66.9	9,630	33.0	430	1.5	6,400	22.0
Semi-Professionals and Technicians	16,515	100.0	13,635	82.6	2,880	17.4	440	2.7	1,920	11.6
Supervisors	970	100.0	515	53.1	455	46.9	40	4.1	45	4.6
Supervisors: Crafts and Trades	7,795	100.0	7,045	90.4	755	9.7	345	4.4	335	4.3
Administrative and Senior Clerical ...	8,650	100.0	2,060	23.8	6,590	76.2	180	2.1	1,050	12.1
Skilled Sales and Service Personnel	1,240	100.0	715	57.7	525	42.3	30	2.4	215	17.3
Skilled Crafts and Trades Workers	46,510	100.0	43,295	93.1	3,210	6.9	2,705	5.8	2,705	5.8
Clerical Personnel	13,555	100.0	4,800	35.4	8,755	64.6	595	4.4	1,465	10.8
Intermediate Sales and Service	6,685	100.0	2,770	41.4	3,915	58.6	295	4.4	780	11.7
Semi-Skilled Manual Workers	6,780	100.0	6,180	91.2	600	8.8	505	7.4	620	9.1
Other Sales and Service Personnel	2,370	100.0	1,785	75.3	585	24.7	225	9.5	175	7.4
Other Manual Workers	3,040	100.0	2,535	83.4	505	16.6	390	12.8	125	4.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 23 - Construction

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	8%	1	27%	4
02 Middle & Other Managers	102	17	17%	10%	11	39%	40
03 Professionals	335	65	19%	31%	105	22%	75
04 Semi-Professionals & Technicians	257	6	2%	17%	44	20%	50
05 Supervisors	41	5	12%	42%	17	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	5%	0	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	88%	44	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	32%	23	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	3%	4	1%	2
10 Clerical Personnel	31	18	58%	78%	24	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	34%	15	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	4%	1	20%	4
13 Other Sales & Service Personnel	20	3	15%	23%	5	56%	11
14 Other Manual Workers	13	0	0%	6%	1	19%	2
Total	1,135	195	17%	26%	294	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	2%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	3	2%	2
03 Professionals	335	3	1%	1%	5	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	3%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	5%	6	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	3%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	6%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	5%	1	5%	1
14 Other Manual Workers	13	0	0%	7%	1	4%	0
Total	1,135	19	2%	3%	31	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	6%	1	10%	1
02 Middle & Other Managers	102	29	28%	11%	11	15%	15
03 Professionals	335	155	46%	23%	77	27%	90
04 Semi-Professionals & Technicians	257	67	26%	14%	35	25%	65
05 Supervisors	41	12	29%	11%	5	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	8%	4	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	13%	9	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	9%	12	10%	13
10 Clerical Personnel	31	12	39%	11%	4	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	12%	5	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	7%	2	47%	10
13 Other Sales & Service Personnel	20	3	15%	15%	3	29%	6
14 Other Manual Workers	13	0	0%	11%	1	8%	1
Total	1,135	335	30%	15%	168	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	10%	12	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	22%	132	21%	125
Supervisors	41	5	12%	42%	17	54%	22

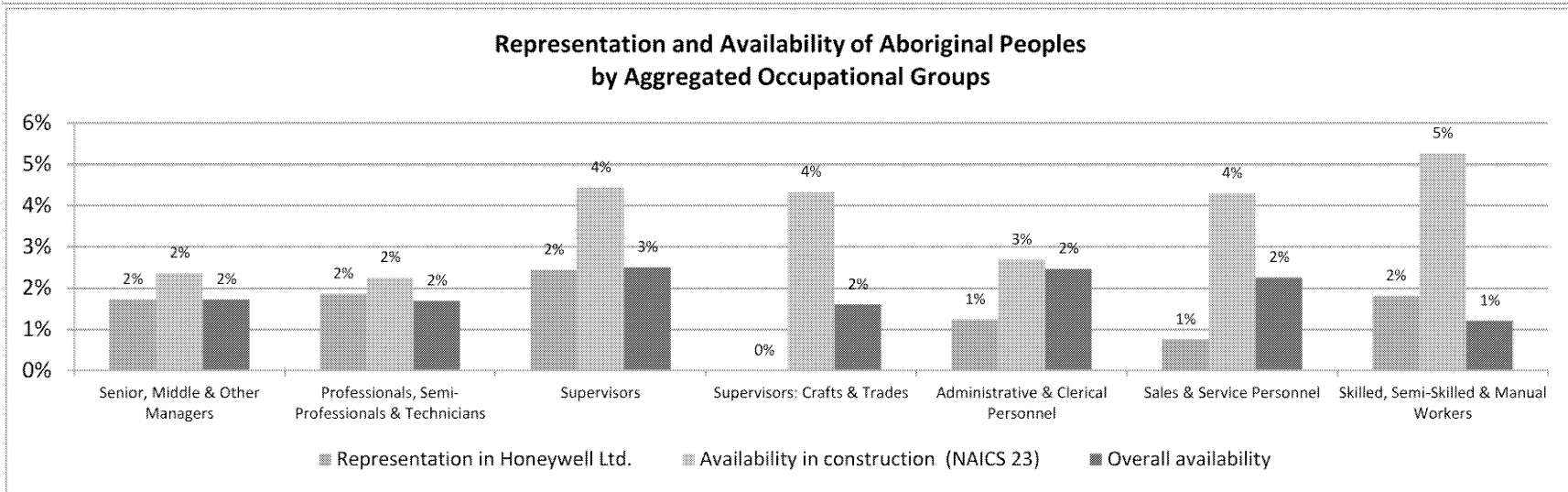
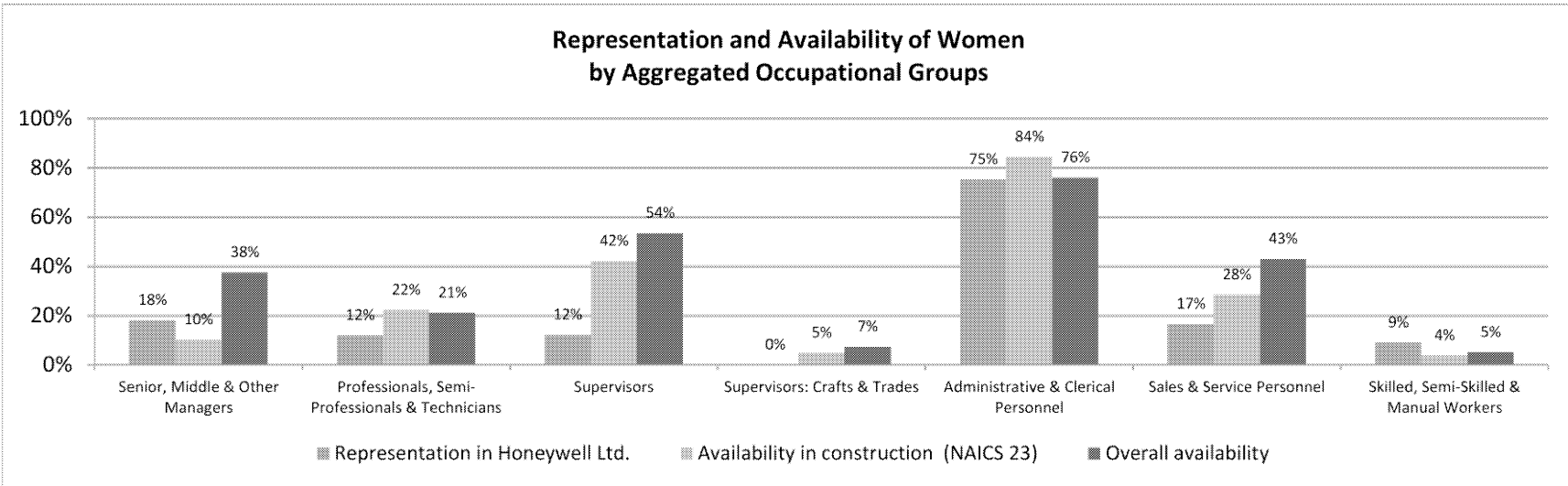
Supervisors: Crafts & Trades	6	0	0%	5%	0	7%	0
Administrative & Clerical Personnel	81	61	75%	84%	68	76%	62
Sales & Service Personnel	133	22	17%	28%	38	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	4%	6	5%	8
Total	1,135	195	17%	24%	274	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	3	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	13	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	4%	6	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	5%	9	1%	2
Total	1,135	19	2%	3%	35	2%	20

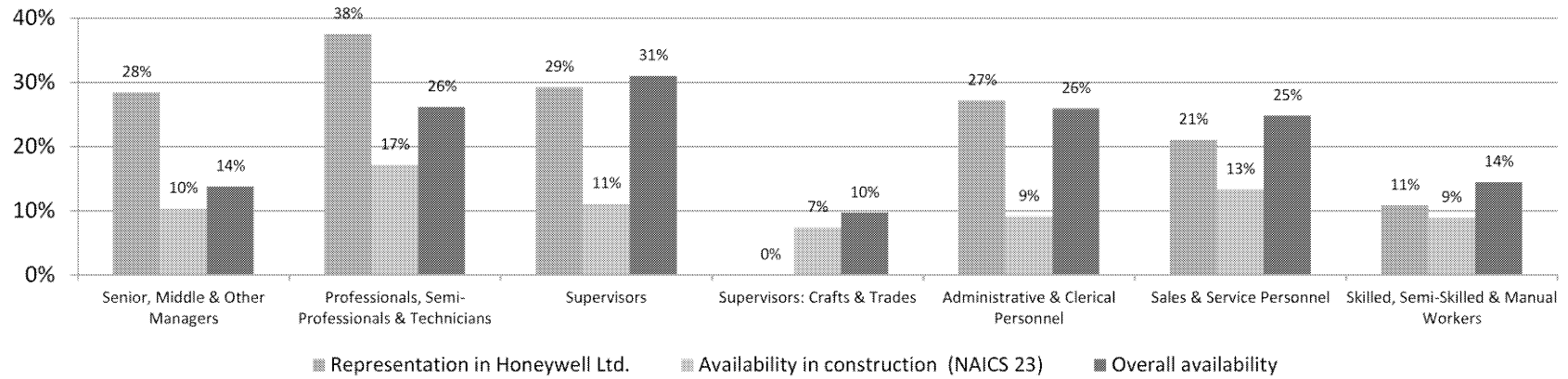
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	10%	12	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	17%	101	26%	155
Supervisors	41	12	29%	11%	5	31%	13
Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	9%	7	26%	21
Sales & Service Personnel	133	28	21%	13%	18	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	9%	15	14%	24
Total	1,135	335	30%	14%	158	23%	262

Women	1,135	195	17%	24%	274	28%	318
Aboriginal Peoples	1,135	19	2%	3%	35	2%	20
Members of Visible Minorities	1,135	335	30%	14%	158	23%	262

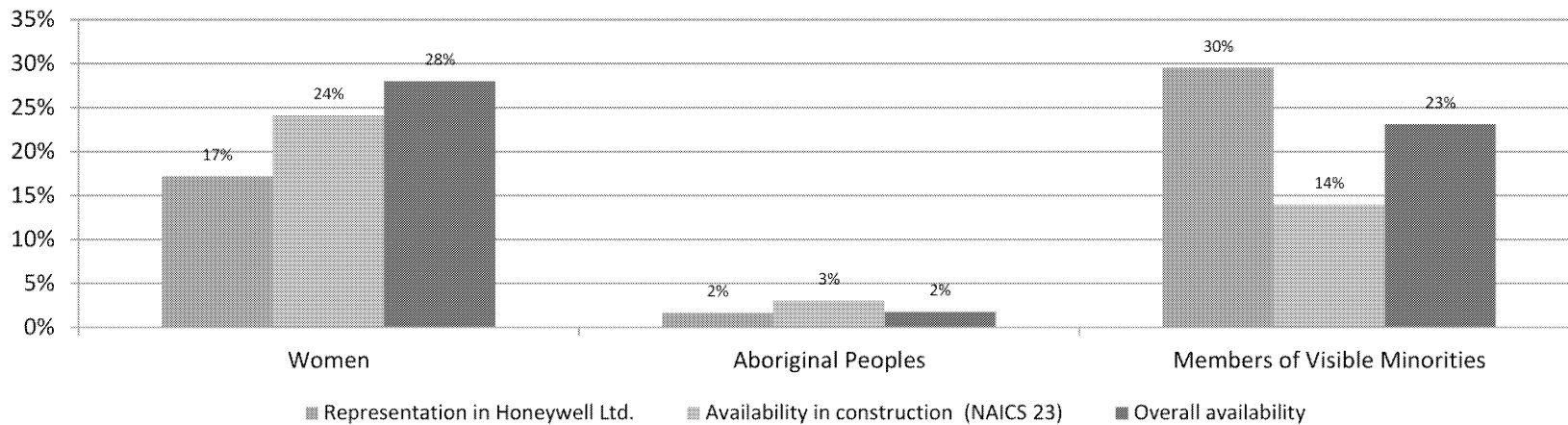
NAICS 23 - Construction
 in Availability construction (NAICS 23)
 Representation in Honeywell Ltd.
 Availability in construction (NAICS 23)



Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 23 - Construction

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	1,309,595	100.0	1,146,150	87.5	163,440	12.5	59,040	4.5	125,600	9.6
Senior Managers	16,865	100.0	15,455	91.6	1,415	8.4	275	1.6	1,025	6.1
Middle and Other Managers	121,445	100.0	108,840	89.6	12,605	10.4	2,990	2.5	13,320	11.0
Professionals	26,425	100.0	18,135	68.6	8,290	31.4	355	1.3	6,100	23.1
Semi-Professionals and Technicians	45,190	100.0	37,520	83.0	7,670	17.0	1,260	2.8	6,170	13.7
Supervisors	2,480	100.0	1,435	57.9	1,045	42.1	110	4.4	275	11.1
Supervisors: Crafts and Trades	80,125	100.0	76,285	95.2	3,835	4.8	3,465	4.3	5,940	7.4
Administrative and Senior Clerical ...	63,680	100.0	7,715	12.1	55,965	87.9	1,675	2.6	4,980	7.8
Skilled Sales and Service Personnel	4,800	100.0	3,255	67.8	1,545	32.2	120	2.5	610	12.7
Skilled Crafts and Trades Workers	593,250	100.0	574,840	96.9	18,410	3.1	27,510	4.6	52,185	8.8
Clerical Personnel	36,855	100.0	8,000	21.7	28,855	78.3	1,025	2.8	4,195	11.4
Intermediate Sales and Service	13,070	100.0	8,625	66.0	4,450	34.0	435	3.3	1,515	11.6
Semi-Skilled Manual Workers	126,180	100.0	121,105	96.0	5,075	4.0	7,830	6.2	9,410	7.5
Other Sales and Service Personnel	18,340	100.0	14,040	76.6	4,305	23.5	1,000	5.5	2,705	14.7
Other Manual Workers	160,890	100.0	150,910	93.8	9,985	6.2	10,990	6.8	17,175	10.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 31-33 - Manufacturing

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	14%	2	27%	4
02 Middle & Other Managers	102	17	17%	24%	24	39%	40
03 Professionals	335	65	19%	29%	97	22%	75
04 Semi-Professionals & Technicians	257	6	2%	28%	73	20%	50
05 Supervisors	41	5	12%	36%	15	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	16%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	77%	39	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	46%	32	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	5%	7	1%	2
10 Clerical Personnel	31	18	58%	53%	17	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	48%	21	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	26%	5	20%	4
13 Other Sales & Service Personnel	20	3	15%	37%	7	56%	11
14 Other Manual Workers	13	0	0%	37%	5	19%	2
Total	1,135	195	17%	30%	344	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	1%	1	2%	2
03 Professionals	335	3	1%	1%	3	1%	3
04 Semi-Professionals & Technicians	257	8	3%	2%	4	3%	7
05 Supervisors	41	1	2%	2%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	2%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	2%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	4	2%	2
10 Clerical Personnel	31	0	0%	2%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	2%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	3%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	3%	1	5%	1
14 Other Manual Workers	13	0	0%	3%	0	4%	0
Total	1,135	19	2%	2%	18	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	9%	1	10%	1
02 Middle & Other Managers	102	29	28%	15%	15	15%	15
03 Professionals	335	155	46%	27%	91	27%	90
04 Semi-Professionals & Technicians	257	67	26%	21%	54	25%	65
05 Supervisors	41	12	29%	17%	7	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	15%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	14%	7	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	28%	20	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	14%	19	10%	13
10 Clerical Personnel	31	12	39%	20%	6	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	14%	6	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	26%	5	47%	10
13 Other Sales & Service Personnel	20	3	15%	21%	4	29%	6
14 Other Manual Workers	13	0	0%	26%	3	8%	1
Total	1,135	335	30%	21%	240	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	22%	26	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	29%	170	21%	125
Supervisors	41	5	12%	36%	15	54%	22

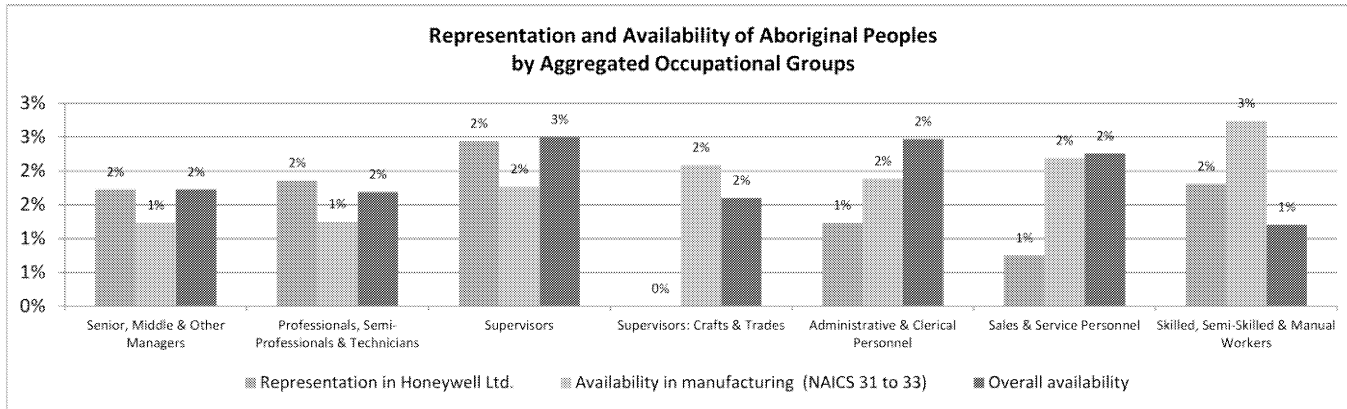
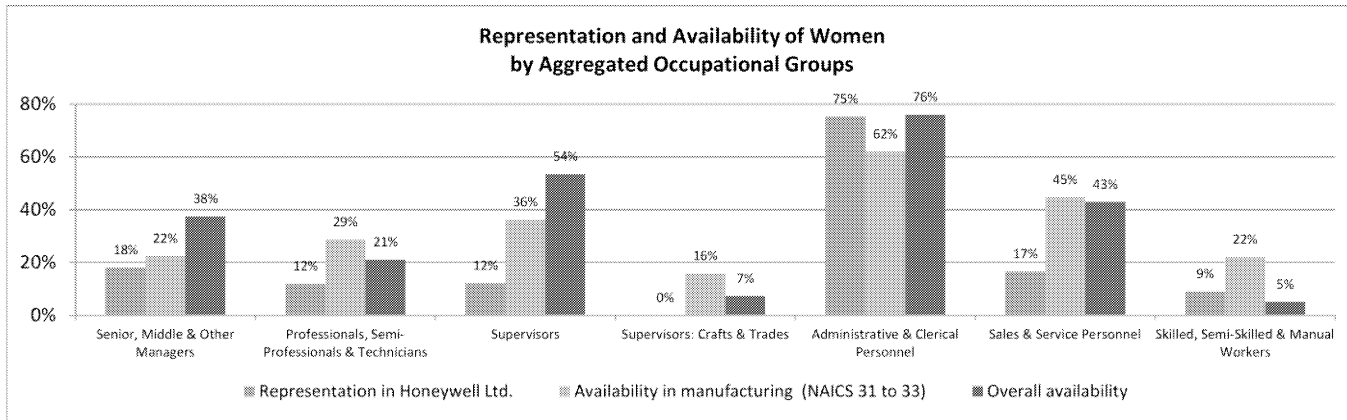
Supervisors: Crafts & Trades	6	0	0%	16%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	62%	50	76%	62
Sales & Service Personnel	133	22	17%	45%	59	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	22%	37	5%	8
Total	1,135	195	17%	32%	358	28%	318

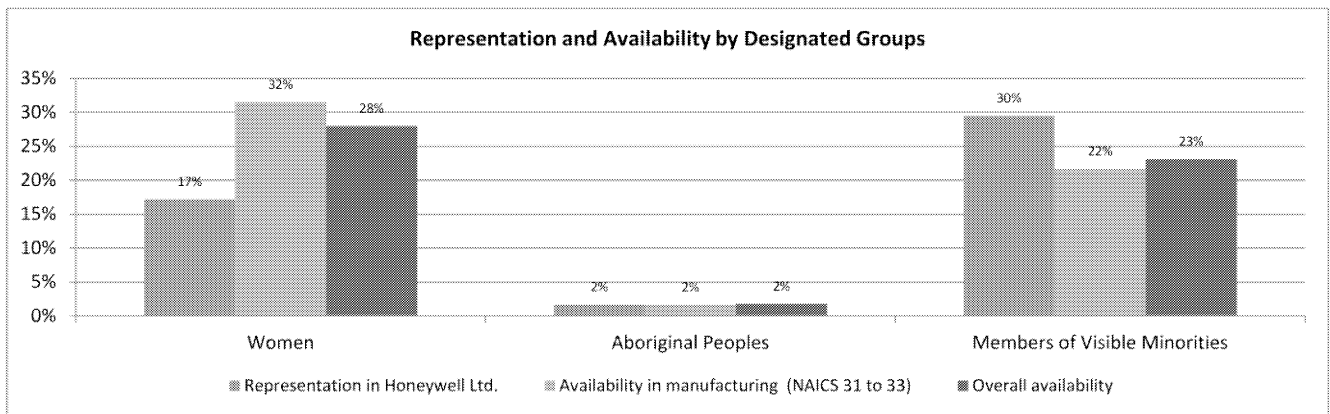
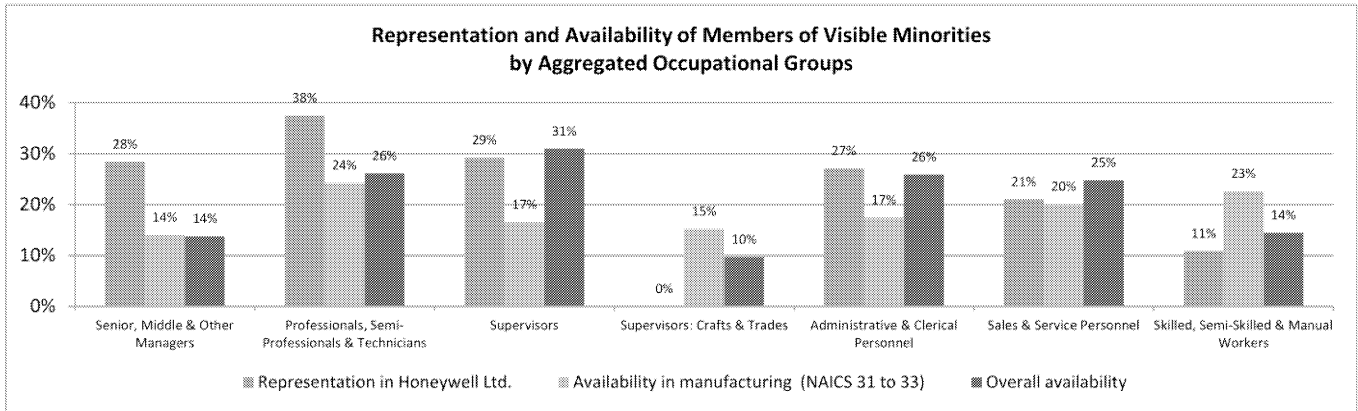
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	1%	1	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	1%	7	2%	10
Supervisors	41	1	2%	2%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	2%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	2%	2	2%	2
Sales & Service Personnel	133	1	1%	2%	3	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	3%	5	1%	2
Total	1,135	19	2%	2%	19	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	14%	16	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	24%	144	26%	155
Supervisors	41	12	29%	17%	7	31%	13
Supervisors: Crafts & Trades	6	0	0%	15%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	17%	14	26%	21
Sales & Service Personnel	133	28	21%	20%	27	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	23%	38	14%	24
Total	1,135	335	30%	22%	246	23%	262

Women	1,135	195	17%	32%	358	28%	318
Aboriginal Peoples	1,135	19	2%	2%	19	2%	20
Members of Visible Minorities	1,135	335	30%	22%	246	23%	262

in Availability manufacturing (NAICS 31 to 33)
 Representation in Honeywell Ltd.
 Availability in manufacturing (NAICS 31 to 33)





Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 31-33 - Manufacturing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	1,722,465	100.0	1,234,010	71.6	488,455	28.4	38,550	2.2	362,590	21.1
Senior Managers	23,145	100.0	19,920	86.1	3,220	13.9	230	1.0	2,040	8.8
Middle and Other Managers	134,570	100.0	102,355	76.1	32,210	23.9	1,720	1.3	20,085	14.9
Professionals	124,080	100.0	88,220	71.1	35,855	28.9	985	0.8	33,635	27.1
Semi-Professionals and Technicians	114,260	100.0	81,860	71.6	32,410	28.4	2,000	1.8	24,205	21.2
Supervisors	12,730	100.0	8,110	63.7	4,615	36.3	225	1.8	2,105	16.5
Supervisors: Crafts and Trades	72,845	100.0	61,255	84.1	11,590	15.9	1,520	2.1	11,075	15.2
Administrative and Senior Clerical ...	58,430	100.0	13,200	22.6	45,225	77.4	945	1.6	8,045	13.8
Skilled Sales and Service Personnel	41,220	100.0	22,230	53.9	18,985	46.1	900	2.2	11,665	28.3
Skilled Crafts and Trades Workers	273,210	100.0	259,665	95.0	13,550	5.0	7,505	2.7	39,020	14.3
Clerical Personnel	104,195	100.0	48,610	46.7	55,580	53.3	2,120	2.0	20,365	19.5
Intermediate Sales and Service	60,100	100.0	31,445	52.3	28,655	47.7	1,040	1.7	8,450	14.1
Semi-Skilled Manual Workers	492,730	100.0	364,270	73.9	128,460	26.1	12,535	2.5	127,885	26.0
Other Sales and Service Personnel	30,330	100.0	19,135	63.1	11,195	36.9	940	3.1	6,430	21.2
Other Manual Workers	180,635	100.0	113,730	63.0	66,900	37.0	5,885	3.3	47,580	26.3

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 41 - Wholesale trade

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	15%	2	27%	4
02 Middle & Other Managers	102	17	17%	27%	27	39%	40
03 Professionals	335	65	19%	40%	132	22%	75
04 Semi-Professionals & Technicians	257	6	2%	26%	67	20%	50
05 Supervisors	41	5	12%	37%	15	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	13%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	82%	41	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	33%	23	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	3%	4	1%	2
10 Clerical Personnel	31	18	58%	51%	16	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	34%	15	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	13%	3	20%	4
13 Other Sales & Service Personnel	20	3	15%	43%	9	56%	11
14 Other Manual Workers	13	0	0%	39%	5	19%	2
Total	1,135	195	17%	32%	360	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	1%	2	2%	2
03 Professionals	335	3	1%	1%	3	1%	3
04 Semi-Professionals & Technicians	257	8	3%	1%	4	3%	7
05 Supervisors	41	1	2%	2%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	2%	1	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	4	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	2%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	3%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	4%	1	5%	1
14 Other Manual Workers	13	0	0%	3%	0	4%	0
Total	1,135	19	2%	2%	19	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	15%	2	10%	1
02 Middle & Other Managers	102	29	28%	17%	17	15%	15
03 Professionals	335	155	46%	33%	110	27%	90
04 Semi-Professionals & Technicians	257	67	26%	25%	65	25%	65
05 Supervisors	41	12	29%	22%	9	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	14%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	19%	9	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	17%	12	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	12%	16	10%	13
10 Clerical Personnel	31	12	39%	21%	7	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	15%	7	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	21%	4	47%	10
13 Other Sales & Service Personnel	20	3	15%	26%	5	29%	6
14 Other Manual Workers	13	0	0%	36%	5	8%	1
Total	1,135	335	30%	24%	269	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	25%	29	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	35%	205	21%	125
Supervisors	41	5	12%	37%	15	54%	22

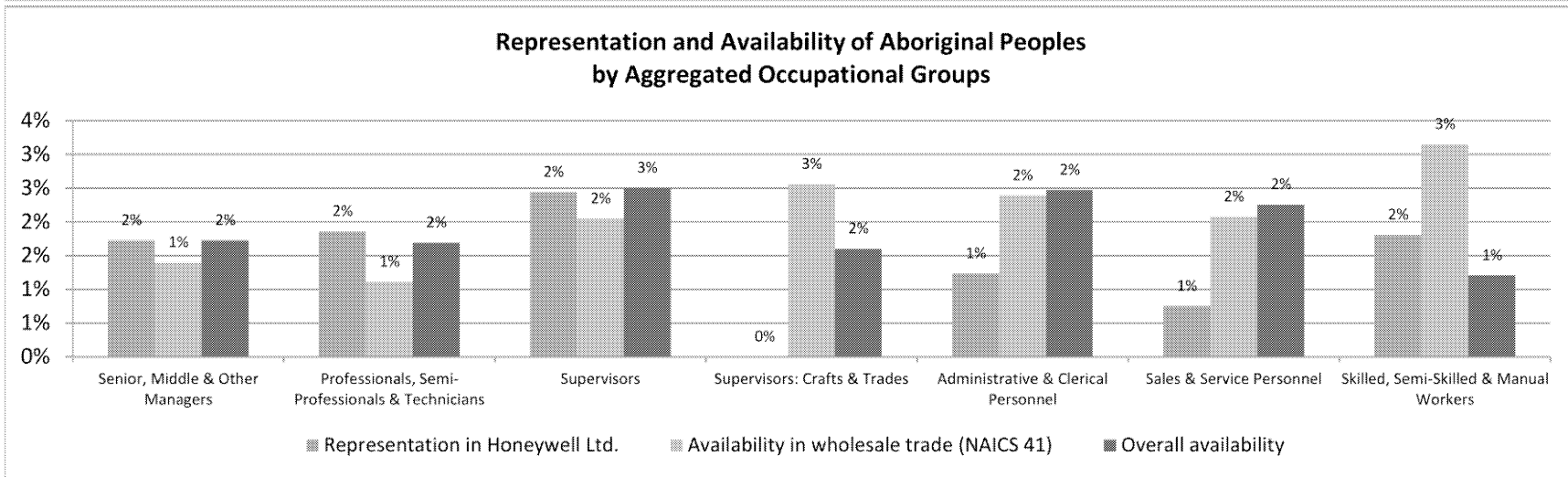
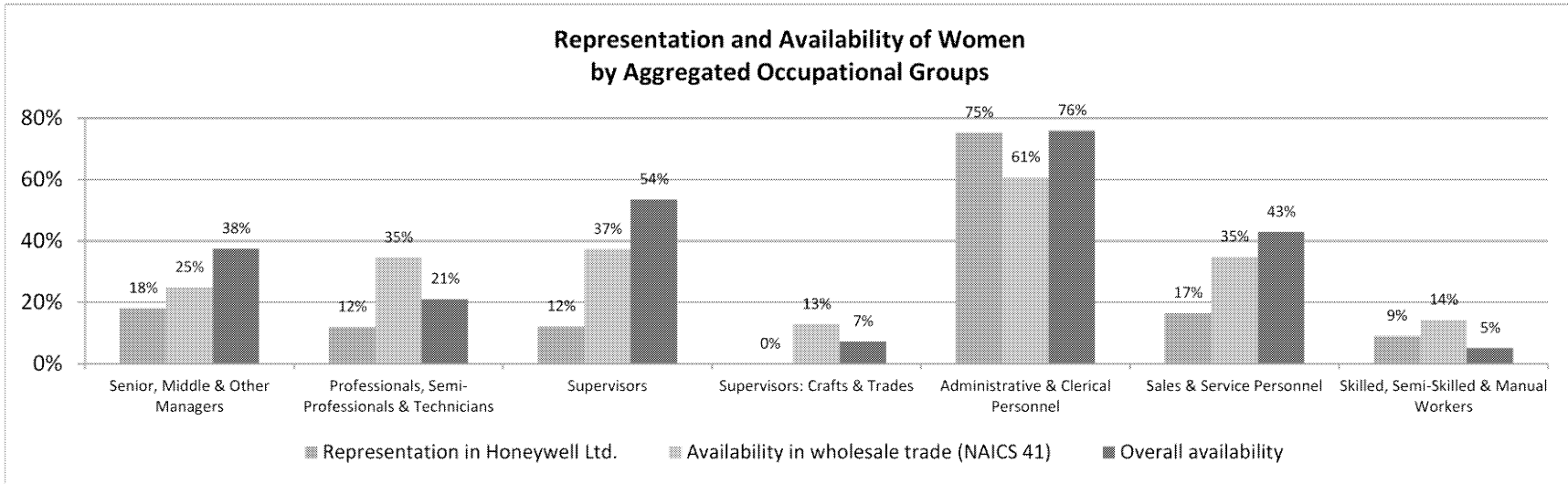
Supervisors: Crafts & Trades	6	0	0%	13%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	61%	49	76%	62
Sales & Service Personnel	133	22	17%	35%	46	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	14%	24	5%	8
Total	1,135	195	17%	33%	369	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	1%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	1%	7	2%	10
Supervisors	41	1	2%	2%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	2%	2	2%	2
Sales & Service Personnel	133	1	1%	2%	3	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	3%	5	1%	2
Total	1,135	19	2%	2%	19	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	17%	19	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	30%	178	26%	155
Supervisors	41	12	29%	22%	9	31%	13
Supervisors: Crafts & Trades	6	0	0%	14%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	21%	17	26%	21
Sales & Service Personnel	133	28	21%	17%	22	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	21%	34	14%	24
Total	1,135	335	30%	25%	281	23%	262

Women	1,135	195	17%	33%	369	28%	318
Aboriginal Peoples	1,135	19	2%	2%	19	2%	20
Members of Visible Minorities	1,135	335	30%	25%	281	23%	262

NAICS 41 - Wholesale trade
 in Availability wholesale trade (NAICS 41)
 Representation in Honeywell Ltd.
 Availability in wholesale trade (NAICS 41)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 41 - Wholesale trade

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	776,805	100.0	520,640	67.0	256,165	33.0	16,560	2.1	156,650	20.2
Senior Managers	20,280	100.0	17,180	84.7	3,105	15.3	170	0.8	3,010	14.8
Middle and Other Managers	114,910	100.0	84,410	73.5	30,500	26.5	1,720	1.5	19,495	17.0
Professionals	64,040	100.0	38,720	60.5	25,320	39.5	565	0.9	21,110	33.0
Semi-Professionals and Technicians	37,790	100.0	27,875	73.8	9,910	26.2	565	1.5	9,555	25.3
Supervisors	14,675	100.0	9,195	62.7	5,480	37.3	300	2.0	3,170	21.6
Supervisors: Crafts and Trades	8,800	100.0	7,670	87.2	1,135	12.9	225	2.6	1,260	14.3
Administrative and Senior Clerical ...	44,550	100.0	8,105	18.2	36,445	81.8	870	2.0	8,300	18.6
Skilled Sales and Service Personnel	47,210	100.0	31,725	67.2	15,485	32.8	885	1.9	8,085	17.1
Skilled Crafts and Trades Workers	44,600	100.0	43,095	96.6	1,500	3.4	1,350	3.0	5,245	11.8
Clerical Personnel	97,525	100.0	47,770	49.0	49,755	51.0	2,525	2.6	20,895	21.4
Intermediate Sales and Service	131,105	100.0	86,135	65.7	44,970	34.3	2,440	1.9	20,125	15.4
Semi-Skilled Manual Workers	105,190	100.0	91,340	86.8	13,850	13.2	3,330	3.2	22,085	21.0
Other Sales and Service Personnel	21,565	100.0	12,360	57.3	9,200	42.7	820	3.8	5,525	25.6
Other Manual Workers	24,580	100.0	15,065	61.3	9,515	38.7	810	3.3	8,775	35.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 44-45 - Retail trade

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	23%	3	27%	4
02 Middle & Other Managers	102	17	17%	47%	48	39%	40
03 Professionals	335	65	19%	55%	185	22%	75
04 Semi-Professionals & Technicians	257	6	2%	68%	174	20%	50
05 Supervisors	41	5	12%	63%	26	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	17%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	86%	43	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	49%	35	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	3%	4	1%	2
10 Clerical Personnel	31	18	58%	54%	17	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	61%	26	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	16%	3	20%	4
13 Other Sales & Service Personnel	20	3	15%	62%	12	56%	11
14 Other Manual Workers	13	0	0%	39%	5	19%	2
Total	1,135	195	17%	51%	582	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	2%	0	3%	0
02 Middle & Other Managers	102	2	2%	3%	3	2%	2
03 Professionals	335	3	1%	1%	4	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	2%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	3%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	4	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	3%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	5%	1	5%	1
14 Other Manual Workers	13	0	0%	5%	1	4%	0
Total	1,135	19	2%	2%	28	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	12%	2	10%	1
02 Middle & Other Managers	102	29	28%	17%	17	15%	15
03 Professionals	335	155	46%	29%	98	27%	90
04 Semi-Professionals & Technicians	257	67	26%	21%	53	25%	65
05 Supervisors	41	12	29%	17%	7	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	13%	7	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	19%	14	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	12%	16	10%	13
10 Clerical Personnel	31	12	39%	16%	5	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	19%	8	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	15%	3	47%	10
13 Other Sales & Service Personnel	20	3	15%	18%	4	29%	6
14 Other Manual Workers	13	0	0%	25%	3	8%	1
Total	1,135	335	30%	21%	237	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	46%	53	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	62%	368	21%	125
Supervisors	41	5	12%	63%	26	54%	22

Supervisors: Crafts & Trades	6	0	0%	17%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	62%	50	76%	62
Sales & Service Personnel	133	22	17%	61%	81	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	13%	21	5%	8
Total	1,135	195	17%	53%	600	28%	318

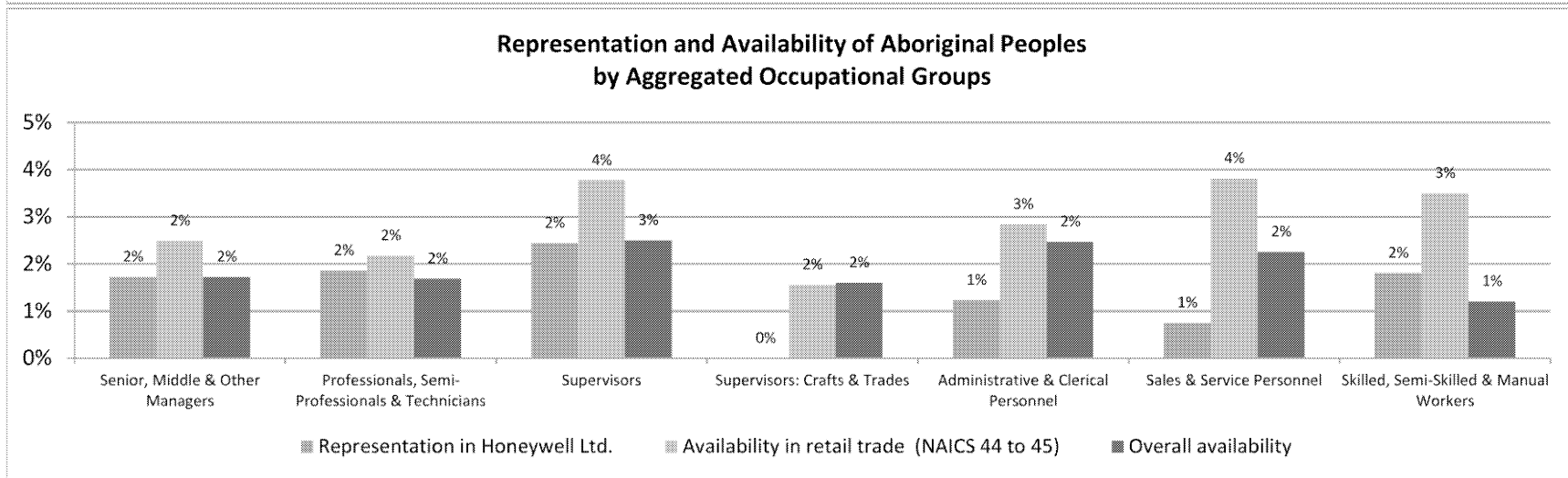
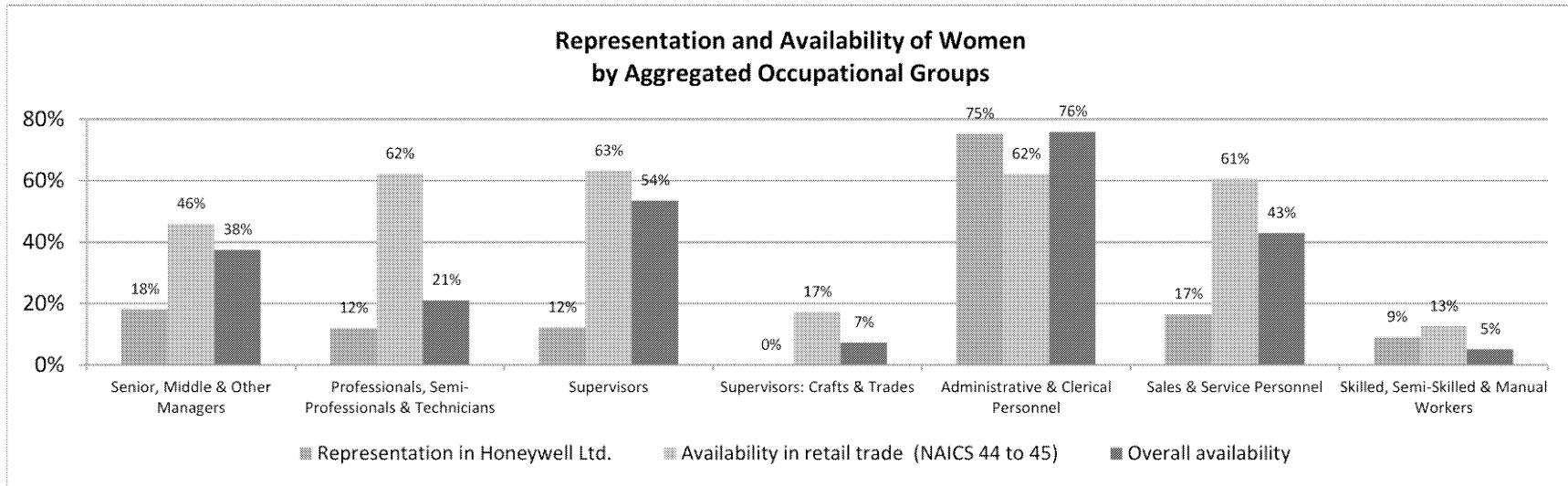
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	3	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	13	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	2%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	4%	5	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	3%	6	1%	2
Total	1,135	19	2%	3%	31	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	17%	20	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	25%	145	26%	155
Supervisors	41	12	29%	17%	7	31%	13
Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	16%	13	26%	21
Sales & Service Personnel	133	28	21%	19%	25	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	15%	24	14%	24
Total	1,135	335	30%	21%	234	23%	262

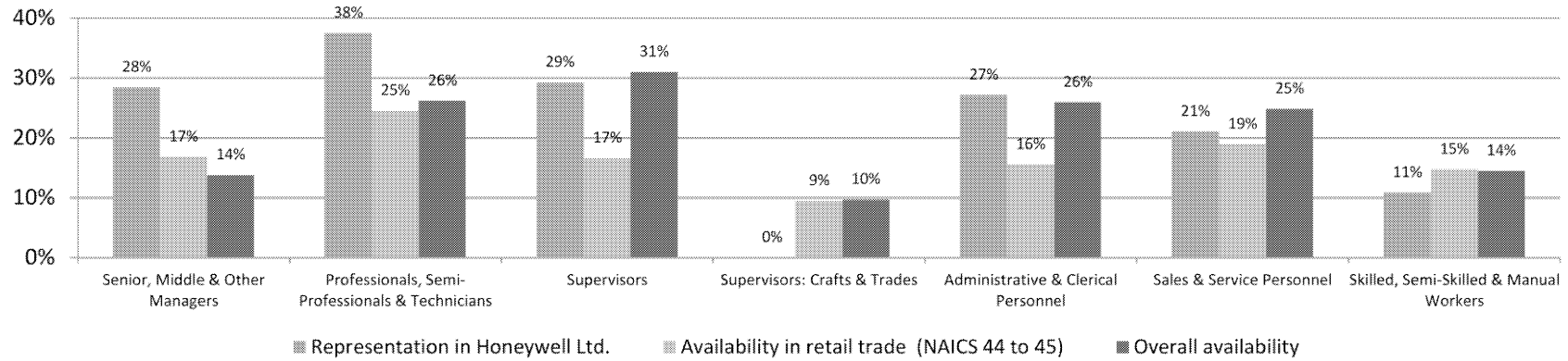
Women	1,135	195	17%	53%	600	28%	318
Aboriginal Peoples	1,135	19	2%	3%	31	2%	20
Members of Visible Minorities	1,135	335	30%	21%	234	23%	262

NAICS 44-45 - Retail trade

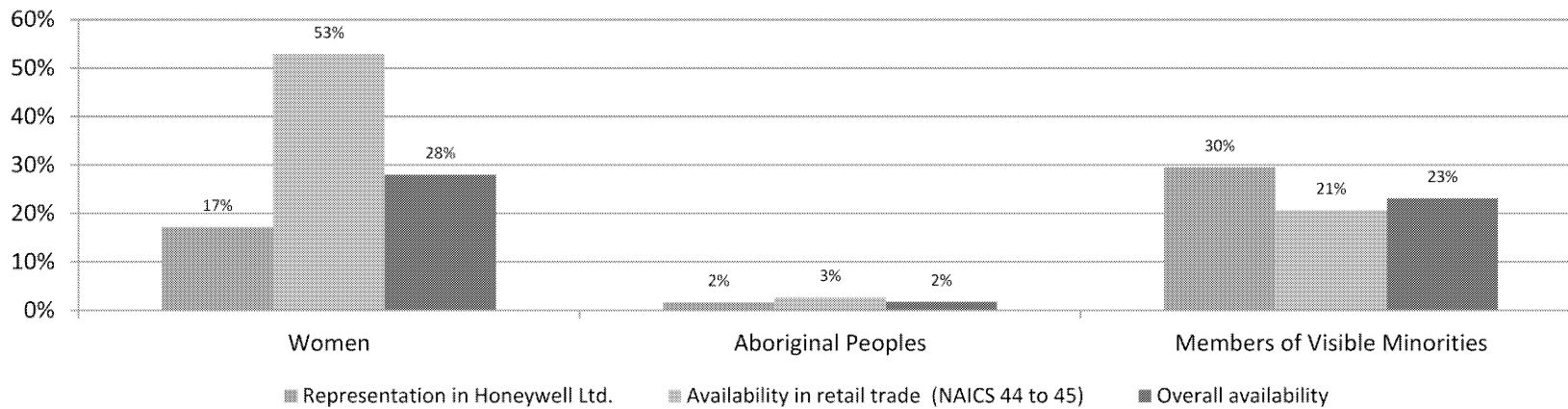
in Availability retail trade (NAICS 44 to 45)
 Representation in Honeywell Ltd.
 Availability in retail trade (NAICS 44 to 45)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 44-45 - Retail trade

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	2,244,475	100.0	1,017,790	45.3	1,226,690	54.7	76,230	3.4	410,510	18.3
Senior Managers	12,645	100.0	9,780	77.3	2,860	22.6	225	1.8	1,510	11.9
Middle and Other Managers	334,430	100.0	177,840	53.2	156,590	46.8	8,405	2.5	56,860	17.0
Professionals	64,320	100.0	28,790	44.8	35,525	55.2	800	1.2	18,790	29.2
Semi-Professionals and Technicians	81,410	100.0	26,285	32.3	55,125	67.7	2,370	2.9	16,945	20.8
Supervisors	62,025	100.0	22,850	36.8	39,180	63.2	2,340	3.8	10,295	16.6
Supervisors: Crafts and Trades	4,815	100.0	3,985	82.8	830	17.2	75	1.6	455	9.4
Administrative and Senior Clerical ...	43,675	100.0	5,915	13.5	37,760	86.5	945	2.2	5,745	13.2
Skilled Sales and Service Personnel	78,890	100.0	39,910	50.6	38,985	49.4	2,590	3.3	15,235	19.3
Skilled Crafts and Trades Workers	64,065	100.0	62,335	97.3	1,735	2.7	1,750	2.7	7,590	11.8
Clerical Personnel	125,980	100.0	58,375	46.3	67,605	53.7	3,870	3.1	20,615	16.4
Intermediate Sales and Service	714,215	100.0	278,635	39.0	435,580	61.0	20,790	2.9	138,810	19.4
Semi-Skilled Manual Workers	104,400	100.0	87,995	84.3	16,395	15.7	4,015	3.8	16,015	15.3
Other Sales and Service Personnel	541,815	100.0	207,900	38.4	333,915	61.6	27,505	5.1	98,725	18.2
Other Manual Workers	11,805	100.0	7,205	61.0	4,600	39.0	540	4.6	2,935	24.9

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 48-49 - Transportation and warehousing

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	18%	3	27%	4
02 Middle & Other Managers	102	17	17%	28%	29	39%	40
03 Professionals	335	65	19%	39%	129	22%	75
04 Semi-Professionals & Technicians	257	6	2%	12%	32	20%	50
05 Supervisors	41	5	12%	48%	20	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	10%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	81%	40	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	32%	23	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	3%	4	1%	2
10 Clerical Personnel	31	18	58%	48%	15	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	63%	27	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	11%	2	20%	4
13 Other Sales & Service Personnel	20	3	15%	32%	6	56%	11
14 Other Manual Workers	13	0	0%	24%	3	19%	2
Total	1,135	195	17%	29%	334	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	2%	5	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	3%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	4	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	3%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	6%	1	5%	1
14 Other Manual Workers	13	0	0%	9%	1	4%	0
Total	1,135	19	2%	3%	29	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	11%	2	10%	1
02 Middle & Other Managers	102	29	28%	14%	15	15%	15
03 Professionals	335	155	46%	26%	88	27%	90
04 Semi-Professionals & Technicians	257	67	26%	12%	31	25%	65
05 Supervisors	41	12	29%	16%	7	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	11%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	15%	7	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	12%	9	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	13%	17	10%	13
10 Clerical Personnel	31	12	39%	21%	6	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	24%	10	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	21%	4	47%	10
13 Other Sales & Service Personnel	20	3	15%	27%	5	29%	6
14 Other Manual Workers	13	0	0%	15%	2	8%	1
Total	1,135	335	30%	18%	203	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	27%	31	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	22%	132	21%	125
Supervisors	41	5	12%	48%	20	54%	22

Supervisors: Crafts & Trades	6	0	0%	10%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	54%	44	76%	62
Sales & Service Personnel	133	22	17%	54%	72	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	11%	18	5%	8
Total	1,135	195	17%	28%	318	28%	318

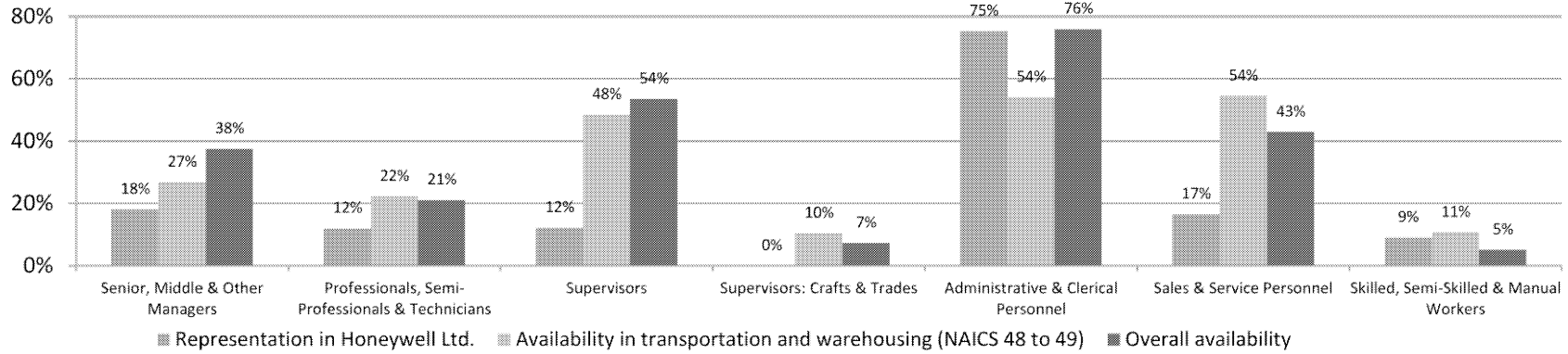
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	14	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	3%	5	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	4%	6	1%	2
Total	1,135	19	2%	3%	31	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	14%	16	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	17%	102	26%	155
Supervisors	41	12	29%	16%	7	31%	13
Supervisors: Crafts & Trades	6	0	0%	11%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	20%	16	26%	21
Sales & Service Personnel	133	28	21%	24%	33	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	20%	33	14%	24
Total	1,135	335	30%	18%	208	23%	262

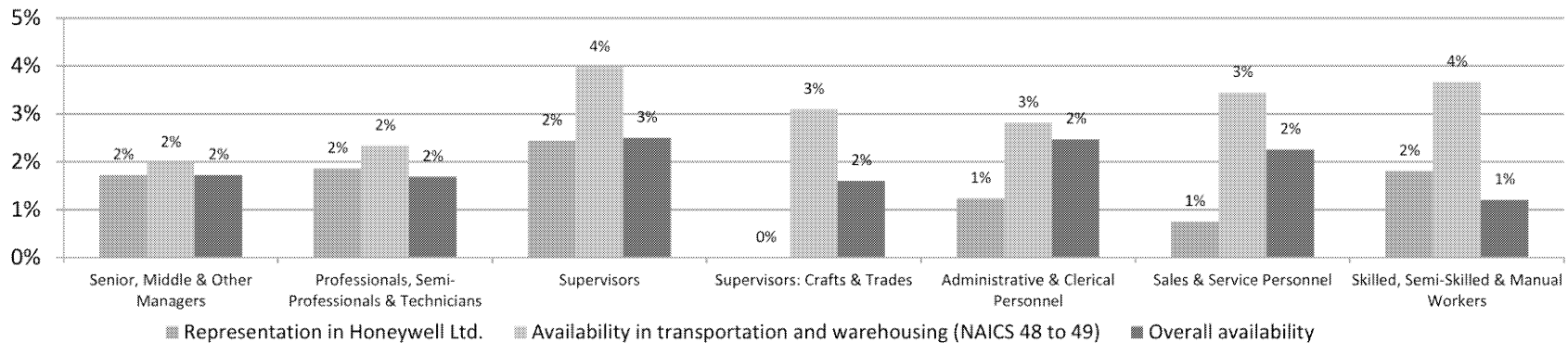
Women	1,135	195	17%	28%	318	28%	318
Aboriginal Peoples	1,135	19	2%	3%	31	2%	20
Members of Visible Minorities	1,135	335	30%	18%	208	23%	262

NAICS 48-49 - Transportation and warehousing
 in Availability transportation and warehousing (NAICS 48 to 49)
 Representation in Honeywell Ltc \
 Availability in transportation and warehousing (NAICS 48 to 49)

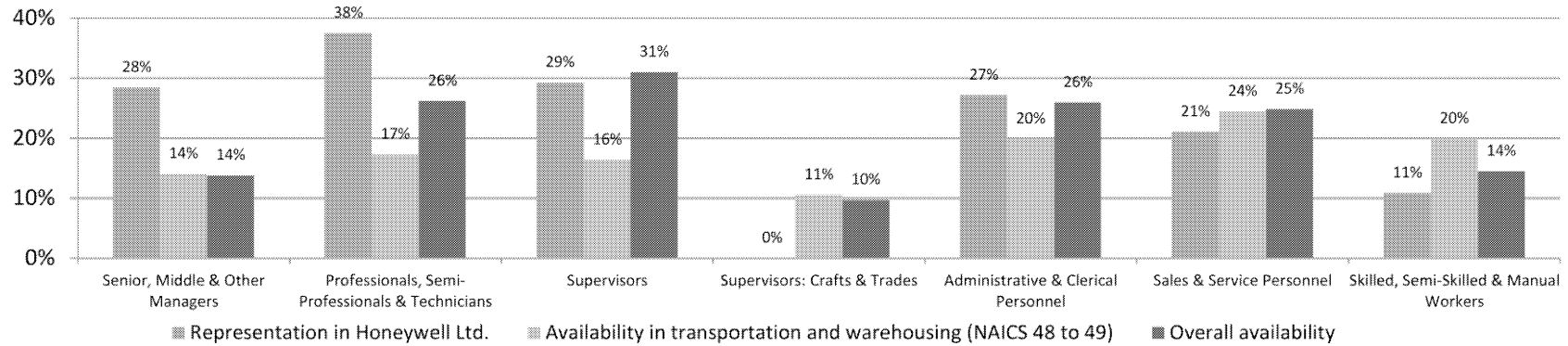
**Representation and Availability of Women
 by Aggregated Occupational Groups**



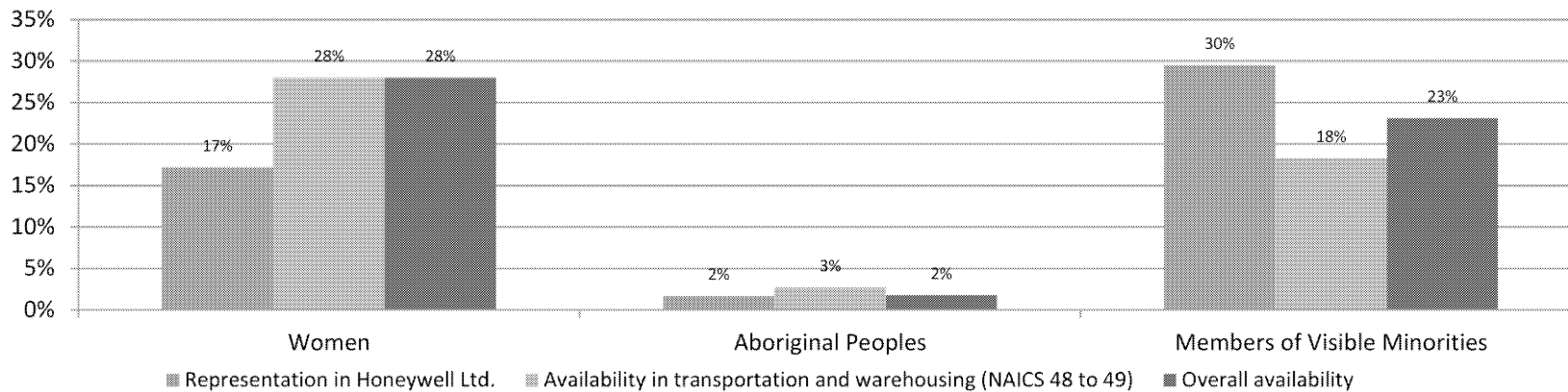
**Representation and Availability of Aboriginal Peoples
 by Aggregated Occupational Groups**



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 48-49 - Transportation and warehousing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	884,065	100.0	657,000	74.3	227,070	25.7	28,945	3.3	172,095	19.5
Senior Managers	6,805	100.0	5,575	81.9	1,230	18.1	100	1.5	740	10.9
Middle and Other Managers	47,095	100.0	33,860	71.9	13,235	28.1	970	2.1	6,815	14.5
Professionals	25,135	100.0	15,425	61.4	9,715	38.7	380	1.5	6,570	26.1
Semi-Professionals and Technicians	41,650	100.0	36,490	87.6	5,165	12.4	1,180	2.8	4,975	11.9
Supervisors	20,395	100.0	10,505	51.5	9,890	48.5	810	4.0	3,340	16.4
Supervisors: Crafts and Trades	14,865	100.0	13,310	89.5	1,550	10.4	460	3.1	1,565	10.5
Administrative and Senior Clerical ...	30,430	100.0	5,800	19.1	24,625	80.9	840	2.8	4,550	15.0
Skilled Sales and Service Personnel	2,325	100.0	1,570	67.5	750	32.3	60	2.6	285	12.3
Skilled Crafts and Trades Workers	58,230	100.0	56,400	96.9	1,830	3.1	1,945	3.3	7,405	12.7
Clerical Personnel	144,380	100.0	74,455	51.6	69,930	48.4	4,085	2.8	30,130	20.9
Intermediate Sales and Service	53,570	100.0	19,815	37.0	33,760	63.0	1,485	2.8	12,990	24.2
Semi-Skilled Manual Workers	408,160	100.0	361,740	88.6	46,420	11.4	14,525	3.6	86,035	21.1
Other Sales and Service Personnel	18,185	100.0	12,335	67.8	5,855	32.2	1,005	5.5	4,830	26.6
Other Manual Workers	12,835	100.0	9,720	75.7	3,120	24.3	1,100	8.6	1,875	14.6

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 51 - Information and cultural industries

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	26%	4	27%	4
02 Middle & Other Managers	102	17	17%	42%	43	39%	40
03 Professionals	335	65	19%	41%	138	22%	75
04 Semi-Professionals & Technicians	257	6	2%	31%	81	20%	50
05 Supervisors	41	5	12%	60%	24	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	34%	2	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	80%	40	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	42%	29	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	9%	12	1%	2
10 Clerical Personnel	31	18	58%	71%	22	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	56%	24	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	28%	6	20%	4
13 Other Sales & Service Personnel	20	3	15%	53%	11	56%	11
14 Other Manual Workers	13	0	0%	42%	5	19%	2
Total	1,135	195	17%	39%	440	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	2%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	2%	5	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	2%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	2%	1	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	3	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	2%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	1%	0	2%	0
13 Other Sales & Service Personnel	20	1	5%	4%	1	5%	1
14 Other Manual Workers	13	0	0%	4%	0	4%	0
Total	1,135	19	2%	2%	24	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	12%	2	10%	1
02 Middle & Other Managers	102	29	28%	18%	19	15%	15
03 Professionals	335	155	46%	23%	77	27%	90
04 Semi-Professionals & Technicians	257	67	26%	18%	47	25%	65
05 Supervisors	41	12	29%	19%	8	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	19%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	18%	9	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	28%	19	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	16%	22	10%	13
10 Clerical Personnel	31	12	39%	20%	6	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	27%	12	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	24%	5	47%	10
13 Other Sales & Service Personnel	20	3	15%	24%	5	29%	6
14 Other Manual Workers	13	0	0%	28%	4	8%	1
Total	1,135	335	30%	21%	235	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	40%	47	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	37%	222	21%	125
Supervisors	41	5	12%	60%	24	54%	22

Supervisors: Crafts & Trades	6	0	0%	34%	2	7%	0
Administrative & Clerical Personnel	81	61	75%	73%	59	76%	62
Sales & Service Personnel	133	22	17%	54%	72	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	13%	22	5%	8
Total	1,135	195	17%	39%	448	28%	318

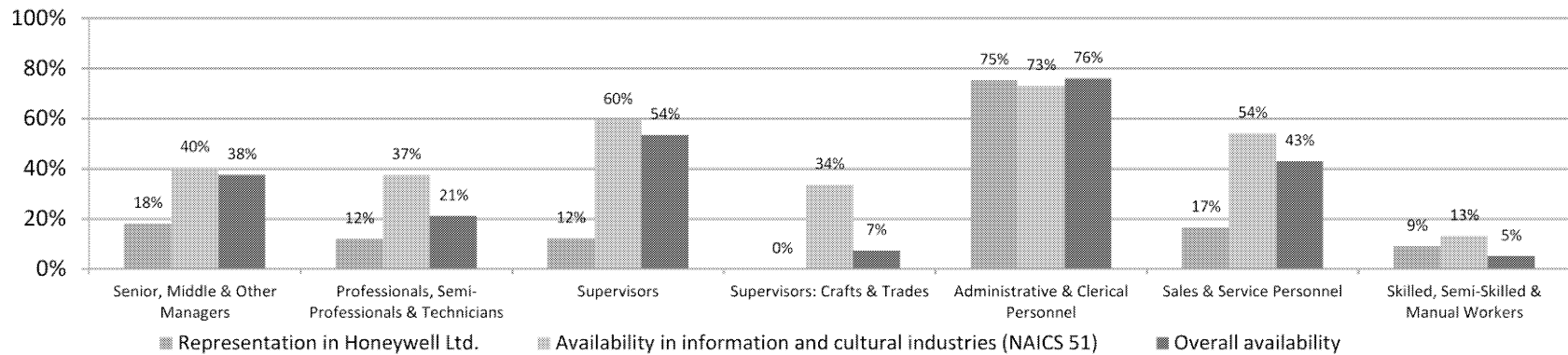
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	12	2%	10
Supervisors	41	1	2%	2%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	3%	3	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	2%	4	1%	2
Total	1,135	19	2%	2%	24	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	18%	20	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	21%	126	26%	155
Supervisors	41	12	29%	19%	8	31%	13
Supervisors: Crafts & Trades	6	0	0%	19%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	19%	16	26%	21
Sales & Service Personnel	133	28	21%	27%	36	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	18%	30	14%	24
Total	1,135	335	30%	21%	237	23%	262

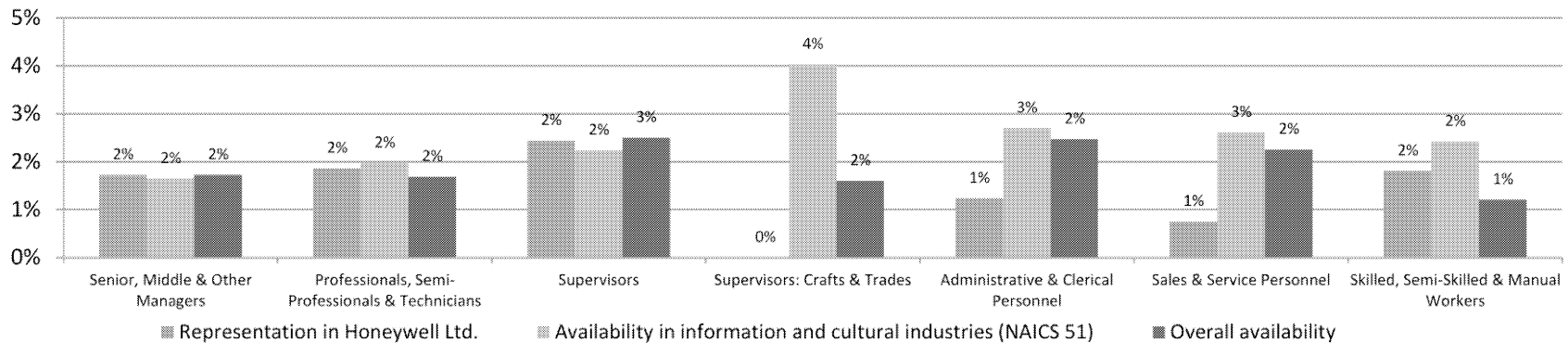
Women	1,135	195	17%	39%	448	28%	318
Aboriginal Peoples	1,135	19	2%	2%	24	2%	20
Members of Visible Minorities	1,135	335	30%	21%	237	23%	262

NAICS 51 - Information and cultural industries
 in Availability information and cultural industries (NAICS 51)
 Representation in Honeywell Ltd.
 Availability in information and cultural industries (NAICS 51)

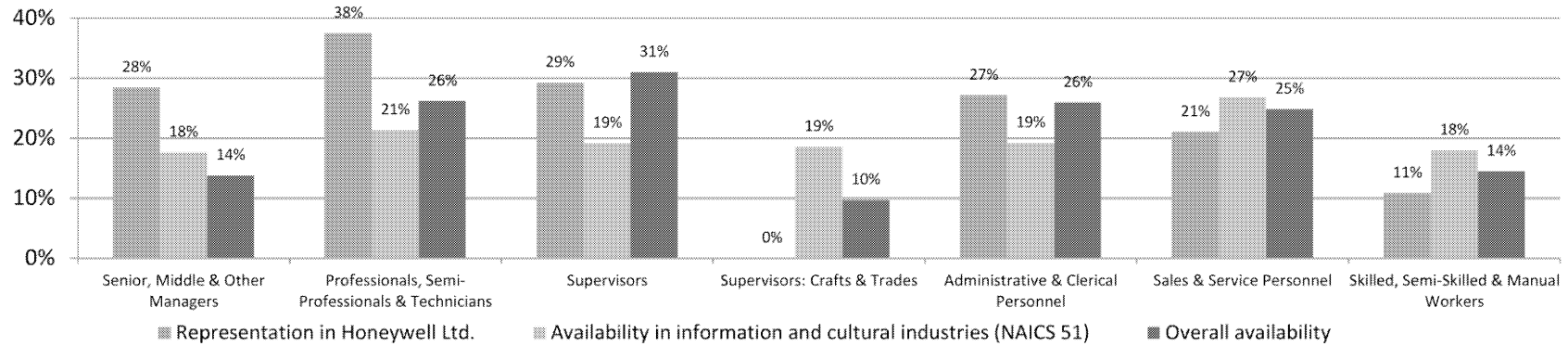
Representation and Availability of Women by Aggregated Occupational Groups



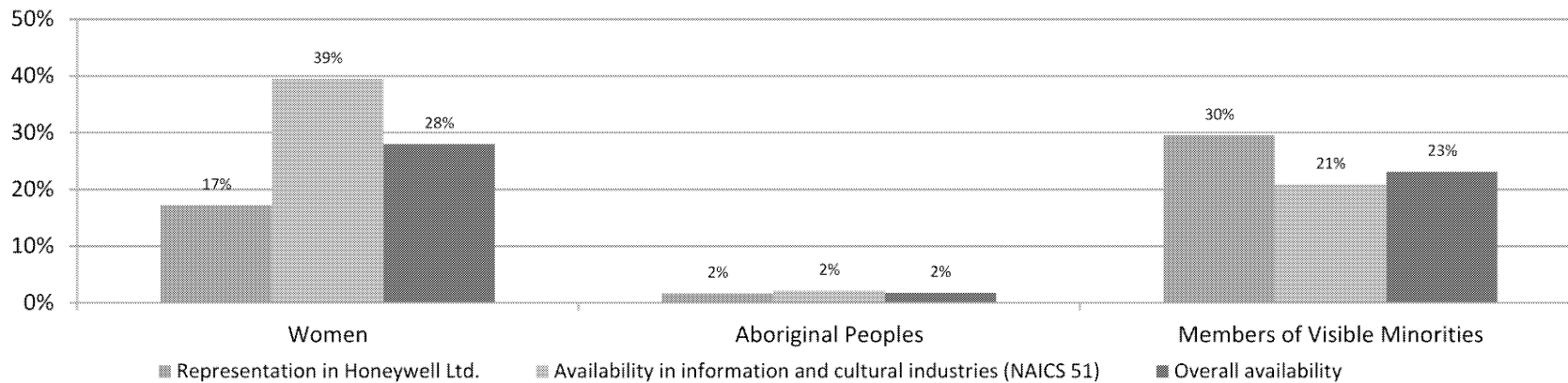
Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 51 - Information and cultural industries

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	450,110	100.0	250,145	55.6	199,970	44.4	9,910	2.2	94,820	21.1
Senior Managers	7,410	100.0	5,490	74.1	1,925	26.0	150	2.0	885	11.9
Middle and Other Managers	52,680	100.0	30,310	57.5	22,375	42.5	840	1.6	9,710	18.4
Professionals	125,240	100.0	73,680	58.8	51,565	41.2	2,000	1.6	28,820	23.0
Semi-Professionals and Technicians	74,625	100.0	51,250	68.7	23,375	31.3	1,935	2.6	13,775	18.5
Supervisors	4,695	100.0	1,905	40.6	2,795	59.5	105	2.2	900	19.2
Supervisors: Crafts and Trades	2,855	100.0	1,895	66.4	960	33.6	115	4.0	530	18.6
Administrative and Senior Clerical ...	17,935	100.0	3,630	20.2	14,305	79.8	425	2.4	3,140	17.5
Skilled Sales and Service Personnel	8,155	100.0	4,765	58.4	3,390	41.6	165	2.0	2,245	27.5
Skilled Crafts and Trades Workers	30,280	100.0	27,620	91.2	2,665	8.8	775	2.6	4,955	16.4
Clerical Personnel	53,715	100.0	15,695	29.2	38,015	70.8	1,510	2.8	10,625	19.8
Intermediate Sales and Service	49,530	100.0	21,555	43.5	27,975	56.5	1,165	2.4	13,590	27.4
Semi-Skilled Manual Workers	5,155	100.0	3,740	72.6	1,420	27.5	55	1.1	1,215	23.6
Other Sales and Service Personnel	15,870	100.0	7,475	47.1	8,395	52.9	590	3.7	3,880	24.4
Other Manual Workers	1,960	100.0	1,135	57.9	825	42.1	75	3.8	550	28.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 52 - Finance and insurance

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	31%	4	27%	4
02 Middle & Other Managers	102	17	17%	54%	55	39%	40
03 Professionals	335	65	19%	45%	152	22%	75
04 Semi-Professionals & Technicians	257	6	2%	37%	95	20%	50
05 Supervisors	41	5	12%	75%	31	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	31%	2	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	78%	39	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	61%	43	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	12%	16	1%	2
10 Clerical Personnel	31	18	58%	80%	25	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	80%	35	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	18%	4	20%	4
13 Other Sales & Service Personnel	20	3	15%	64%	13	56%	11
14 Other Manual Workers	13	0	0%	39%	5	19%	2
Total	1,135	195	17%	46%	517	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	1%	1	2%	2
03 Professionals	335	3	1%	1%	3	1%	3
04 Semi-Professionals & Technicians	257	8	3%	1%	3	3%	7
05 Supervisors	41	1	2%	2%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	0%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	2%	1	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	5	2%	2
10 Clerical Personnel	31	0	0%	2%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	2%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	3%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	3%	1	5%	1
14 Other Manual Workers	13	0	0%	13%	2	4%	0
Total	1,135	19	2%	2%	20	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	13%	2	10%	1
02 Middle & Other Managers	102	29	28%	23%	23	15%	15
03 Professionals	335	155	46%	30%	99	27%	90
04 Semi-Professionals & Technicians	257	67	26%	30%	76	25%	65
05 Supervisors	41	12	29%	22%	9	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	12%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	21%	11	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	22%	15	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	15%	20	10%	13
10 Clerical Personnel	31	12	39%	29%	9	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	26%	11	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	27%	6	47%	10
13 Other Sales & Service Personnel	20	3	15%	23%	5	29%	6
14 Other Manual Workers	13	0	0%	16%	2	8%	1
Total	1,135	335	30%	25%	288	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	52%	60	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	45%	265	21%	125
Supervisors	41	5	12%	75%	31	54%	22

Supervisors: Crafts & Trades	6	0	0%	31%	2	7%	0
Administrative & Clerical Personnel	81	61	75%	79%	64	76%	62
Sales & Service Personnel	133	22	17%	70%	93	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	19%	31	5%	8
Total	1,135	195	17%	48%	546	28%	318

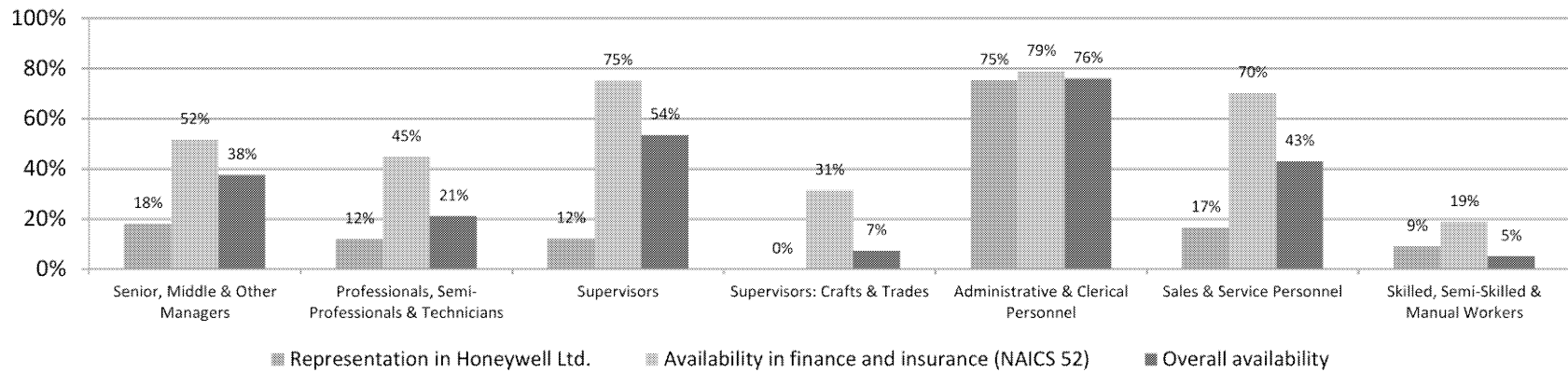
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	1%	1	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	1%	6	2%	10
Supervisors	41	1	2%	2%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	0%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	2%	1	2%	2
Sales & Service Personnel	133	1	1%	2%	3	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	5%	8	1%	2
Total	1,135	19	2%	2%	20	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	22%	25	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	30%	175	26%	155
Supervisors	41	12	29%	22%	9	31%	13
Supervisors: Crafts & Trades	6	0	0%	12%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	25%	20	26%	21
Sales & Service Personnel	133	28	21%	24%	31	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	20%	33	14%	24
Total	1,135	335	30%	26%	295	23%	262

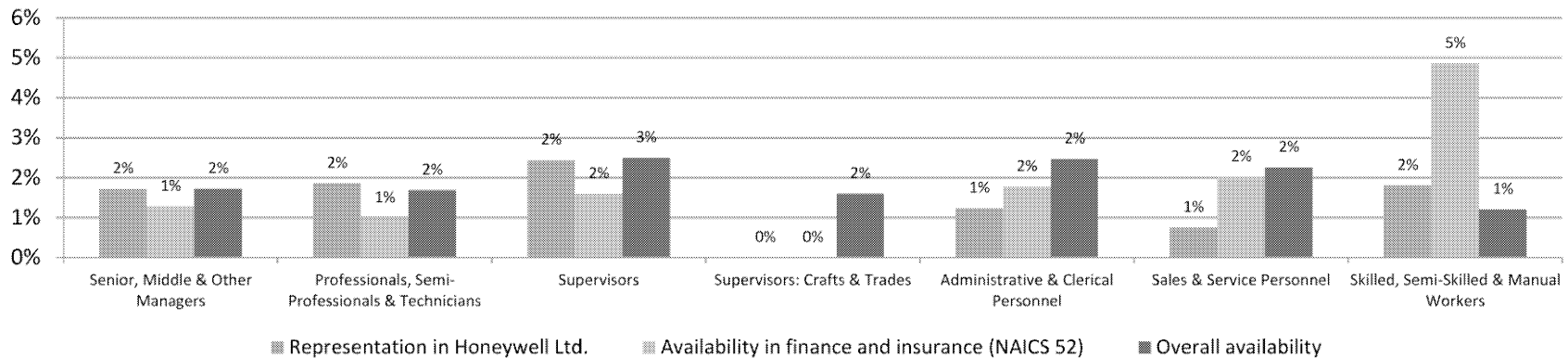
Women	1,135	195	17%	48%	546	28%	318
Aboriginal Peoples	1,135	19	2%	2%	20	2%	20
Members of Visible Minorities	1,135	335	30%	26%	295	23%	262

NAICS 52 - Finance and insurance
 in Availability finance and insurance (NAICS 52)
 Representation in Honeywell Ltd.
 Availability in finance and insurance (NAICS 52)

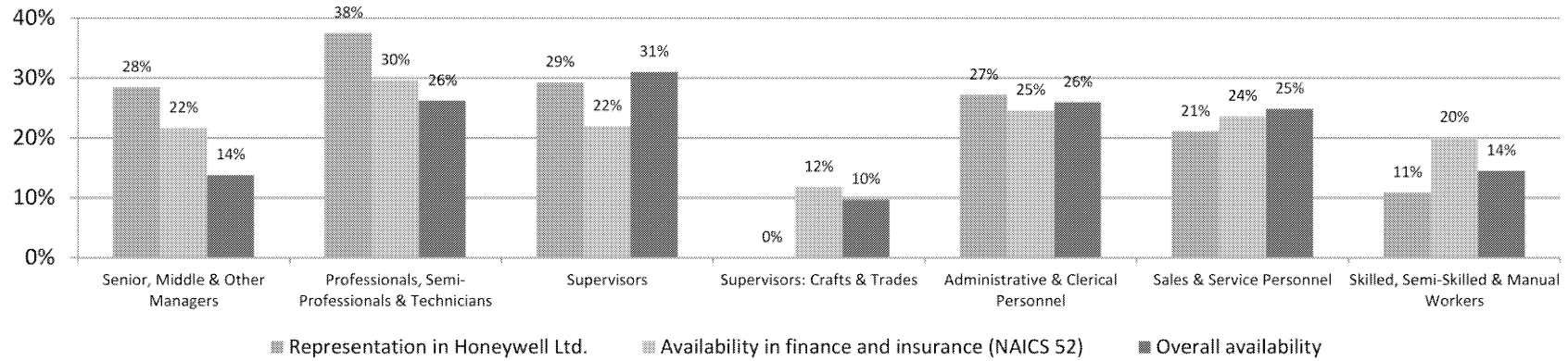
Representation and Availability of Women by Aggregated Occupational Groups



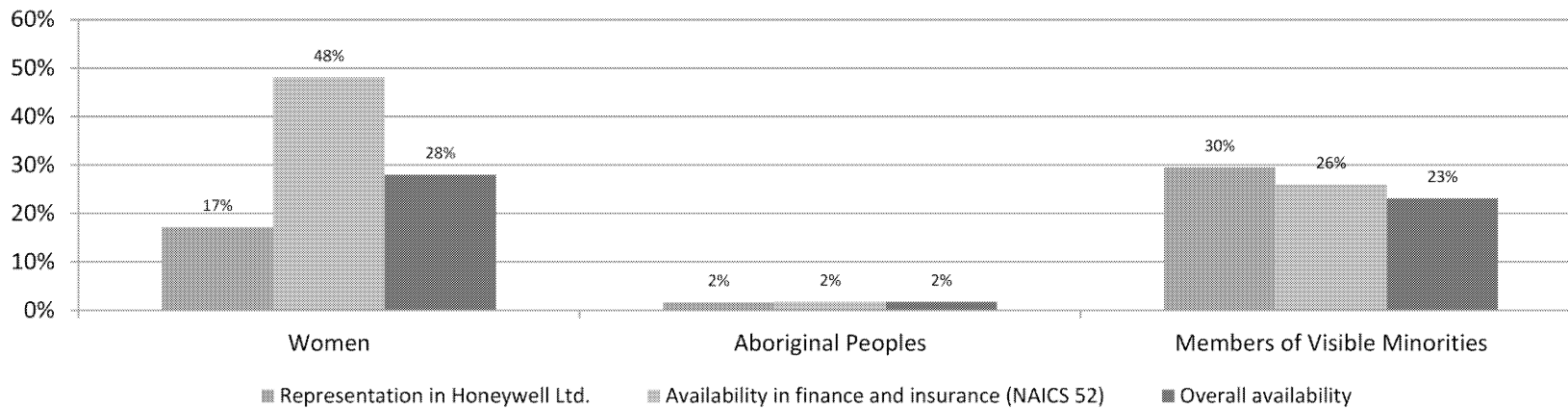
Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 52 - Finance and insurance

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	811,985	100.0	312,055	38.4	499,925	61.6	12,615	1.6	203,760	25.1
Senior Managers	15,840	100.0	11,010	69.5	4,835	30.5	175	1.1	2,085	13.2
Middle and Other Managers	129,380	100.0	59,270	45.8	70,115	54.2	1,685	1.3	29,295	22.6
Professionals	209,825	100.0	114,815	54.7	95,010	45.3	2,060	1.0	62,130	29.6
Semi-Professionals and Technicians	15,955	100.0	10,050	63.0	5,905	37.0	185	1.2	4,735	29.7
Supervisors	12,225	100.0	3,045	24.9	9,185	75.1	195	1.6	2,680	21.9
Supervisors: Crafts and Trades	255	100.0	170	66.7	80	31.4	-	-	30	11.8
Administrative and Senior Clerical ...	95,925	100.0	21,125	22.0	74,800	78.0	1,580	1.6	20,215	21.1
Skilled Sales and Service Personnel	123,525	100.0	48,130	39.0	75,395	61.0	1,960	1.6	26,825	21.7
Skilled Crafts and Trades Workers	1,315	100.0	1,165	88.6	155	11.8	45	3.4	195	14.8
Clerical Personnel	84,795	100.0	17,055	20.1	67,735	79.9	1,630	1.9	24,225	28.6
Intermediate Sales and Service	115,565	100.0	22,820	19.7	92,745	80.3	2,795	2.4	29,625	25.6
Semi-Skilled Manual Workers	1,355	100.0	1,110	81.9	240	17.7	40	3.0	360	26.6
Other Sales and Service Personnel	5,495	100.0	1,975	35.9	3,525	64.1	175	3.2	1,265	23.0
Other Manual Workers	520	100.0	315	60.6	205	39.4	70	13.5	85	16.3

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 53 - Real estate and rental and leasing

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	23%	3	27%	4
02 Middle & Other Managers	102	17	17%	38%	39	39%	40
03 Professionals	335	65	19%	50%	168	22%	75
04 Semi-Professionals & Technicians	257	6	2%	39%	99	20%	50
05 Supervisors	41	5	12%	49%	20	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	6%	0	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	62%	31	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	44%	31	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	3%	5	1%	2
10 Clerical Personnel	31	18	58%	79%	25	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	44%	19	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	8%	2	20%	4
13 Other Sales & Service Personnel	20	3	15%	32%	6	56%	11
14 Other Manual Workers	13	0	0%	17%	2	19%	2
Total	1,135	195	17%	40%	450	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	1%	4	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	5%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	1%	1	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	5%	7	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	3%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	5%	1	5%	1
14 Other Manual Workers	13	0	0%	7%	1	4%	0
Total	1,135	19	2%	3%	29	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	12%	2	10%	1
02 Middle & Other Managers	102	29	28%	20%	20	15%	15
03 Professionals	335	155	46%	32%	108	27%	90
04 Semi-Professionals & Technicians	257	67	26%	16%	42	25%	65
05 Supervisors	41	12	29%	15%	6	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	16%	8	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	20%	14	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	11%	14	10%	13
10 Clerical Personnel	31	12	39%	22%	7	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	18%	8	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	15%	3	47%	10
13 Other Sales & Service Personnel	20	3	15%	20%	4	29%	6
14 Other Manual Workers	13	0	0%	13%	2	8%	1
Total	1,135	335	30%	21%	239	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	37%	43	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	46%	275	21%	125
Supervisors	41	5	12%	49%	20	54%	22

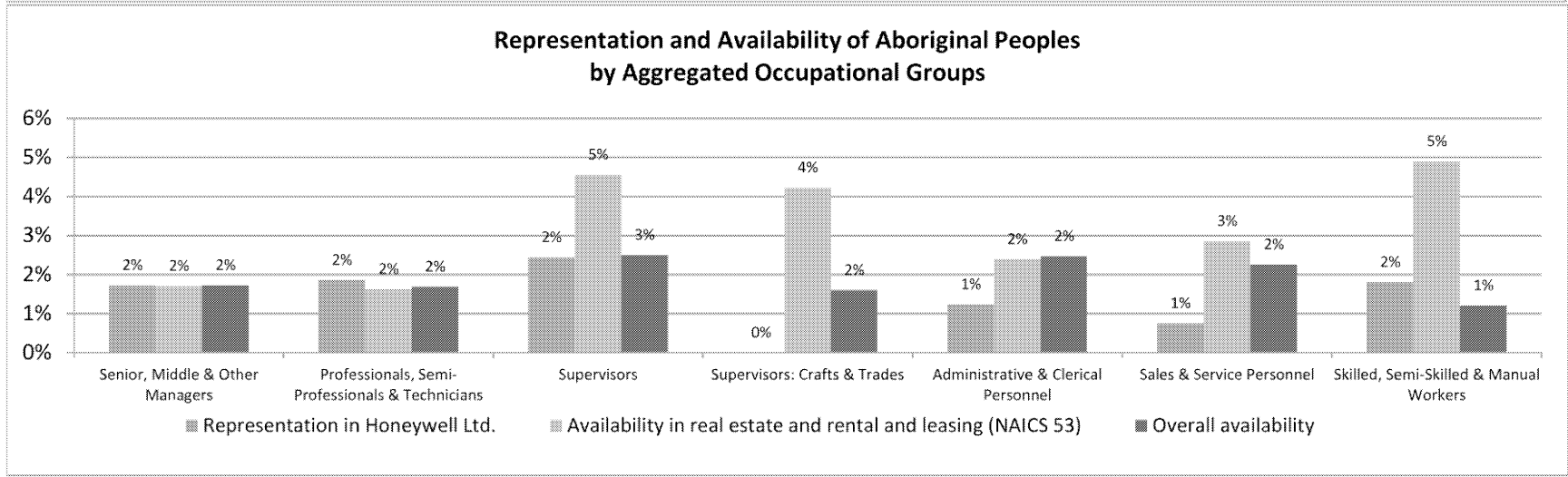
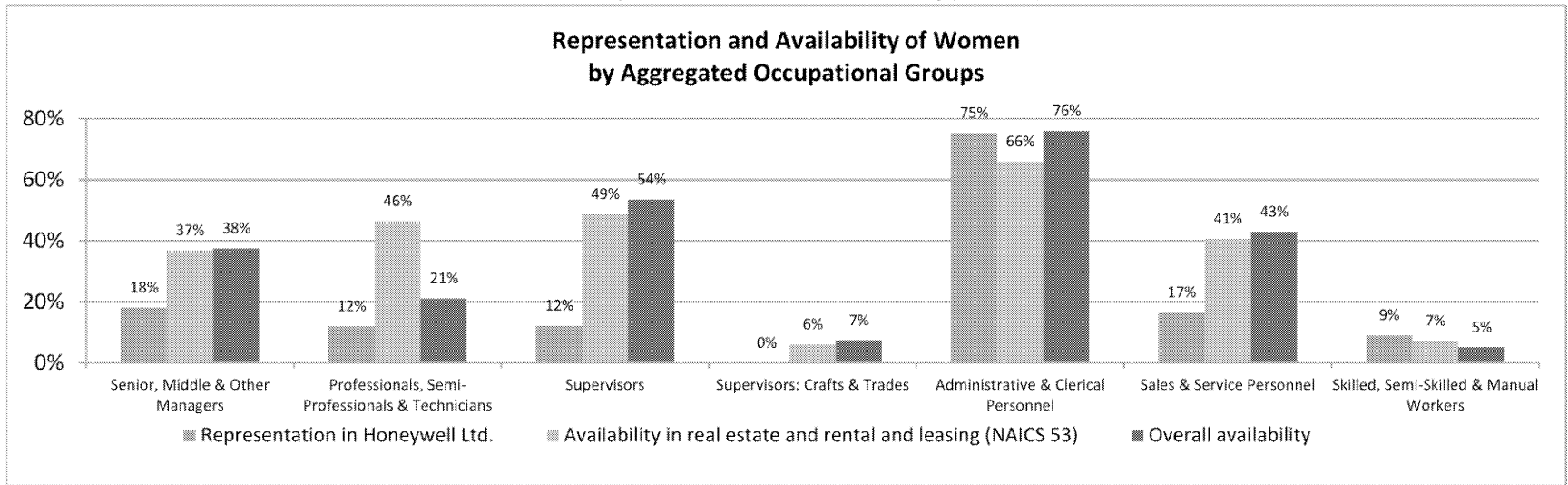
Supervisors: Crafts & Trades	6	0	0%	6%	0	7%	0
Administrative & Clerical Personnel	81	61	75%	66%	53	76%	62
Sales & Service Personnel	133	22	17%	41%	54	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	7%	12	5%	8
Total	1,135	195	17%	40%	457	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	10	2%	10
Supervisors	41	1	2%	5%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	2%	2	2%	2
Sales & Service Personnel	133	1	1%	3%	4	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	5%	8	1%	2
Total	1,135	19	2%	2%	28	2%	20

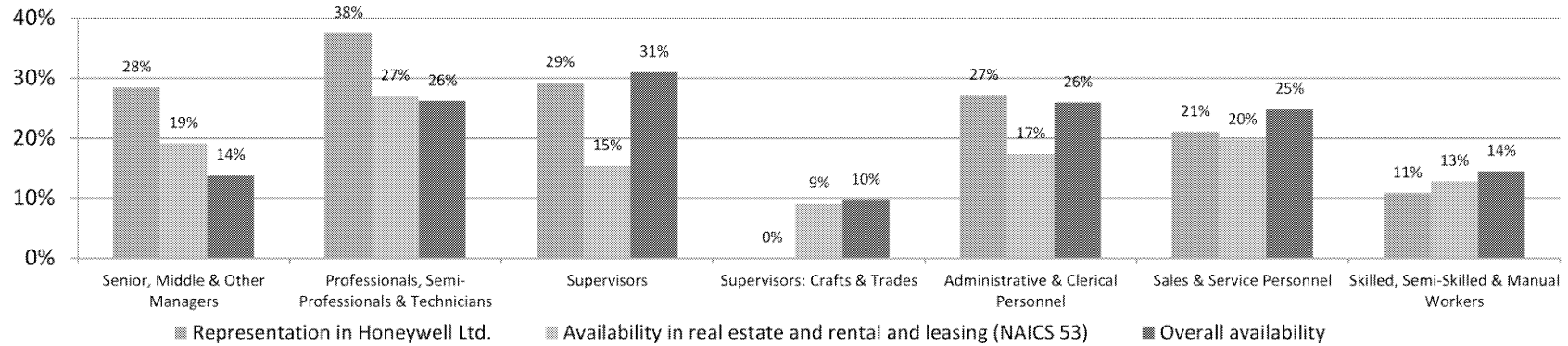
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	19%	22	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	27%	160	26%	155
Supervisors	41	12	29%	15%	6	31%	13
Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	17%	14	26%	21
Sales & Service Personnel	133	28	21%	20%	26	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	13%	21	14%	24
Total	1,135	335	30%	22%	251	23%	262

Women	1,135	195	17%	40%	457	28%	318
Aboriginal Peoples	1,135	19	2%	2%	28	2%	20
Members of Visible Minorities	1,135	335	30%	22%	251	23%	262

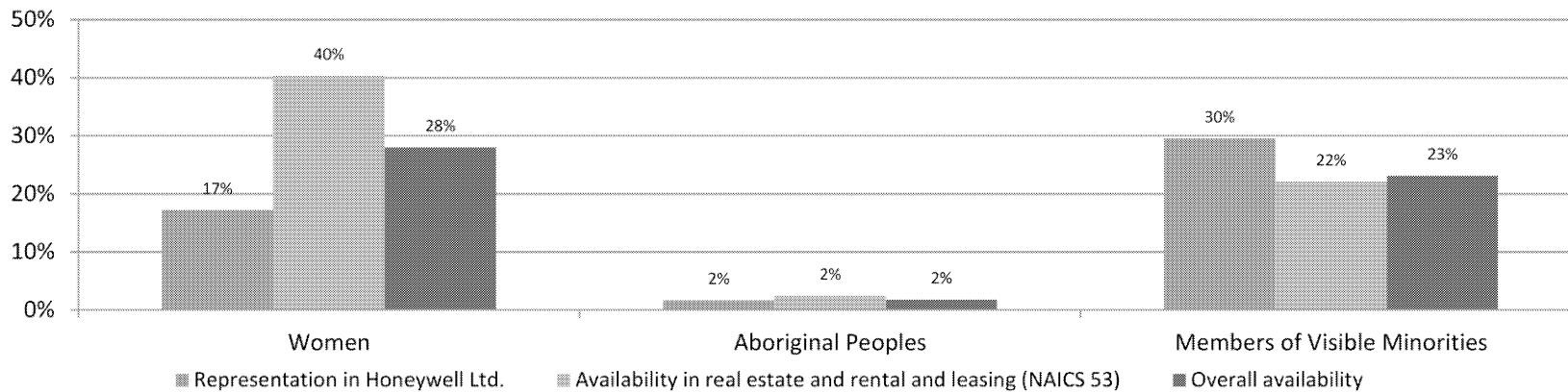
in Availability real estate and rental and leasing (NAICS 53)
 Representation in Honeywell Ltd.
 Availability in real estate and rental and leasing (NAICS 53)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 53 - Real estate and rental and leasing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	349,595	100.0	193,285	55.3	156,315	44.7	9,160	2.6	65,580	18.8
Senior Managers	6,515	100.0	4,985	76.5	1,530	23.5	75	1.2	775	11.9
Middle and Other Managers	58,260	100.0	35,915	61.6	22,345	38.4	1,030	1.8	11,590	19.9
Professionals	15,495	100.0	7,710	49.8	7,785	50.2	170	1.1	4,995	32.2
Semi-Professionals and Technicians	7,520	100.0	4,620	61.4	2,905	38.6	205	2.7	1,230	16.4
Supervisors	3,845	100.0	1,975	51.4	1,870	48.6	175	4.6	590	15.3
Supervisors: Crafts and Trades	2,250	100.0	2,120	94.2	135	6.0	95	4.2	205	9.1
Administrative and Senior Clerical ...	77,110	100.0	29,200	37.9	47,910	62.1	1,715	2.2	12,320	16.0
Skilled Sales and Service Personnel	66,080	100.0	36,925	55.9	29,160	44.1	945	1.4	13,360	20.2
Skilled Crafts and Trades Workers	12,150	100.0	11,735	96.6	415	3.4	615	5.1	1,325	10.9
Clerical Personnel	22,045	100.0	4,590	20.8	17,455	79.2	655	3.0	4,910	22.3
Intermediate Sales and Service	25,370	100.0	14,245	56.1	11,130	43.9	825	3.3	4,670	18.4
Semi-Skilled Manual Workers	11,080	100.0	10,235	92.4	840	7.6	420	3.8	1,655	14.9
Other Sales and Service Personnel	37,515	100.0	25,410	67.7	12,110	32.3	1,910	5.1	7,405	19.7
Other Manual Workers	4,355	100.0	3,630	83.4	725	16.6	315	7.2	555	12.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 54 - Professional, scientific and technical services

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	22%	3	27%	4
02 Middle & Other Managers	102	17	17%	37%	38	39%	40
03 Professionals	335	65	19%	34%	113	22%	75
04 Semi-Professionals & Technicians	257	6	2%	42%	109	20%	50
05 Supervisors	41	5	12%	60%	25	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	9%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	87%	43	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	40%	28	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	8%	10	1%	2
10 Clerical Personnel	31	18	58%	76%	24	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	52%	22	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	30%	6	20%	4
13 Other Sales & Service Personnel	20	3	15%	58%	12	56%	11
14 Other Manual Workers	13	0	0%	21%	3	19%	2
Total	1,135	195	17%	38%	436	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	1%	1	2%	2
03 Professionals	335	3	1%	1%	4	1%	3
04 Semi-Professionals & Technicians	257	8	3%	2%	5	3%	7
05 Supervisors	41	1	2%	2%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	1%	1	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	4%	6	2%	2
10 Clerical Personnel	31	0	0%	2%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	2%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	4%	1	5%	1
14 Other Manual Workers	13	0	0%	4%	1	4%	0
Total	1,135	19	2%	2%	23	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	12%	2	10%	1
02 Middle & Other Managers	102	29	28%	19%	19	15%	15
03 Professionals	335	155	46%	24%	80	27%	90
04 Semi-Professionals & Technicians	257	67	26%	20%	50	25%	65
05 Supervisors	41	12	29%	20%	8	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	16%	8	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	19%	14	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	14%	19	10%	13
10 Clerical Personnel	31	12	39%	22%	7	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	20%	8	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	22%	5	47%	10
13 Other Sales & Service Personnel	20	3	15%	21%	4	29%	6
14 Other Manual Workers	13	0	0%	14%	2	8%	1
Total	1,135	335	30%	20%	226	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	33%	39	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	36%	214	21%	125
Supervisors	41	5	12%	60%	25	54%	22

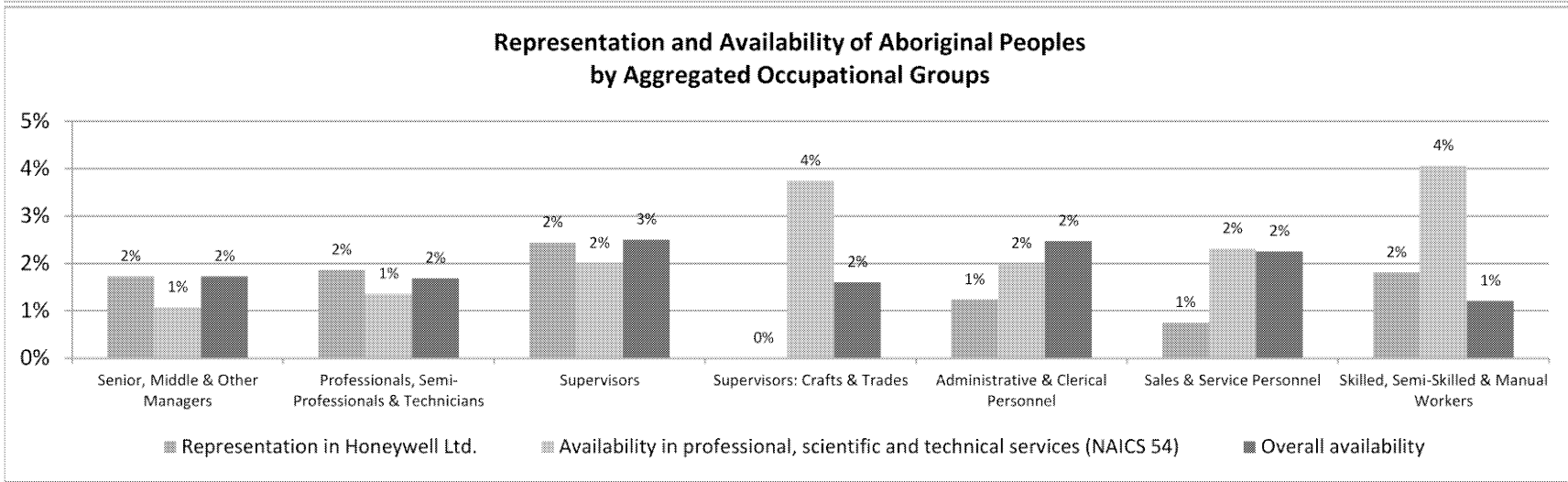
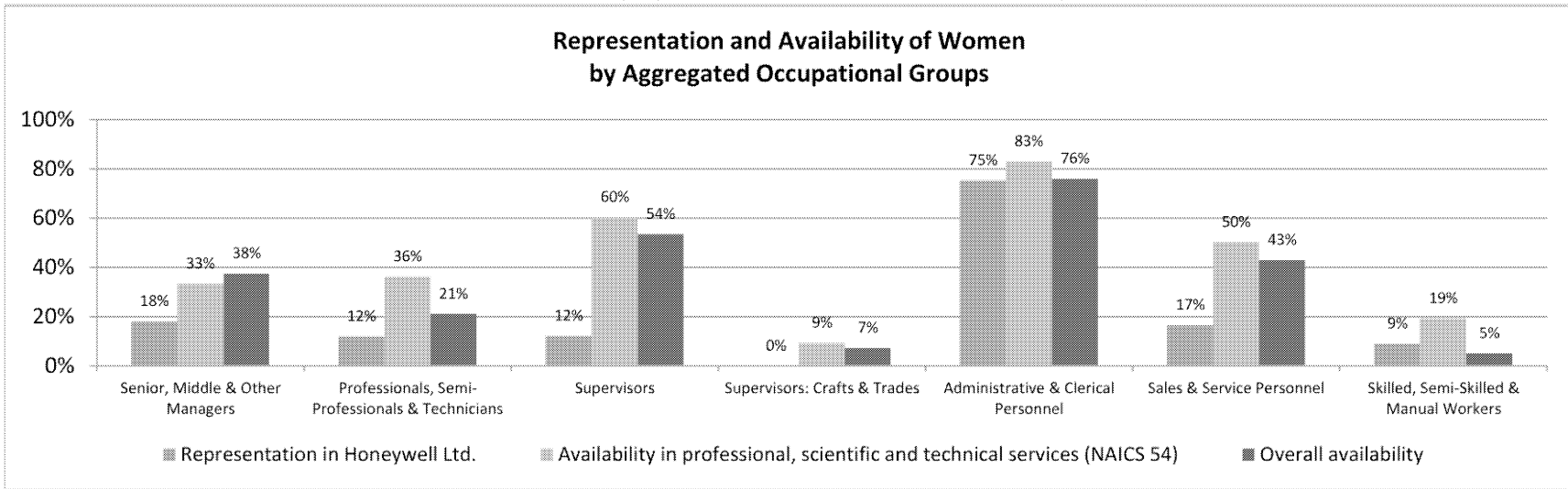
Supervisors: Crafts & Trades	6	0	0%	9%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	83%	67	76%	62
Sales & Service Personnel	133	22	17%	50%	67	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	19%	32	5%	8
Total	1,135	195	17%	39%	444	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	1%	1	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	1%	8	2%	10
Supervisors	41	1	2%	2%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	2%	2	2%	2
Sales & Service Personnel	133	1	1%	2%	3	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	4%	7	1%	2
Total	1,135	19	2%	2%	22	2%	20

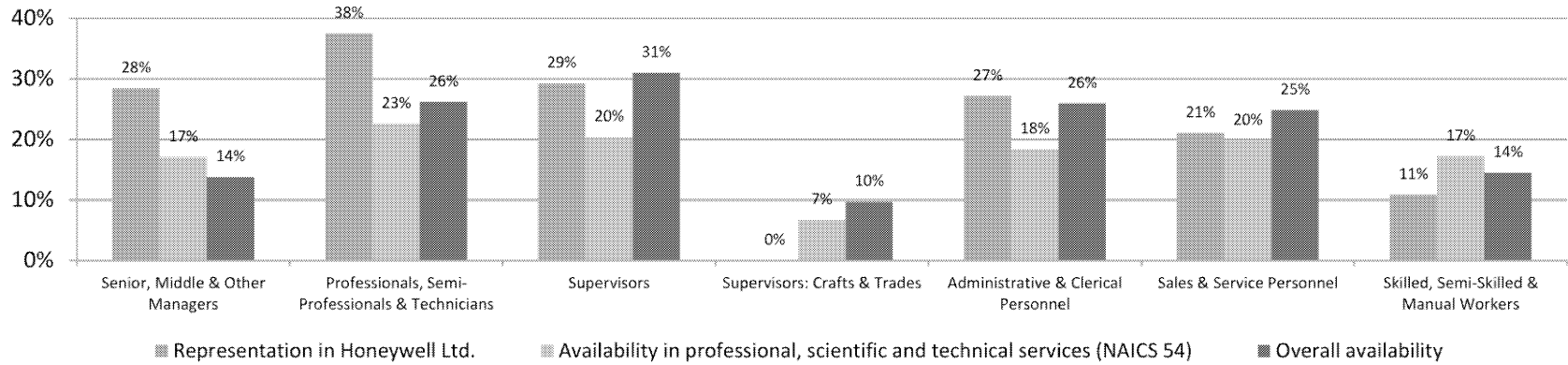
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	17%	20	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	23%	134	26%	155
Supervisors	41	12	29%	20%	8	31%	13
Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	18%	15	26%	21
Sales & Service Personnel	133	28	21%	20%	26	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	17%	29	14%	24
Total	1,135	335	30%	20%	232	23%	262

Women	1,135	195	17%	39%	444	28%	318
Aboriginal Peoples	1,135	19	2%	2%	22	2%	20
Members of Visible Minorities	1,135	335	30%	20%	232	23%	262

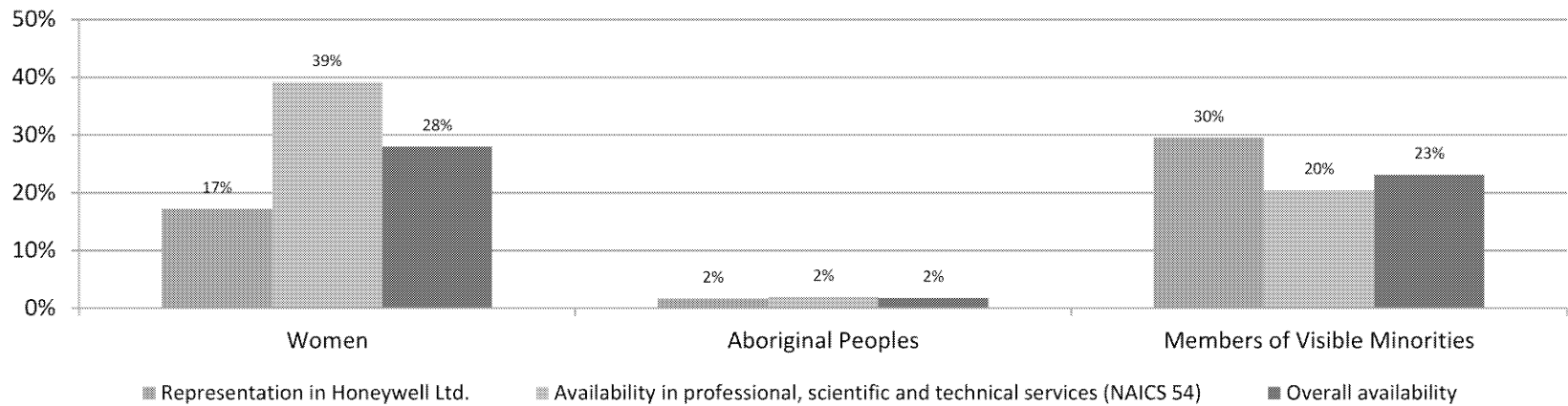
in Availability professional, scientific and technical services (NAICS 54)
 Representation in Honeywell Ltd.
 Availability in professional, scientific and technical services (NAICS 54)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 54 - Professional, scientific and technical services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	1,339,010	100.0	736,695	55.0	602,315	45.0	21,100	1.6	280,615	21.0
Senior Managers	29,855	100.0	23,345	78.2	6,510	21.8	205	0.7	3,560	11.9
Middle and Other Managers	88,345	100.0	55,370	62.7	32,970	37.3	1,060	1.2	16,600	18.8
Professionals	617,380	100.0	409,030	66.3	208,350	33.7	6,795	1.1	146,975	23.8
Semi-Professionals and Technicians	246,505	100.0	142,435	57.8	104,070	42.2	4,920	2.0	48,110	19.5
Supervisors	5,000	100.0	1,980	39.6	3,020	60.4	100	2.0	1,020	20.4
Supervisors: Crafts and Trades	5,745	100.0	5,205	90.6	535	9.3	215	3.7	385	6.7
Administrative and Senior Clerical ...	164,220	100.0	21,735	13.2	142,485	86.8	3,260	2.0	26,470	16.1
Skilled Sales and Service Personnel	13,150	100.0	7,825	59.5	5,325	40.5	160	1.2	2,540	19.3
Skilled Crafts and Trades Workers	13,480	100.0	12,410	92.1	1,065	7.9	605	4.5	1,950	14.5
Clerical Personnel	91,810	100.0	21,890	23.8	69,920	76.2	1,850	2.0	20,570	22.4
Intermediate Sales and Service	31,265	100.0	15,075	48.2	16,190	51.8	670	2.1	6,155	19.7
Semi-Skilled Manual Workers	13,795	100.0	9,725	70.5	4,070	29.5	510	3.7	2,975	21.6
Other Sales and Service Personnel	10,740	100.0	4,545	42.3	6,195	57.7	445	4.1	2,215	20.6
Other Manual Workers	7,720	100.0	6,125	79.3	1,600	20.7	305	4.0	1,095	14.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 55 - Management of companies and enterprises

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	17%	2	27%	4
02 Middle & Other Managers	102	17	17%	36%	37	39%	40
03 Professionals	335	65	19%	47%	159	22%	75
04 Semi-Professionals & Technicians	257	6	2%	38%	98	20%	50
05 Supervisors	41	5	12%	45%	18	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	15%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	79%	40	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	39%	27	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	0%	0	1%	2
10 Clerical Personnel	31	18	58%	78%	24	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	48%	21	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	13%	3	20%	4
13 Other Sales & Service Personnel	20	3	15%	43%	9	56%	11
14 Other Manual Workers	13	0	0%	31%	4	19%	2
Total	1,135	195	17%	39%	443	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	2%	5	1%	3
04 Semi-Professionals & Technicians	257	8	3%	6%	15	3%	7
05 Supervisors	41	1	2%	0%	0	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	0%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	2%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	3%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	4%	5	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	2%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	7%	1	5%	1
14 Other Manual Workers	13	0	0%	4%	0	4%	0
Total	1,135	19	2%	3%	35	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	11%	2	10%	1
02 Middle & Other Managers	102	29	28%	15%	16	15%	15
03 Professionals	335	155	46%	20%	68	27%	90
04 Semi-Professionals & Technicians	257	67	26%	25%	65	25%	65
05 Supervisors	41	12	29%	29%	12	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	24%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	16%	8	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	17%	12	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	15%	20	10%	13
10 Clerical Personnel	31	12	39%	20%	6	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	20%	9	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	20%	4	47%	10
13 Other Sales & Service Personnel	20	3	15%	21%	4	29%	6
14 Other Manual Workers	13	0	0%	13%	2	8%	1
Total	1,135	335	30%	20%	229	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	30%	35	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	46%	270	21%	125
Supervisors	41	5	12%	45%	18	54%	22

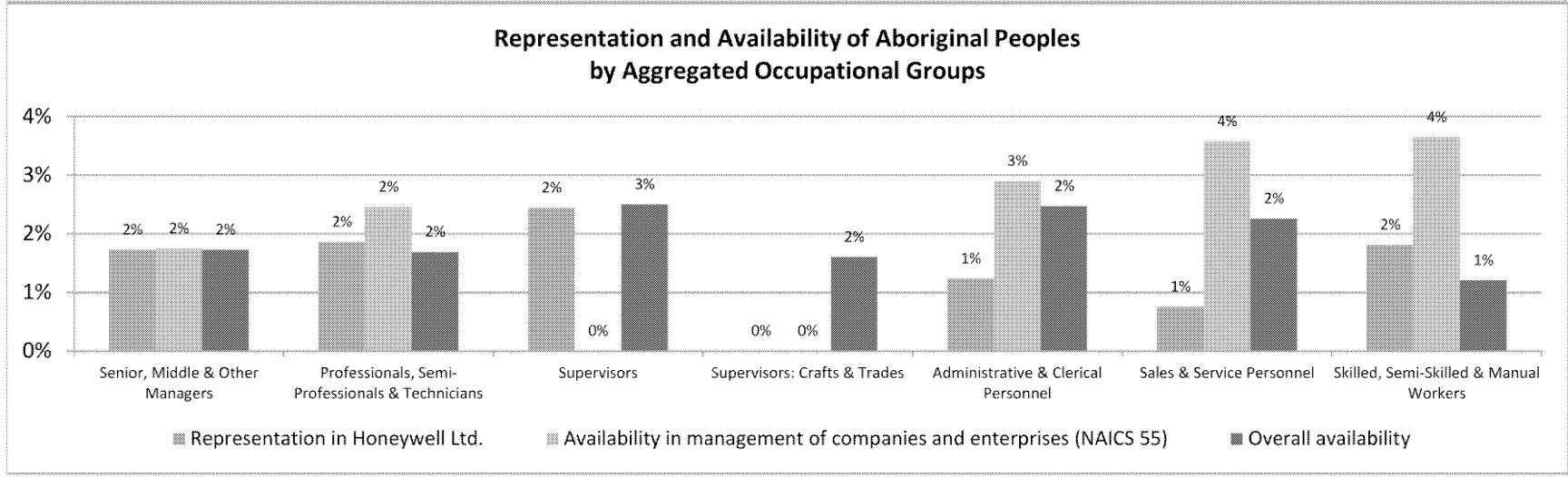
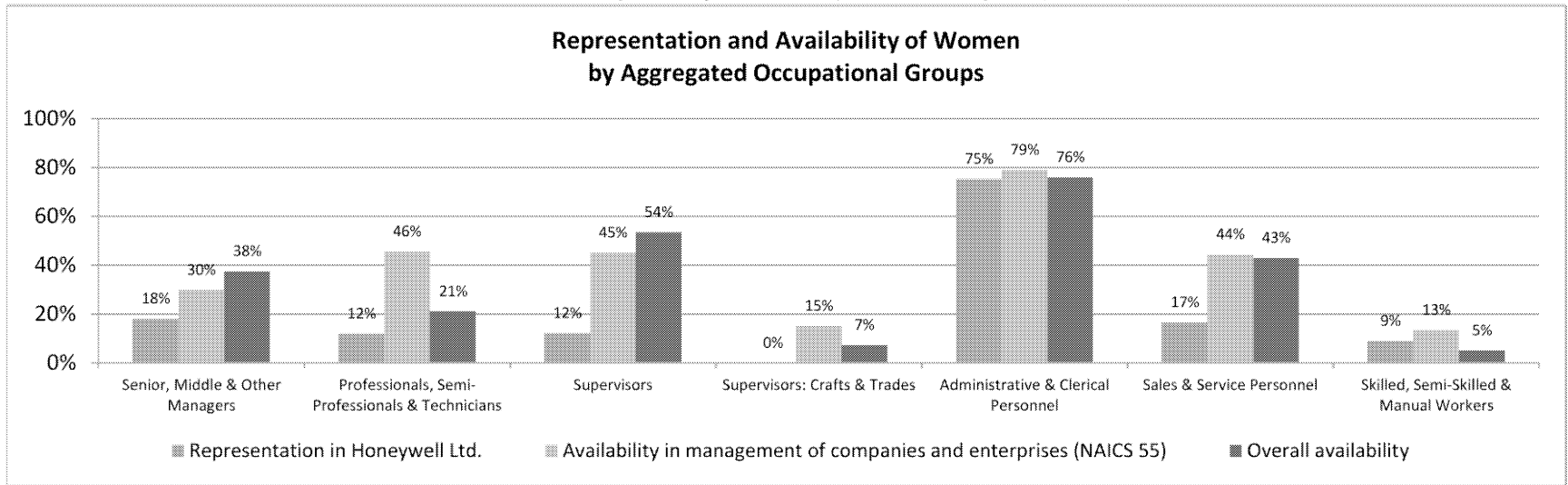
Supervisors: Crafts & Trades	6	0	0%	15%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	79%	64	76%	62
Sales & Service Personnel	133	22	17%	44%	59	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	13%	22	5%	8
Total	1,135	195	17%	41%	469	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	15	2%	10
Supervisors	41	1	2%	0%	0	3%	1
Supervisors: Crafts & Trades	6	0	0%	0%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	4%	5	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	4%	6	1%	2
Total	1,135	19	2%	3%	30	2%	20

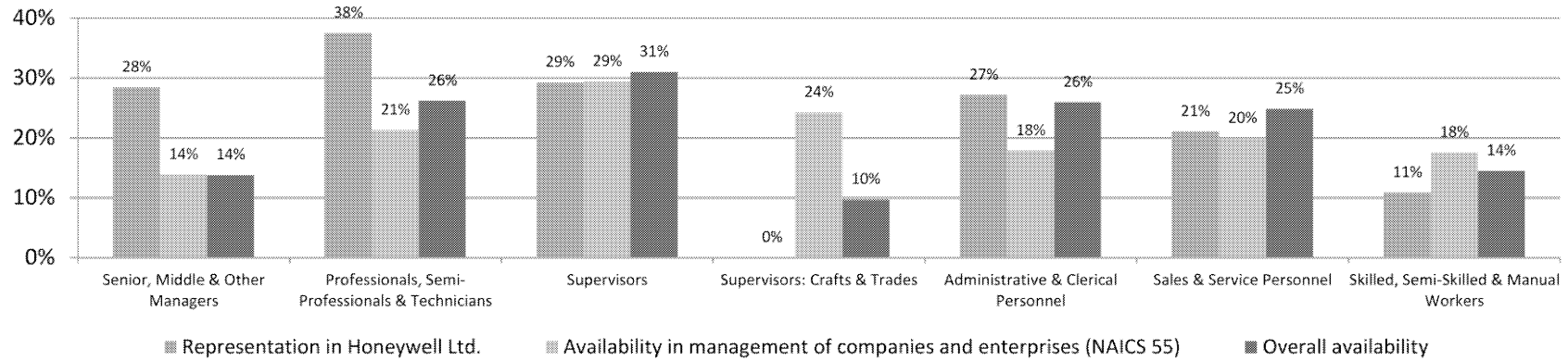
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	14%	16	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	21%	126	26%	155
Supervisors	41	12	29%	29%	12	31%	13
Supervisors: Crafts & Trades	6	0	0%	24%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	18%	14	26%	21
Sales & Service Personnel	133	28	21%	20%	26	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	18%	29	14%	24
Total	1,135	335	30%	20%	225	23%	262

Women	1,135	195	17%	41%	469	28%	318
Aboriginal Peoples	1,135	19	2%	3%	30	2%	20
Members of Visible Minorities	1,135	335	30%	20%	225	23%	262

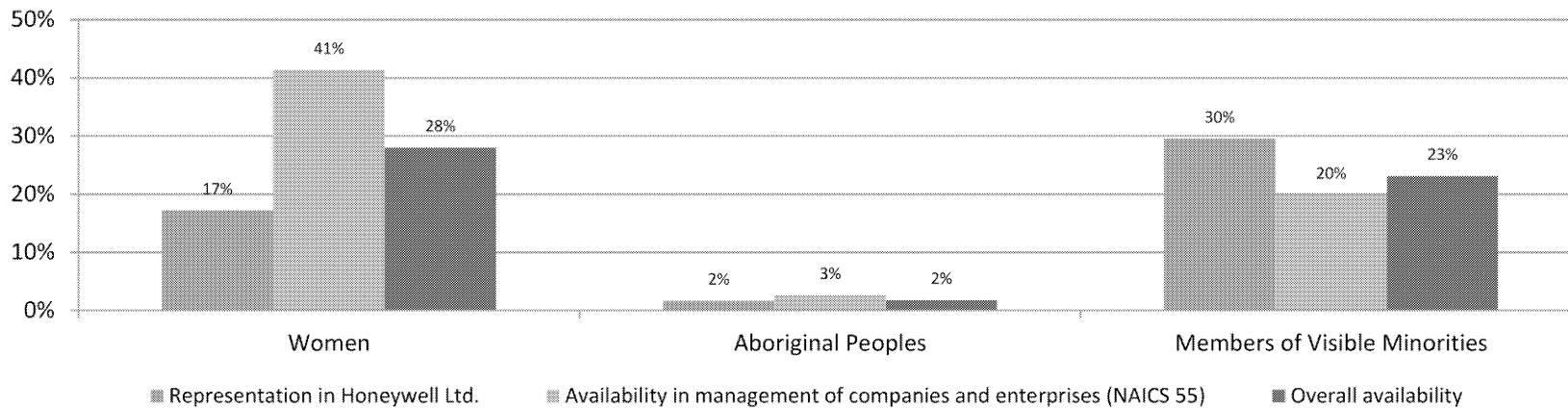
NAICS 55 - Management of companies and enterprises
 in Availability management of companies and enterprises (NAICS 55)
 Representation in Honeywell Ltd.
 Availability in management of companies and enterprises (NAICS 55)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 55 - Management of companies and enterprises

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	19,075	100.0	10,125	53.1	8,950	46.9	505	2.6	3,425	18.0
Senior Managers	1,610	100.0	1,335	82.9	275	17.1	20	1.2	175	10.9
Middle and Other Managers	3,260	100.0	2,080	63.8	1,180	36.2	65	2.0	500	15.3
Professionals	3,405	100.0	1,795	52.7	1,615	47.4	55	1.6	690	20.3
Semi-Professionals and Technicians	875	100.0	540	61.7	335	38.3	50	5.7	220	25.1
Supervisors	255	100.0	140	54.9	115	45.1	-	-	75	29.4
Supervisors: Crafts and Trades	165	100.0	140	84.8	25	15.2	-	-	40	24.2
Administrative and Senior Clerical ...	3,235	100.0	665	20.6	2,565	79.3	75	2.3	525	16.2
Skilled Sales and Service Personnel	490	100.0	300	61.2	190	38.8	15	3.1	85	17.3
Skilled Crafts and Trades Workers	530	100.0	515	97.2	-	-	20	3.8	80	15.1
Clerical Personnel	2,115	100.0	460	21.7	1,660	78.5	80	3.8	430	20.3
Intermediate Sales and Service	905	100.0	470	51.9	435	48.1	15	1.7	185	20.4
Semi-Skilled Manual Workers	1,245	100.0	1,075	86.3	165	13.3	45	3.6	250	20.1
Other Sales and Service Personnel	565	100.0	315	55.8	245	43.4	40	7.1	120	21.2
Other Manual Workers	420	100.0	295	70.2	130	31.0	15	3.6	55	13.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 56 - Administrative and support, waste management and remediation services

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	28%	4	27%	4
02 Middle & Other Managers	102	17	17%	40%	41	39%	40
03 Professionals	335	65	19%	55%	186	22%	75
04 Semi-Professionals & Technicians	257	6	2%	30%	77	20%	50
05 Supervisors	41	5	12%	42%	17	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	12%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	82%	41	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	44%	31	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	7%	10	1%	2
10 Clerical Personnel	31	18	58%	70%	22	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	44%	19	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	12%	3	20%	4
13 Other Sales & Service Personnel	20	3	15%	55%	11	56%	11
14 Other Manual Workers	13	0	0%	20%	3	19%	2
Total	1,135	195	17%	41%	464	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	1%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	3%	9	1%	3
04 Semi-Professionals & Technicians	257	8	3%	4%	10	3%	7
05 Supervisors	41	1	2%	2%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	2%	1	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	5%	6	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	3%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	4%	1	5%	1
14 Other Manual Workers	13	0	0%	5%	1	4%	0
Total	1,135	19	2%	3%	36	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	11%	2	10%	1
02 Middle & Other Managers	102	29	28%	18%	18	15%	15
03 Professionals	335	155	46%	23%	76	27%	90
04 Semi-Professionals & Technicians	257	67	26%	18%	46	25%	65
05 Supervisors	41	12	29%	25%	10	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	16%	8	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	27%	19	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	11%	15	10%	13
10 Clerical Personnel	31	12	39%	28%	9	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	27%	12	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	20%	4	47%	10
13 Other Sales & Service Personnel	20	3	15%	26%	5	29%	6
14 Other Manual Workers	13	0	0%	18%	2	8%	1
Total	1,135	335	30%	20%	226	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	38%	44	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	44%	260	21%	125
Supervisors	41	5	12%	42%	17	54%	22

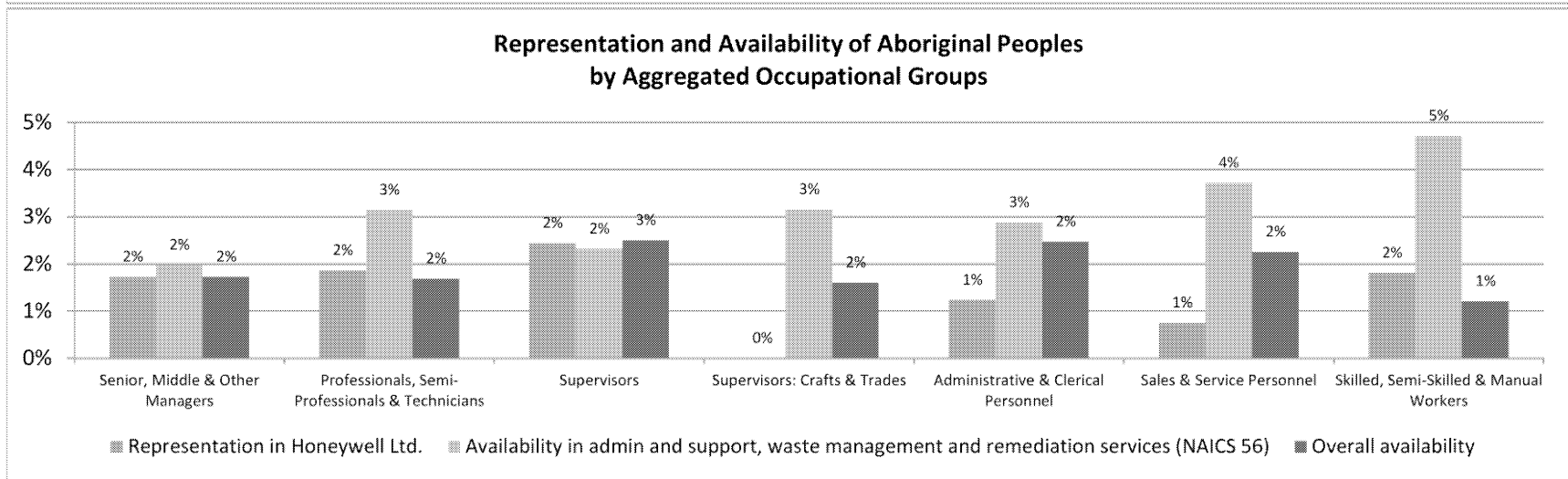
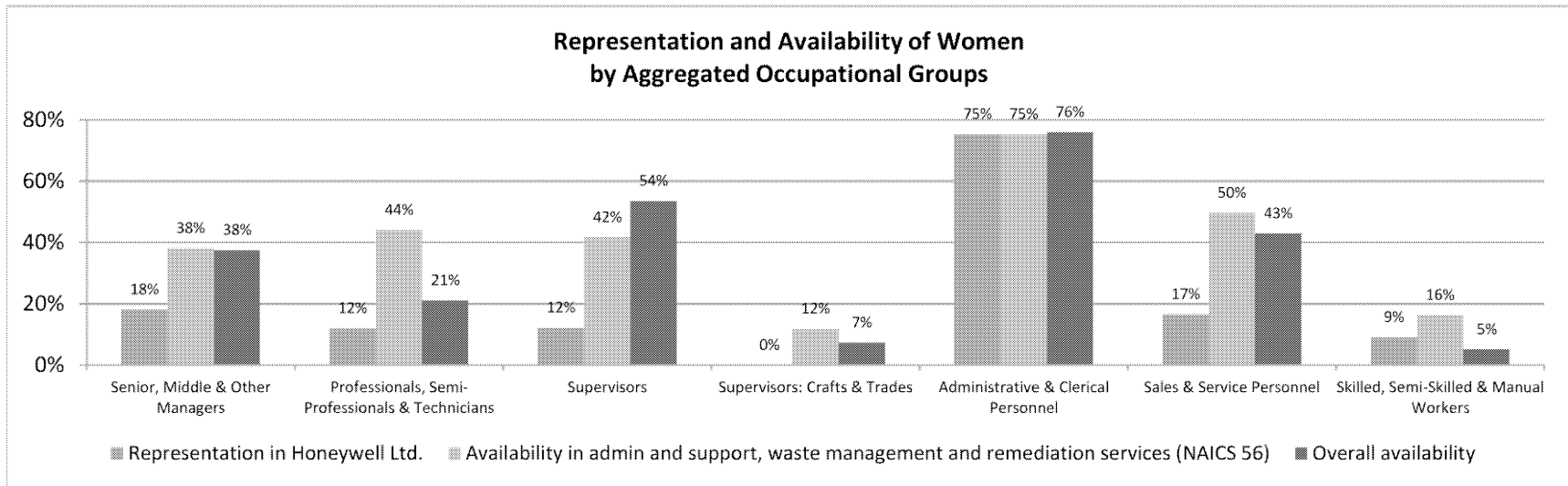
Supervisors: Crafts & Trades	6	0	0%	12%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	75%	61	76%	62
Sales & Service Personnel	133	22	17%	50%	66	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	16%	27	5%	8
Total	1,135	195	17%	42%	477	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	2	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	3%	19	2%	10
Supervisors	41	1	2%	2%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	4%	5	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	5%	8	1%	2
Total	1,135	19	2%	3%	37	2%	20

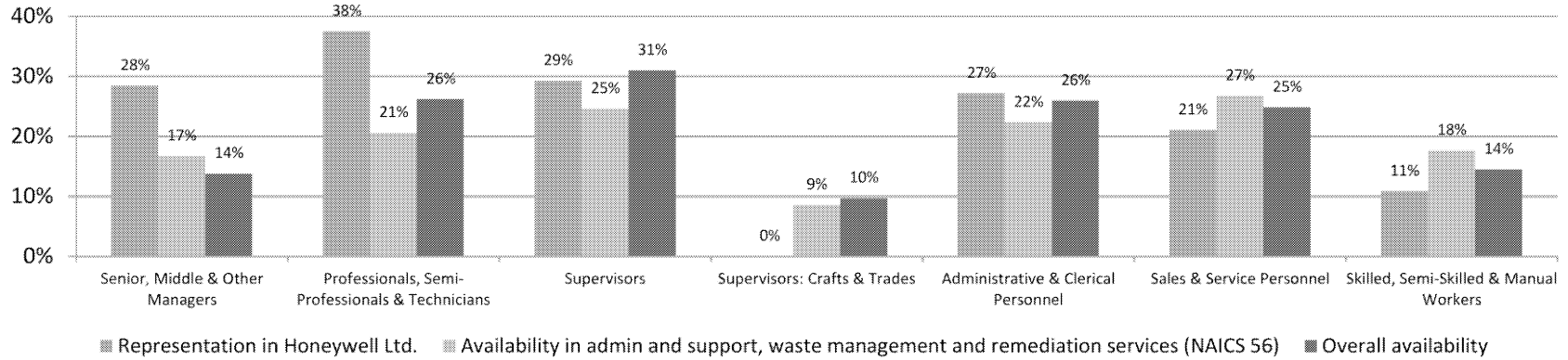
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	17%	19	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	21%	122	26%	155
Supervisors	41	12	29%	25%	10	31%	13
Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	22%	18	26%	21
Sales & Service Personnel	133	28	21%	27%	36	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	18%	29	14%	24
Total	1,135	335	30%	21%	235	23%	262

Women	1,135	195	17%	42%	477	28%	318
Aboriginal Peoples	1,135	19	2%	3%	37	2%	20
Members of Visible Minorities	1,135	335	30%	21%	235	23%	262

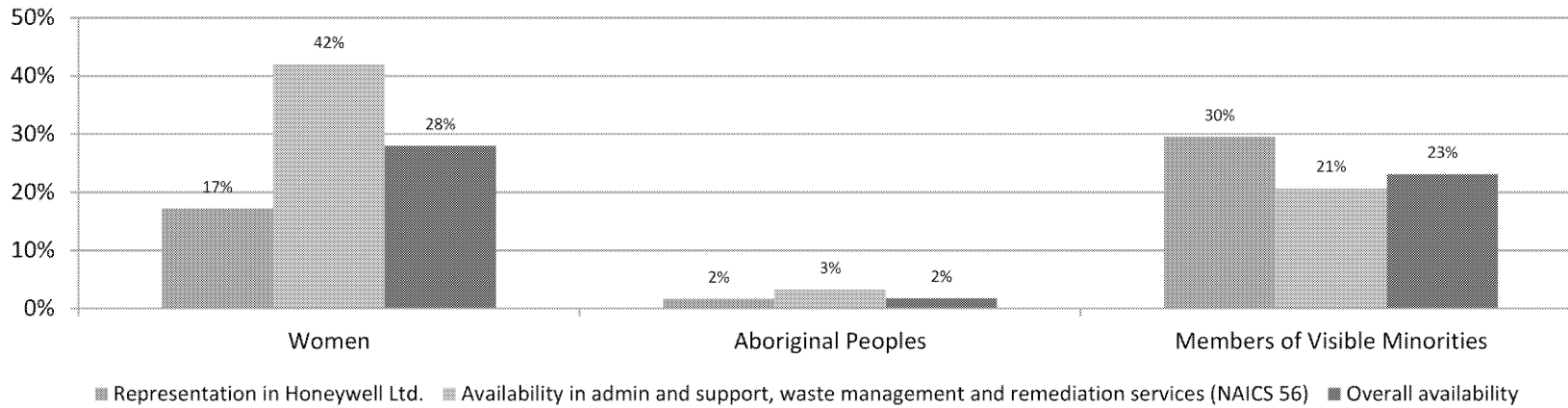
NAICS 56 - Administrative and support, waste management and remediation services
 in Availability admin and support, waste management and remediation services (NAICS 56)
 Representation in Honeywell Ltd.
 Availability in admin and support, waste management and remediation services (NAICS 56)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 56 - Administrative and support, waste management and remediation services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	812,150	100.0	456,980	56.3	355,175	43.7	29,325	3.6	183,685	22.6
Senior Managers	9,245	100.0	6,645	71.9	2,595	28.1	95	1.0	1,055	11.4
Middle and Other Managers	42,800	100.0	25,575	59.8	17,230	40.3	935	2.2	7,630	17.8
Professionals	40,270	100.0	17,930	44.5	22,340	55.5	1,045	2.6	9,180	22.8
Semi-Professionals and Technicians	32,830	100.0	23,010	70.1	9,820	29.9	1,250	3.8	5,870	17.9
Supervisors	18,335	100.0	10,690	58.3	7,645	41.7	425	2.3	4,510	24.6
Supervisors: Crafts and Trades	16,325	100.0	14,395	88.2	1,925	11.8	515	3.2	1,395	8.5
Administrative and Senior Clerical ...	48,900	100.0	8,870	18.1	40,030	81.9	1,280	2.6	7,850	16.1
Skilled Sales and Service Personnel	4,320	100.0	2,415	55.9	1,905	44.1	90	2.1	1,145	26.5
Skilled Crafts and Trades Workers	18,590	100.0	17,205	92.5	1,385	7.5	860	4.6	2,065	11.1
Clerical Personnel	57,075	100.0	17,325	30.4	39,750	69.6	1,770	3.1	15,815	27.7
Intermediate Sales and Service	176,475	100.0	99,025	56.1	77,445	43.9	5,705	3.2	47,815	27.1
Semi-Skilled Manual Workers	51,045	100.0	44,665	87.5	6,380	12.5	2,100	4.1	9,990	19.6
Other Sales and Service Personnel	193,085	100.0	86,720	44.9	106,365	55.1	8,090	4.2	51,005	26.4
Other Manual Workers	102,865	100.0	82,500	80.2	20,360	19.8	5,165	5.0	18,375	17.9

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 61 - Educational services

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	45%	6	27%	4
02 Middle & Other Managers	102	17	17%	55%	56	39%	40
03 Professionals	335	65	19%	66%	222	22%	75
04 Semi-Professionals & Technicians	257	6	2%	64%	164	20%	50
05 Supervisors	41	5	12%	51%	21	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	23%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	90%	45	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	63%	44	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	4%	5	1%	2
10 Clerical Personnel	31	18	58%	82%	25	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	87%	37	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	40%	8	20%	4
13 Other Sales & Service Personnel	20	3	15%	38%	8	56%	11
14 Other Manual Workers	13	0	0%	18%	2	19%	2
Total	1,135	195	17%	57%	646	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	3%	0	3%	0
02 Middle & Other Managers	102	2	2%	3%	3	2%	2
03 Professionals	335	3	1%	2%	8	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	7	3%	7
05 Supervisors	41	1	2%	4%	1	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	2%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	2	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	5%	4	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	4%	5	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	6%	3	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	8%	2	2%	0
13 Other Sales & Service Personnel	20	1	5%	6%	1	5%	1
14 Other Manual Workers	13	0	0%	8%	1	4%	0
Total	1,135	19	2%	3%	38	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	10%	1	10%	1
02 Middle & Other Managers	102	29	28%	11%	11	15%	15
03 Professionals	335	155	46%	14%	47	27%	90
04 Semi-Professionals & Technicians	257	67	26%	18%	46	25%	65
05 Supervisors	41	12	29%	12%	5	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	12%	6	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	19%	13	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	6%	8	10%	13
10 Clerical Personnel	31	12	39%	17%	5	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	12%	5	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	8%	2	47%	10
13 Other Sales & Service Personnel	20	3	15%	15%	3	29%	6
14 Other Manual Workers	13	0	0%	10%	1	8%	1
Total	1,135	335	30%	14%	155	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	55%	63	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	66%	390	21%	125
Supervisors	41	5	12%	51%	21	54%	22

Supervisors: Crafts & Trades	6	0	0%	23%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	88%	71	76%	62
Sales & Service Personnel	133	22	17%	71%	94	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	21%	35	5%	8
Total	1,135	195	17%	60%	675	28%	318

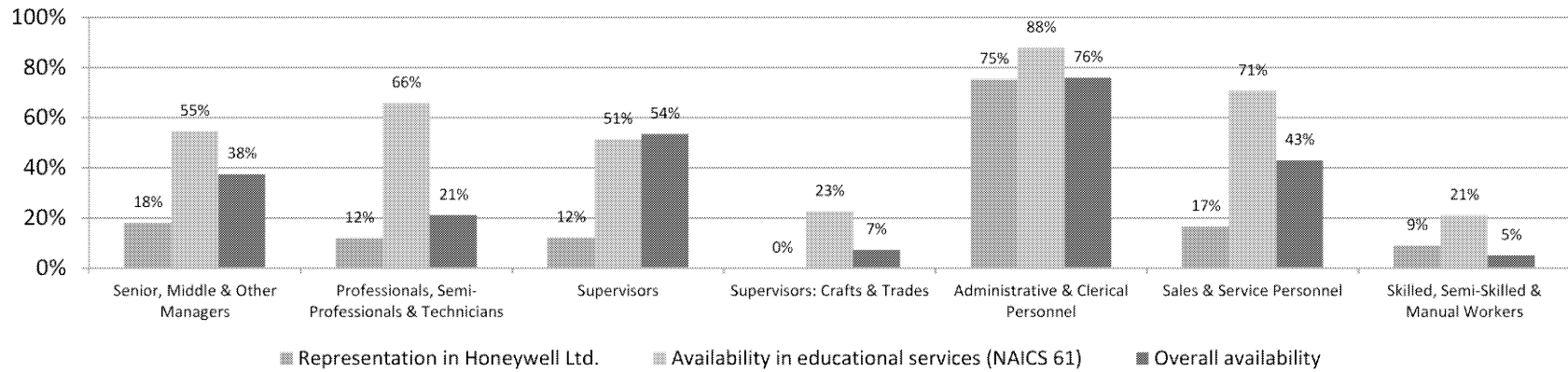
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	3%	3	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	2%	14	2%	10
Supervisors	41	1	2%	4%	1	3%	1
Supervisors: Crafts & Trades	6	0	0%	2%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	3	2%	2
Sales & Service Personnel	133	1	1%	6%	8	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	6%	10	1%	2
Total	1,135	19	2%	3%	40	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	11%	13	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	15%	86	26%	155
Supervisors	41	12	29%	12%	5	31%	13
Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	14%	11	26%	21
Sales & Service Personnel	133	28	21%	13%	17	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	7%	12	14%	24
Total	1,135	335	30%	13%	145	23%	262

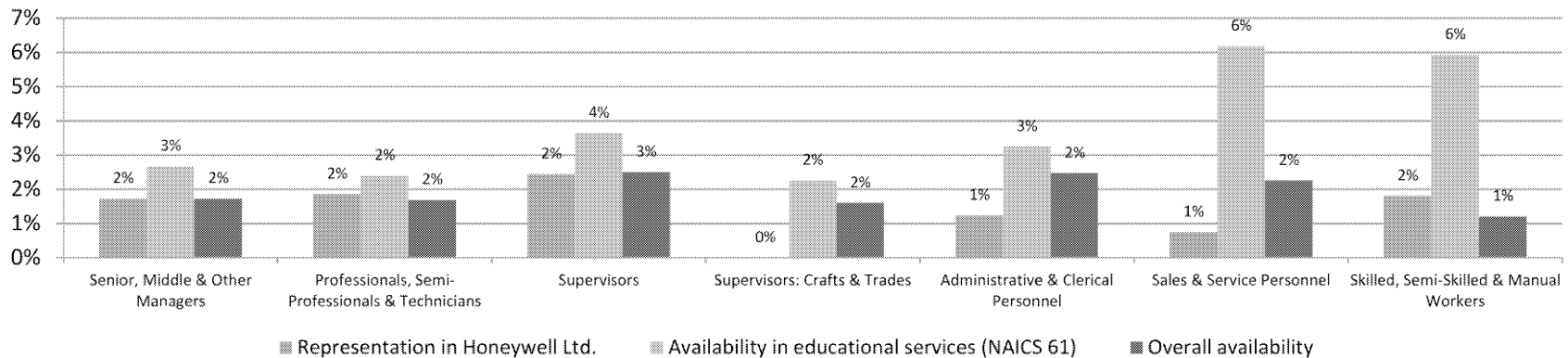
Women	1,135	195	17%	60%	675	28%	318
Aboriginal Peoples	1,135	19	2%	3%	40	2%	20
Members of Visible Minorities	1,135	335	30%	13%	145	23%	262

NAICS 61 - Educational services
 in Availability educational services (NAICS 61)
 Representation in Honeywell Ltd.
 Availability in educational services (NAICS 61)

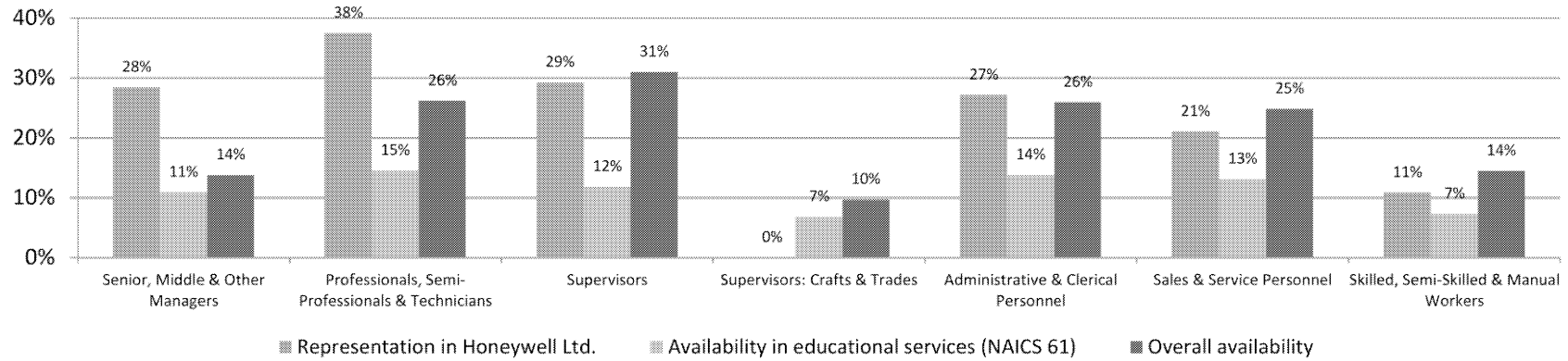
Representation and Availability of Women by Aggregated Occupational Groups



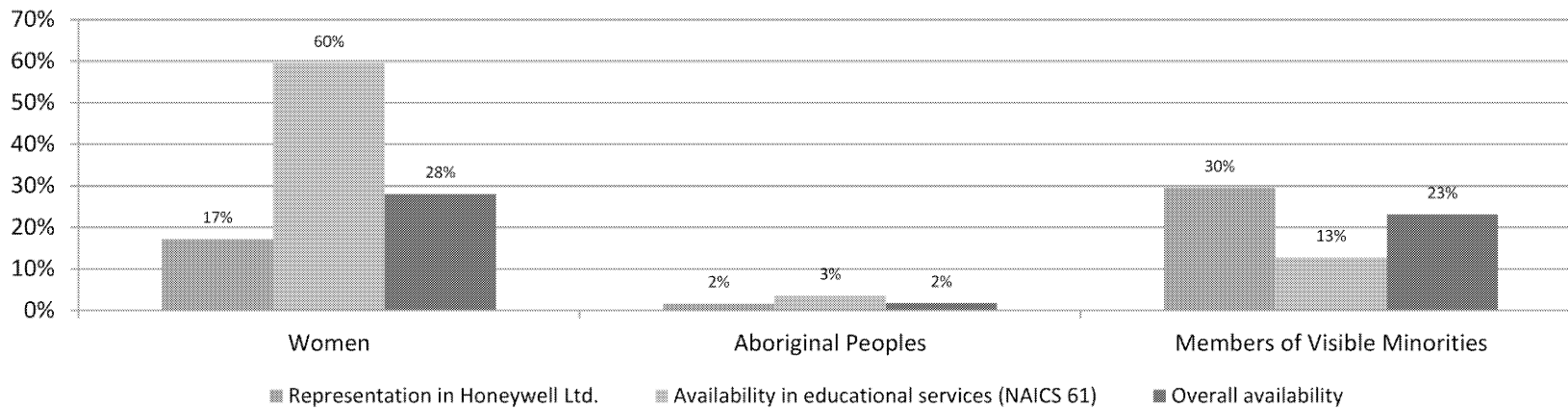
Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 61 - Educational services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	1,432,160	100.0	472,010	33.0	960,145	67.0	44,285	3.1	199,060	13.9
Senior Managers	6,065	100.0	3,310	54.6	2,750	45.3	155	2.6	605	10.0
Middle and Other Managers	72,430	100.0	32,355	44.7	40,080	55.3	1,945	2.7	7,945	11.0
Professionals	855,940	100.0	289,525	33.8	566,415	66.2	20,135	2.4	119,560	14.0
Semi-Professionals and Technicians	130,705	100.0	47,510	36.3	83,190	63.6	3,525	2.7	23,640	18.1
Supervisors	3,980	100.0	1,940	48.7	2,045	51.4	145	3.6	470	11.8
Supervisors: Crafts and Trades	1,550	100.0	1,200	77.4	350	22.6	35	2.3	105	6.8
Administrative and Senior Clerical ...	91,350	100.0	8,765	9.6	82,590	90.4	2,825	3.1	11,235	12.3
Skilled Sales and Service Personnel	3,580	100.0	1,330	37.2	2,245	62.7	195	5.4	690	19.3
Skilled Crafts and Trades Workers	11,955	100.0	11,510	96.3	445	3.7	470	3.9	765	6.4
Clerical Personnel	41,910	100.0	7,480	17.8	34,430	82.2	1,500	3.6	7,140	17.0
Intermediate Sales and Service	132,485	100.0	17,015	12.8	115,465	87.2	8,570	6.5	15,630	11.8
Semi-Skilled Manual Workers	11,545	100.0	6,970	60.4	4,570	39.6	870	7.5	890	7.7
Other Sales and Service Personnel	66,010	100.0	40,920	62.0	25,080	38.0	3,710	5.6	10,130	15.3
Other Manual Workers	2,655	100.0	2,175	81.9	480	18.1	210	7.9	255	9.6

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 62 - Health care and social assistance

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	65%	9	27%	4
02 Middle & Other Managers	102	17	17%	73%	75	39%	40
03 Professionals	335	65	19%	79%	263	22%	75
04 Semi-Professionals & Technicians	257	6	2%	84%	217	20%	50
05 Supervisors	41	5	12%	76%	31	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	30%	2	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	93%	47	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	73%	51	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	6%	7	1%	2
10 Clerical Personnel	31	18	58%	91%	28	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	88%	38	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	33%	7	20%	4
13 Other Sales & Service Personnel	20	3	15%	69%	14	56%	11
14 Other Manual Workers	13	0	0%	30%	4	19%	2
Total	1,135	195	17%	70%	792	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	4%	1	3%	0
02 Middle & Other Managers	102	2	2%	3%	4	2%	2
03 Professionals	335	3	1%	2%	8	1%	3
04 Semi-Professionals & Technicians	257	8	3%	5%	12	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	5%	4	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	4%	5	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	5%	2	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	13%	3	2%	0
13 Other Sales & Service Personnel	20	1	5%	5%	1	5%	1
14 Other Manual Workers	13	0	0%	8%	1	4%	0
Total	1,135	19	2%	4%	44	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	7%	1	10%	1
02 Middle & Other Managers	102	29	28%	12%	12	15%	15
03 Professionals	335	155	46%	19%	62	27%	90
04 Semi-Professionals & Technicians	257	67	26%	17%	44	25%	65
05 Supervisors	41	12	29%	17%	7	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	13%	6	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	14%	9	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	9%	12	10%	13
10 Clerical Personnel	31	12	39%	18%	6	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	24%	10	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	14%	3	47%	10
13 Other Sales & Service Personnel	20	3	15%	16%	3	29%	6
14 Other Manual Workers	13	0	0%	9%	1	8%	1
Total	1,135	335	30%	16%	178	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	72%	84	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	81%	481	21%	125
Supervisors	41	5	12%	76%	31	54%	22

Supervisors: Crafts & Trades	6	0	0%	30%	2	7%	0
Administrative & Clerical Personnel	81	61	75%	92%	75	76%	62
Sales & Service Personnel	133	22	17%	83%	110	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	21%	35	5%	8
Total	1,135	195	17%	72%	817	28%	318

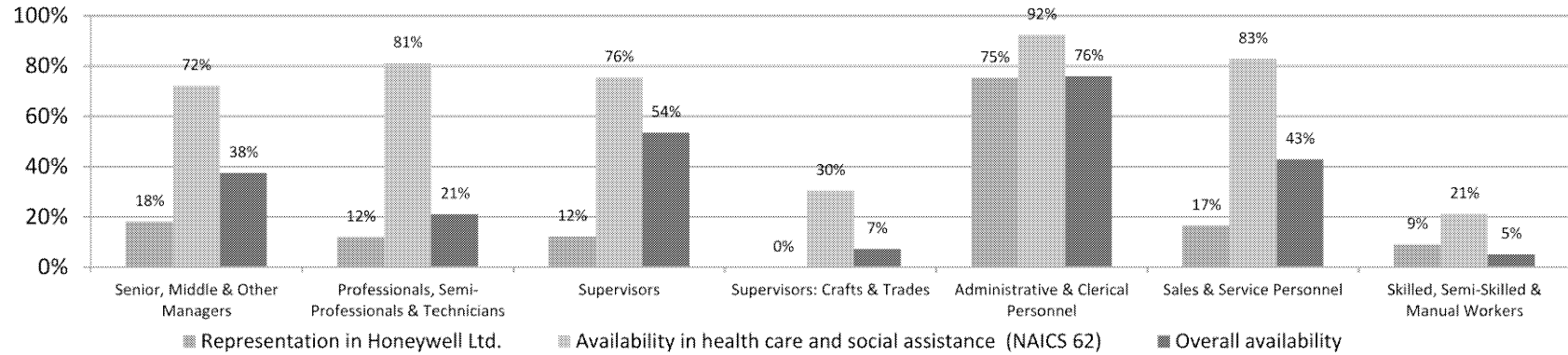
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	4%	4	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	3%	20	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	3	2%	2
Sales & Service Personnel	133	1	1%	5%	6	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	8%	14	1%	2
Total	1,135	19	2%	4%	49	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	11%	13	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	18%	106	26%	155
Supervisors	41	12	29%	17%	7	31%	13
Supervisors: Crafts & Trades	6	0	0%	9%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	15%	12	26%	21
Sales & Service Personnel	133	28	21%	22%	29	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	11%	18	14%	24
Total	1,135	335	30%	16%	186	23%	262

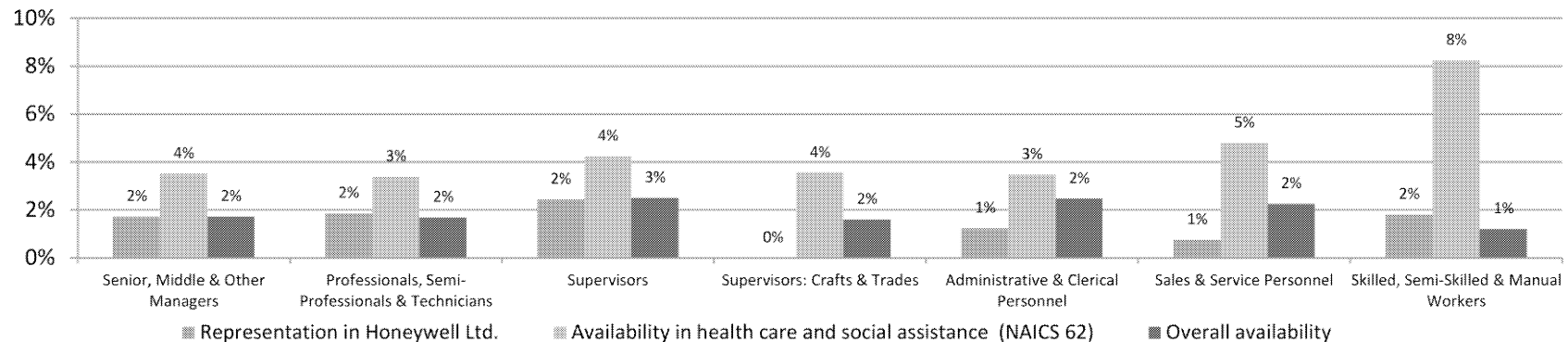
Women	1,135	195	17%	72%	817	28%	318
Aboriginal Peoples	1,135	19	2%	4%	49	2%	20
Members of Visible Minorities	1,135	335	30%	16%	186	23%	262

NAICS 62 - Health care and social assistance
 in Availability health care and social assistance (NAICS 62)
 Representation in Honeywell Ltd.
 Availability in health care and social assistance (NAICS 62)

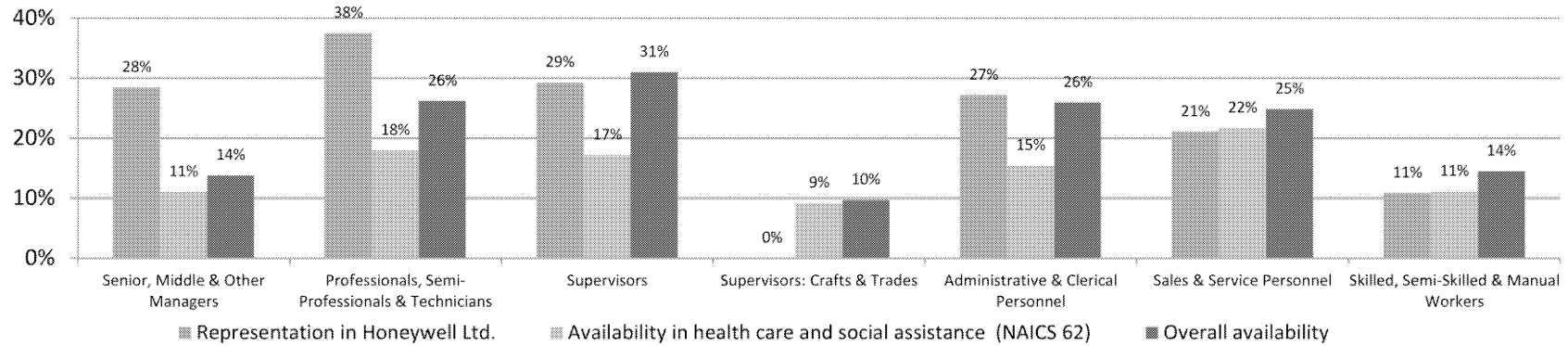
Representation and Availability of Women by Aggregated Occupational Groups



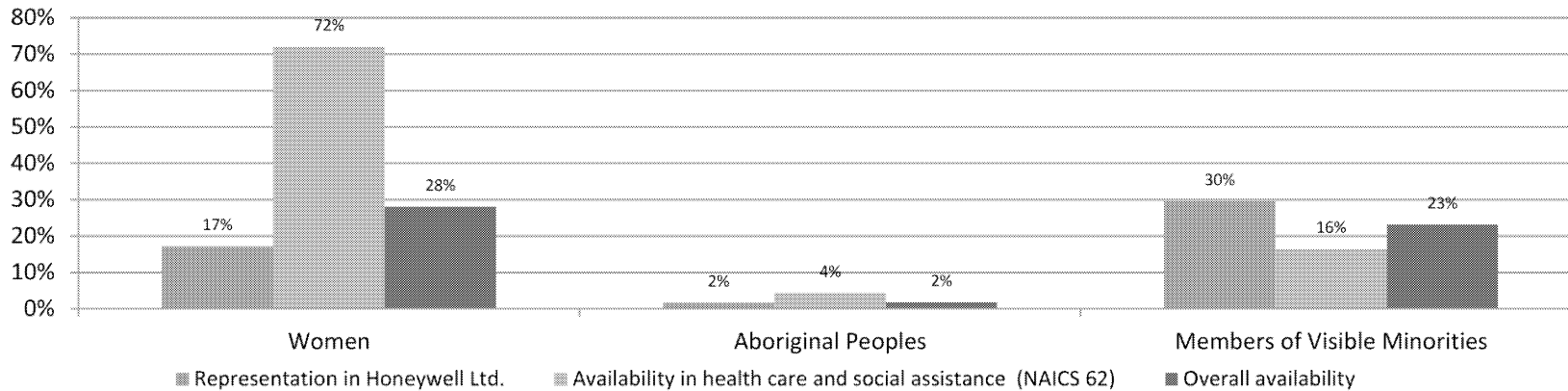
Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 62 - Health care and social assistance

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	2,089,385	100.0	372,020	17.8	1,717,365	82.2	79,550	3.8	380,970	18.2
Senior Managers	11,055	100.0	3,820	34.6	7,240	65.5	420	3.8	765	6.9
Middle and Other Managers	66,045	100.0	17,645	26.7	48,405	73.3	2,290	3.5	7,730	11.7
Professionals	637,485	100.0	136,735	21.4	500,750	78.6	15,010	2.4	118,895	18.7
Semi-Professionals and Technicians	537,500	100.0	84,340	15.7	453,160	84.3	24,780	4.6	91,915	17.1
Supervisors	8,025	100.0	1,965	24.5	6,060	75.5	340	4.2	1,375	17.1
Supervisors: Crafts and Trades	985	100.0	685	69.5	300	30.5	35	3.6	90	9.1
Administrative and Senior Clerical ...	138,905	100.0	9,095	6.5	129,810	93.5	3,875	2.8	17,450	12.6
Skilled Sales and Service Personnel	26,935	100.0	7,390	27.4	19,540	72.5	1,460	5.4	3,655	13.6
Skilled Crafts and Trades Workers	7,240	100.0	6,840	94.5	400	5.5	290	4.0	660	9.1
Clerical Personnel	136,785	100.0	12,015	8.8	124,765	91.2	5,700	4.2	24,995	18.3
Intermediate Sales and Service	393,620	100.0	48,925	12.4	344,700	87.6	18,290	4.6	93,325	23.7
Semi-Skilled Manual Workers	7,310	100.0	4,915	67.2	2,400	32.8	925	12.7	1,015	13.9
Other Sales and Service Personnel	114,210	100.0	35,345	30.9	78,865	69.1	5,875	5.1	18,805	16.5
Other Manual Workers	3,285	100.0	2,310	70.3	975	29.7	255	7.8	310	9.4

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 71 - Arts, entertainment and recreation

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	36%	5	27%	4
02 Middle & Other Managers	102	17	17%	48%	49	39%	40
03 Professionals	335	65	19%	50%	166	22%	75
04 Semi-Professionals & Technicians	257	6	2%	49%	126	20%	50
05 Supervisors	41	5	12%	51%	21	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	23%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	76%	38	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	44%	31	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	5%	7	1%	2
10 Clerical Personnel	31	18	58%	76%	24	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	56%	24	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	29%	6	20%	4
13 Other Sales & Service Personnel	20	3	15%	45%	9	56%	11
14 Other Manual Workers	13	0	0%	14%	2	19%	2
Total	1,135	195	17%	45%	509	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	4%	1	3%	0
02 Middle & Other Managers	102	2	2%	3%	3	2%	2
03 Professionals	335	3	1%	3%	8	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	9	3%	7
05 Supervisors	41	1	2%	6%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	2	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	6%	4	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	4%	5	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	6%	2	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	5%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	6%	1	5%	1
14 Other Manual Workers	13	0	0%	4%	1	4%	0
Total	1,135	19	2%	4%	40	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	9%	1	10%	1
02 Middle & Other Managers	102	29	28%	10%	10	15%	15
03 Professionals	335	155	46%	12%	40	27%	90
04 Semi-Professionals & Technicians	257	67	26%	12%	31	25%	65
05 Supervisors	41	12	29%	14%	6	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	9%	4	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	19%	13	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	5%	6	10%	13
10 Clerical Personnel	31	12	39%	14%	4	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	17%	7	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	11%	2	47%	10
13 Other Sales & Service Personnel	20	3	15%	16%	3	29%	6
14 Other Manual Workers	13	0	0%	5%	1	8%	1
Total	1,135	335	30%	11%	130	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	47%	54	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	49%	291	21%	125
Supervisors	41	5	12%	51%	21	54%	22

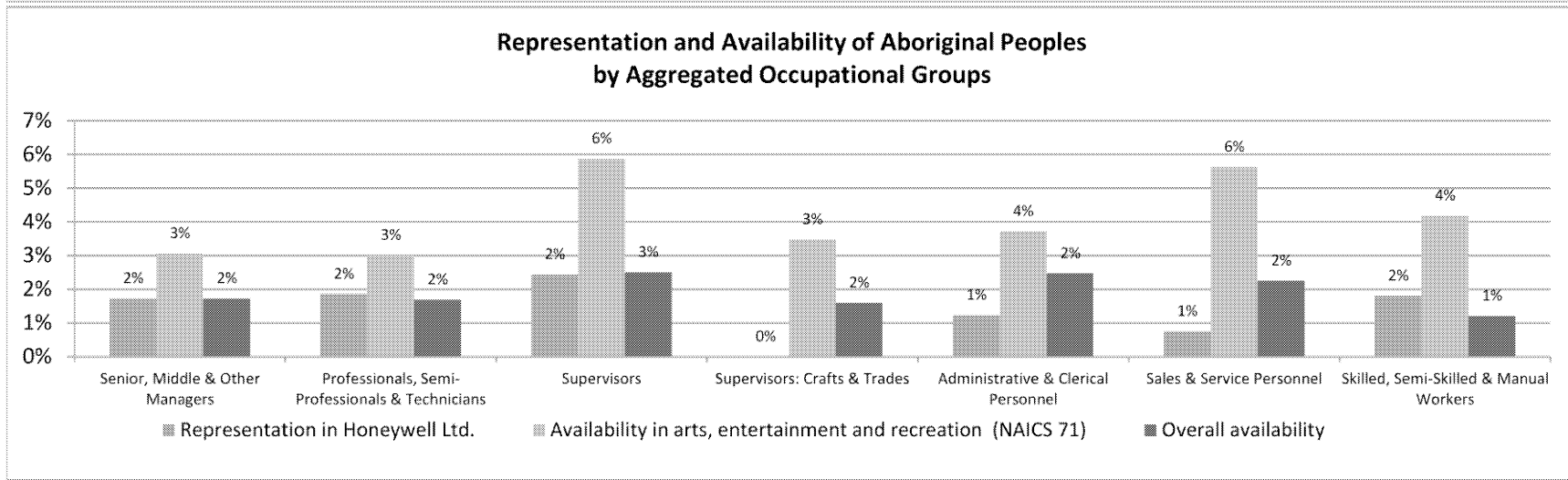
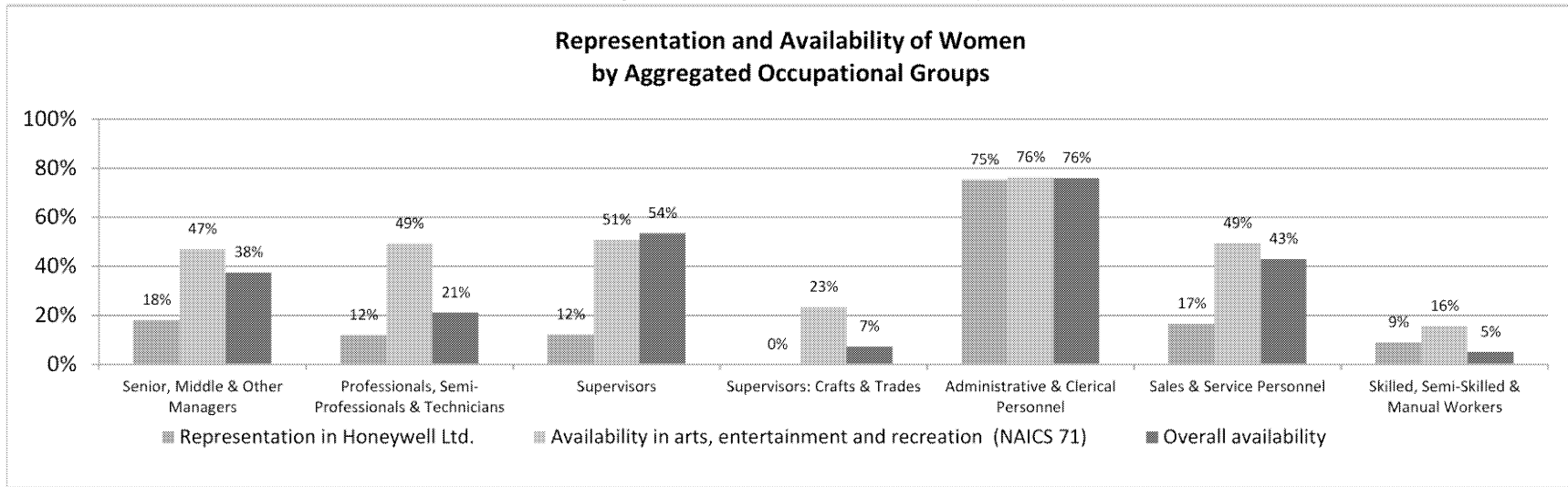
Supervisors: Crafts & Trades	6	0	0%	23%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	76%	62	76%	62
Sales & Service Personnel	133	22	17%	49%	66	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	16%	26	5%	8
Total	1,135	195	17%	46%	522	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	3%	4	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	3%	18	2%	10
Supervisors	41	1	2%	6%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	3%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	4%	3	2%	2
Sales & Service Personnel	133	1	1%	6%	7	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	4%	7	1%	2
Total	1,135	19	2%	4%	41	2%	20

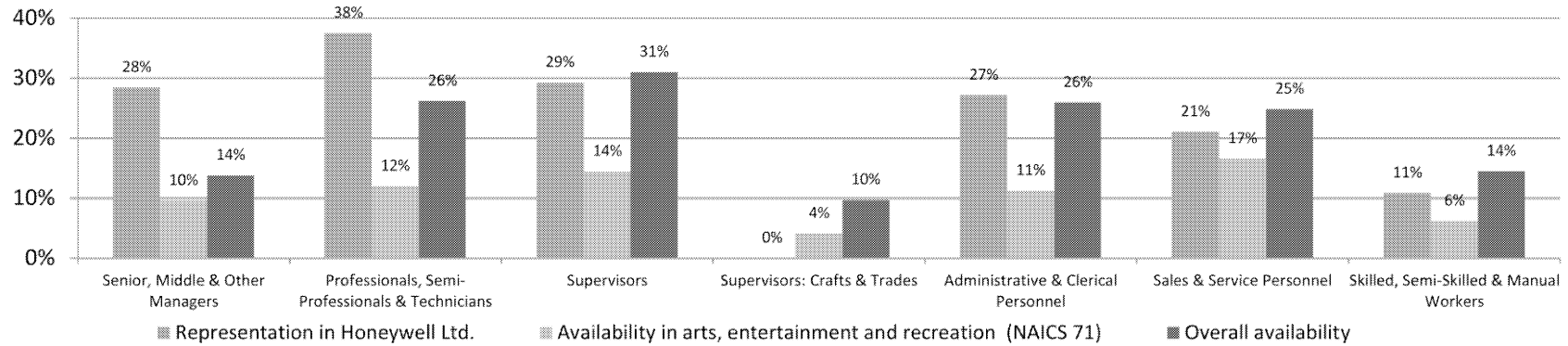
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	10%	11	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	12%	71	26%	155
Supervisors	41	12	29%	14%	6	31%	13
Supervisors: Crafts & Trades	6	0	0%	4%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	11%	9	26%	21
Sales & Service Personnel	133	28	21%	17%	22	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	6%	10	14%	24
Total	1,135	335	30%	11%	130	23%	262

Women	1,135	195	17%	46%	522	28%	318
Aboriginal Peoples	1,135	19	2%	4%	41	2%	20
Members of Visible Minorities	1,135	335	30%	11%	130	23%	262

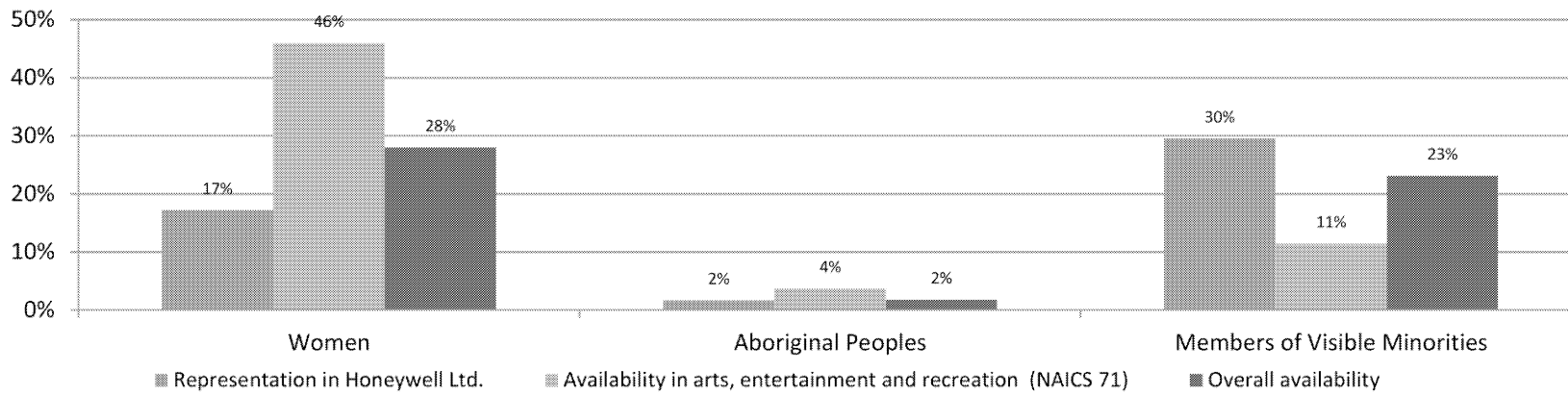
NAICS 71 - Arts, entertainment and recreation
 in Availability arts, entertainment and recreation (NAICS 71)
 Representation in Honeywell Ltd.
 Availability in arts, entertainment and recreation (NAICS 71)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 71 - Arts, entertainment and recreation

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	436,280	100.0	226,430	51.9	209,855	48.1	17,680	4.1	55,200	12.7
Senior Managers	4,245	100.0	2,705	63.7	1,545	36.4	165	3.9	365	8.6
Middle and Other Managers	31,030	100.0	16,005	51.6	15,025	48.4	915	2.9	3,010	9.7
Professionals	72,585	100.0	36,590	50.4	36,000	49.6	1,830	2.5	8,630	11.9
Semi-Professionals and Technicians	109,845	100.0	56,015	51.0	53,825	49.0	3,655	3.3	13,230	12.0
Supervisors	12,175	100.0	5,990	49.2	6,185	50.8	715	5.9	1,755	14.4
Supervisors: Crafts and Trades	5,175	100.0	3,965	76.6	1,210	23.4	180	3.5	210	4.1
Administrative and Senior Clerical ...	16,315	100.0	3,895	23.9	12,425	76.2	490	3.0	1,460	8.9
Skilled Sales and Service Personnel	10,645	100.0	5,990	56.3	4,650	43.7	590	5.5	2,020	19.0
Skilled Crafts and Trades Workers	4,525	100.0	4,295	94.9	235	5.2	175	3.9	215	4.8
Clerical Personnel	14,905	100.0	3,540	23.8	11,365	76.2	670	4.5	2,045	13.7
Intermediate Sales and Service	56,205	100.0	24,850	44.2	31,350	55.8	3,120	5.6	9,285	16.5
Semi-Skilled Manual Workers	6,920	100.0	4,925	71.2	1,995	28.8	335	4.8	730	10.5
Other Sales and Service Personnel	68,460	100.0	37,615	54.9	30,845	45.1	3,905	5.7	11,055	16.1
Other Manual Workers	23,250	100.0	20,060	86.3	3,195	13.7	940	4.0	1,195	5.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 72 - Accommodation and food services

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	35%	5	27%	4
02 Middle & Other Managers	102	17	17%	49%	50	39%	40
03 Professionals	335	65	19%	55%	185	22%	75
04 Semi-Professionals & Technicians	257	6	2%	54%	138	20%	50
05 Supervisors	41	5	12%	66%	27	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	27%	2	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	81%	41	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	35%	24	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	8%	11	1%	2
10 Clerical Personnel	31	18	58%	74%	23	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	75%	32	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	11%	2	20%	4
13 Other Sales & Service Personnel	20	3	15%	64%	13	56%	11
14 Other Manual Workers	13	0	0%	19%	2	19%	2
Total	1,135	195	17%	49%	556	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	3%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	2%	6	1%	3
04 Semi-Professionals & Technicians	257	8	3%	3%	8	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	5%	3	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	6%	7	2%	2
10 Clerical Personnel	31	0	0%	3%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	4%	2	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	3%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	5%	1	5%	1
14 Other Manual Workers	13	0	0%	7%	1	4%	0
Total	1,135	19	2%	3%	36	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	18%	3	10%	1
02 Middle & Other Managers	102	29	28%	26%	26	15%	15
03 Professionals	335	155	46%	31%	103	27%	90
04 Semi-Professionals & Technicians	257	67	26%	15%	37	25%	65
05 Supervisors	41	12	29%	25%	10	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	17%	1	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	18%	9	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	30%	21	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	15%	20	10%	13
10 Clerical Personnel	31	12	39%	24%	7	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	18%	8	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	25%	5	47%	10
13 Other Sales & Service Personnel	20	3	15%	28%	6	29%	6
14 Other Manual Workers	13	0	0%	8%	1	8%	1
Total	1,135	335	30%	23%	258	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	49%	57	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	54%	321	21%	125
Supervisors	41	5	12%	66%	27	54%	22

Supervisors: Crafts & Trades	6	0	0%	27%	2	7%	0
Administrative & Clerical Personnel	81	61	75%	78%	63	76%	62
Sales & Service Personnel	133	22	17%	61%	81	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	12%	20	5%	8
Total	1,135	195	17%	50%	571	28%	318

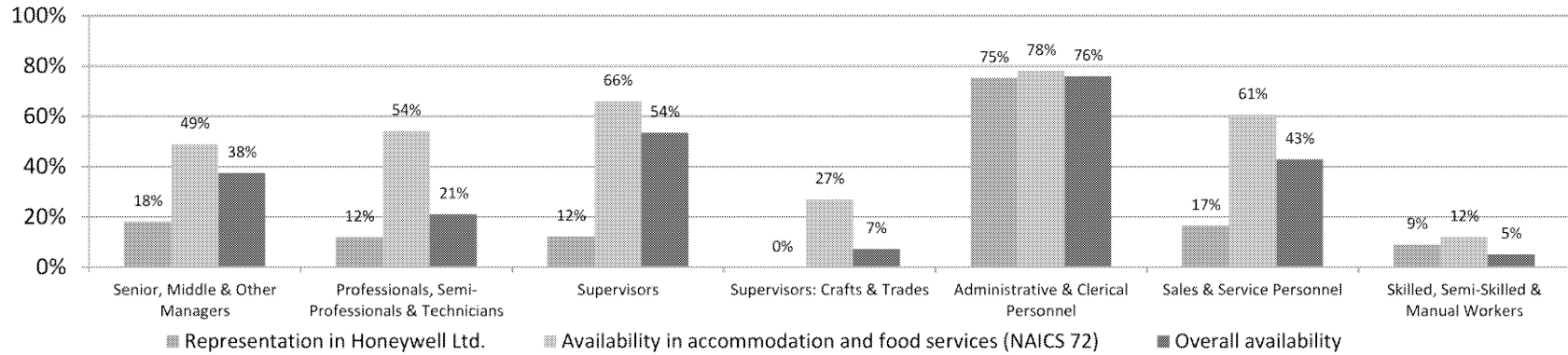
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	3	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	3%	16	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	2	2%	2
Sales & Service Personnel	133	1	1%	5%	6	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	4%	7	1%	2
Total	1,135	19	2%	3%	36	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	26%	30	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	20%	119	26%	155
Supervisors	41	12	29%	25%	10	31%	13
Supervisors: Crafts & Trades	6	0	0%	17%	1	10%	1
Administrative & Clerical Personnel	81	22	27%	20%	17	26%	21
Sales & Service Personnel	133	28	21%	26%	34	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	21%	35	14%	24
Total	1,135	335	30%	22%	246	23%	262

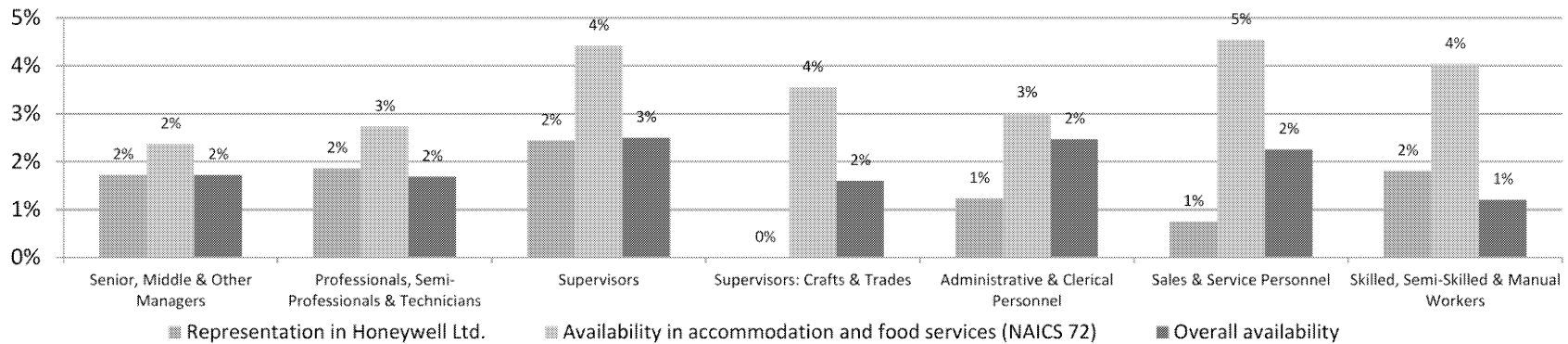
Women	1,135	195	17%	50%	571	28%	318
Aboriginal Peoples	1,135	19	2%	3%	36	2%	20
Members of Visible Minorities	1,135	335	30%	22%	246	23%	262

NAICS 72 - Accommodation and food services
 in Availability accommodation and food services (NAICS 72)
 Representation in Honeywell Ltd.
 Availability in accommodation and food services (NAICS 72)

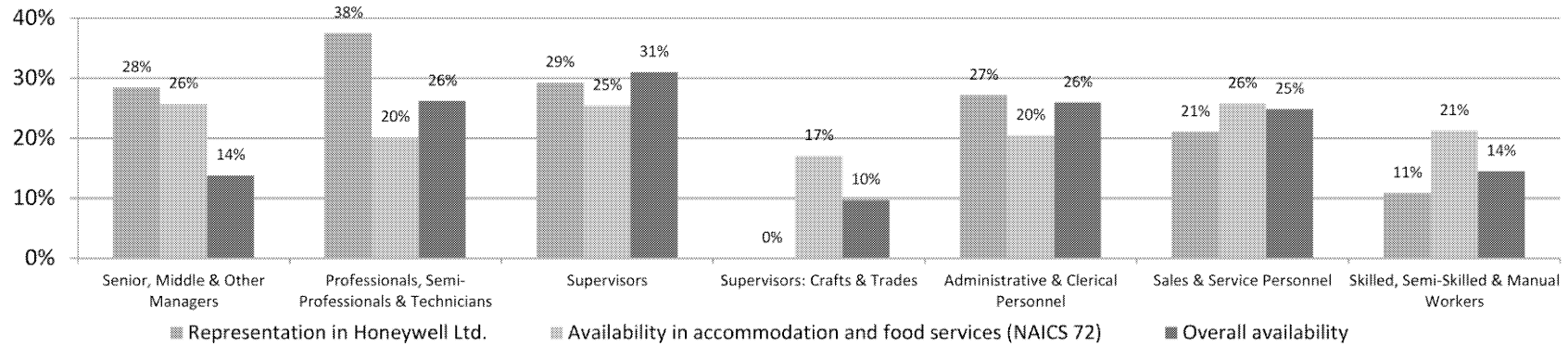
Representation and Availability of Women by Aggregated Occupational Groups



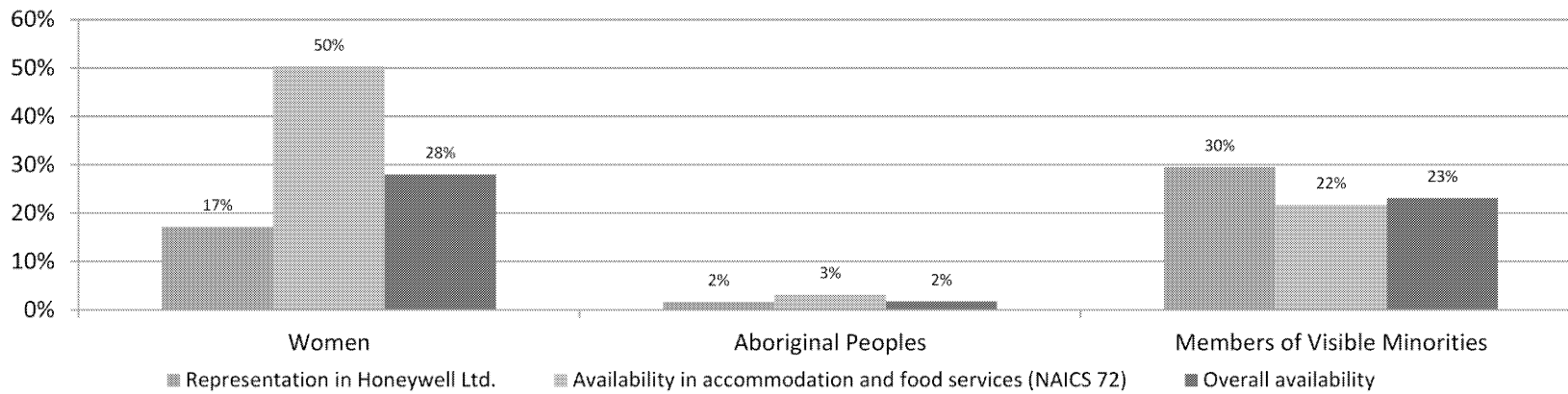
Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 72 - Accommodation and food services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	1,289,260	100.0	531,350	41.2	757,910	58.8	54,275	4.2	328,235	25.5
Senior Managers	5,110	100.0	3,340	65.4	1,775	34.7	170	3.3	935	18.3
Middle and Other Managers	144,110	100.0	72,855	50.6	71,260	49.4	3,360	2.3	37,415	26.0
Professionals	8,925	100.0	4,000	44.8	4,925	55.2	155	1.7	2,740	30.7
Semi-Professionals and Technicians	16,880	100.0	7,805	46.2	9,075	53.8	550	3.3	2,455	14.5
Supervisors	41,985	100.0	14,260	34.0	27,725	66.0	1,855	4.4	10,665	25.4
Supervisors: Crafts and Trades	705	100.0	515	73.0	190	27.0	25	3.5	120	17.0
Administrative and Senior Clerical ...	13,000	100.0	2,435	18.7	10,565	81.3	365	2.8	2,335	18.0
Skilled Sales and Service Personnel	244,175	100.0	158,810	65.0	85,365	35.0	11,210	4.6	74,240	30.4
Skilled Crafts and Trades Workers	2,765	100.0	2,535	91.7	230	8.3	155	5.6	420	15.2
Clerical Personnel	10,370	100.0	2,670	25.7	7,700	74.3	340	3.3	2,440	23.5
Intermediate Sales and Service	309,025	100.0	76,135	24.6	232,885	75.4	13,165	4.3	56,670	18.3
Semi-Skilled Manual Workers	16,640	100.0	14,760	88.7	1,880	11.3	530	3.2	4,205	25.3
Other Sales and Service Personnel	471,805	100.0	168,160	35.6	303,640	64.4	22,140	4.7	133,300	28.3
Other Manual Workers	3,755	100.0	3,065	81.6	695	18.5	250	6.7	290	7.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 81 - Other services (except public administration)

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	46%	6	27%	4
02 Middle & Other Managers	102	17	17%	48%	49	39%	40
03 Professionals	335	65	19%	51%	169	22%	75
04 Semi-Professionals & Technicians	257	6	2%	57%	146	20%	50
05 Supervisors	41	5	12%	47%	19	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	8%	0	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	89%	44	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	79%	56	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	2%	3	1%	2
10 Clerical Personnel	31	18	58%	83%	26	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	86%	37	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	15%	3	20%	4
13 Other Sales & Service Personnel	20	3	15%	49%	10	56%	11
14 Other Manual Workers	13	0	0%	17%	2	19%	2
Total	1,135	195	17%	50%	570	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	3%	0	3%	0
02 Middle & Other Managers	102	2	2%	2%	2	2%	2
03 Professionals	335	3	1%	3%	8	1%	3
04 Semi-Professionals & Technicians	257	8	3%	4%	9	3%	7
05 Supervisors	41	1	2%	4%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	3%	1	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	3%	2	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	3%	5	2%	2
10 Clerical Personnel	31	0	0%	4%	1	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	3%	1	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	4%	1	2%	0
13 Other Sales & Service Personnel	20	1	5%	4%	1	5%	1
14 Other Manual Workers	13	0	0%	6%	1	4%	0
Total	1,135	19	2%	3%	35	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	8%	1	10%	1
02 Middle & Other Managers	102	29	28%	14%	15	15%	15
03 Professionals	335	155	46%	18%	60	27%	90
04 Semi-Professionals & Technicians	257	67	26%	19%	48	25%	65
05 Supervisors	41	12	29%	23%	9	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	12%	6	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	17%	12	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	13%	17	10%	13
10 Clerical Personnel	31	12	39%	16%	5	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	34%	15	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	15%	3	47%	10
13 Other Sales & Service Personnel	20	3	15%	25%	5	29%	6
14 Other Manual Workers	13	0	0%	11%	1	8%	1
Total	1,135	335	30%	17%	198	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	47%	55	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	53%	315	21%	125
Supervisors	41	5	12%	47%	19	54%	22

Supervisors: Crafts & Trades	6	0	0%	8%	0	7%	0
Administrative & Clerical Personnel	81	61	75%	86%	70	76%	62
Sales & Service Personnel	133	22	17%	77%	102	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	5%	8	5%	8
Total	1,135	195	17%	50%	569	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	2%	3	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	3%	18	2%	10
Supervisors	41	1	2%	4%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	4%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	3%	3	2%	2
Sales & Service Personnel	133	1	1%	3%	4	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	4%	6	1%	2
Total	1,135	19	2%	3%	35	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	13%	15	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	18%	108	26%	155
Supervisors	41	12	29%	23%	9	31%	13
Supervisors: Crafts & Trades	6	0	0%	7%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	14%	11	26%	21
Sales & Service Personnel	133	28	21%	26%	35	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	13%	22	14%	24
Total	1,135	335	30%	18%	201	23%	262

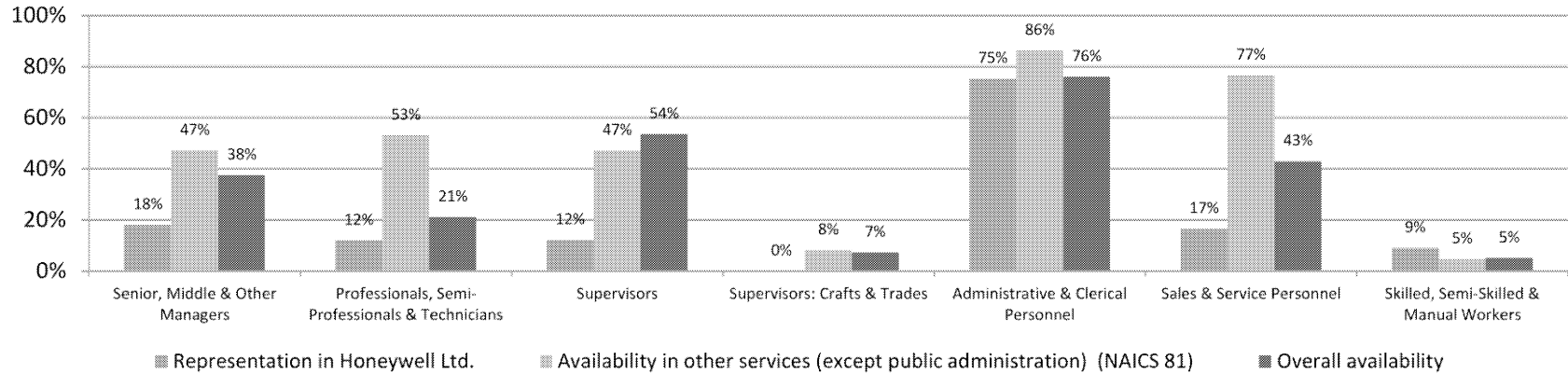
Women	1,135	195	17%	50%	569	28%	318
Aboriginal Peoples	1,135	19	2%	3%	35	2%	20
Members of Visible Minorities	1,135	335	30%	18%	201	23%	262

NAICS 81 - Other services (except public administration)

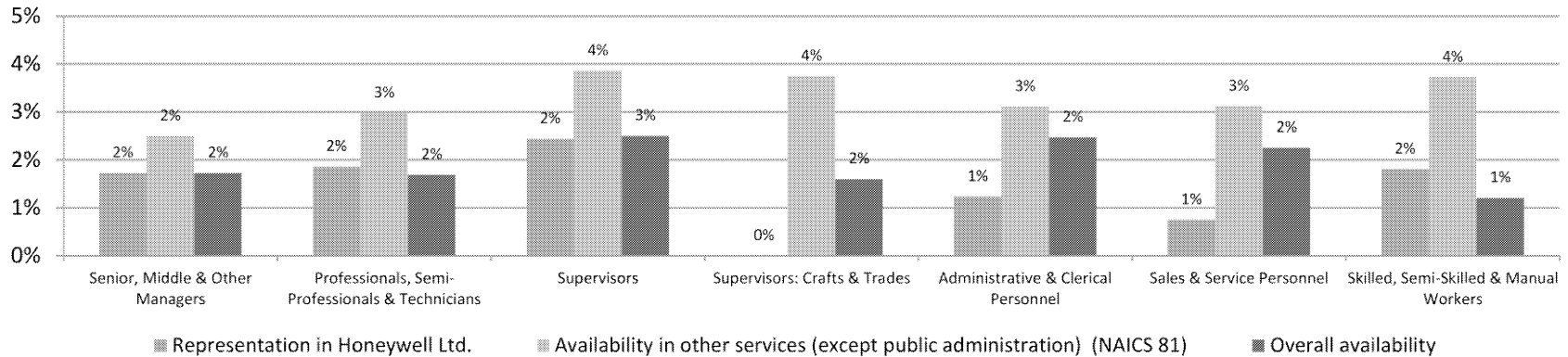
in Availability other services (except public administration) (NAICS 81)

Representation in Honeywell Ltd.
 Availability in other services (except public administration) (NAICS 81)

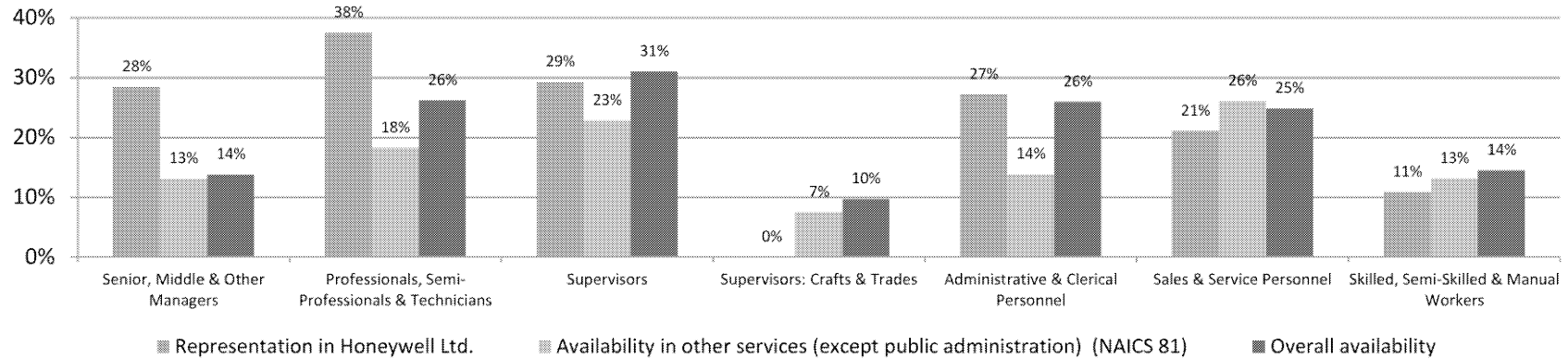
Representation and Availability of Women by Aggregated Occupational Groups



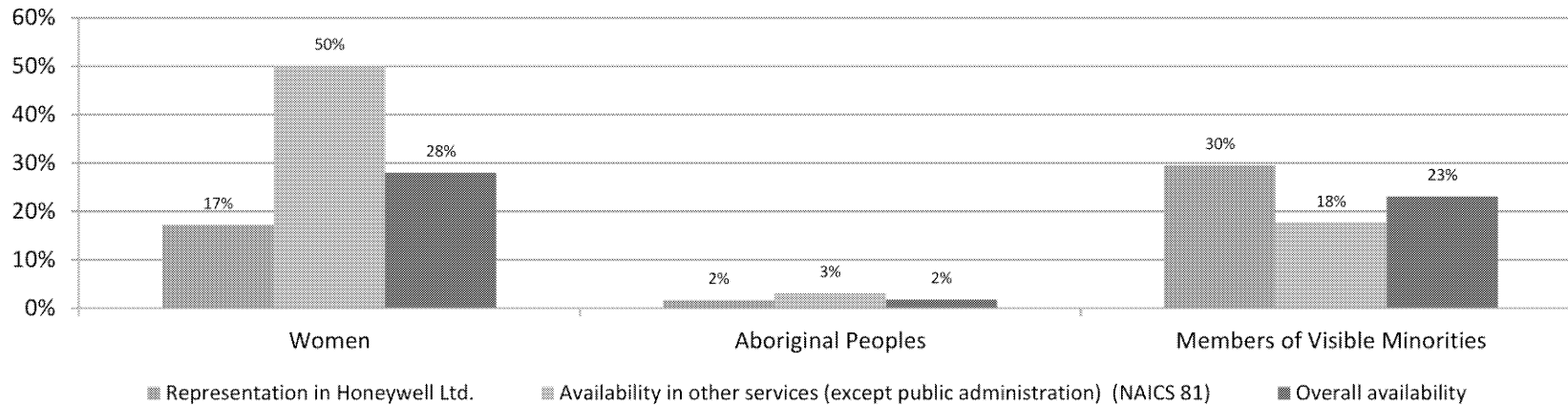
Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



Representation and Availability by Designated Groups



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Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 81 - Other services (except public administration)

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	882,270	100.0	402,345	45.6	479,925	54.4	28,045	3.2	166,960	18.9
Senior Managers	15,250	100.0	8,265	54.2	6,985	45.8	450	3.0	1,175	7.7
Middle and Other Managers	62,565	100.0	32,820	52.5	29,750	47.6	1,490	2.4	9,020	14.4
Professionals	93,850	100.0	46,430	49.5	47,425	50.5	2,360	2.5	16,800	17.9
Semi-Professionals and Technicians	69,895	100.0	30,305	43.4	39,590	56.6	2,515	3.6	13,060	18.7
Supervisors	4,275	100.0	2,260	52.9	2,015	47.1	165	3.9	975	22.8
Supervisors: Crafts and Trades	7,740	100.0	7,105	91.8	635	8.2	290	3.7	580	7.5
Administrative and Senior Clerical ...	66,005	100.0	7,460	11.3	58,545	88.7	1,865	2.8	8,160	12.4
Skilled Sales and Service Personnel	117,610	100.0	24,160	20.5	93,450	79.5	3,420	2.9	19,585	16.7
Skilled Crafts and Trades Workers	156,160	100.0	152,780	97.8	3,380	2.2	5,370	3.4	20,180	12.9
Clerical Personnel	44,400	100.0	7,740	17.4	36,665	82.6	1,570	3.5	7,100	16.0
Intermediate Sales and Service	144,975	100.0	19,870	13.7	125,105	86.3	4,185	2.9	49,490	34.1
Semi-Skilled Manual Workers	27,120	100.0	22,975	84.7	4,140	15.3	1,205	4.4	4,050	14.9
Other Sales and Service Personnel	62,775	100.0	32,130	51.2	30,640	48.8	2,545	4.1	15,705	25.0
Other Manual Workers	9,650	100.0	8,040	83.3	1,610	16.7	610	6.3	1,080	11.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

Honeywell Ltd.

Employment Equity Results by Designated Group and Industry

NAICS 91 - Public administration

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	42%	6	27%	4
02 Middle & Other Managers	102	17	17%	39%	40	39%	40
03 Professionals	335	65	19%	55%	186	22%	75
04 Semi-Professionals & Technicians	257	6	2%	30%	77	20%	50
05 Supervisors	41	5	12%	56%	23	54%	22
06 Supervisors: Crafts & Trades	6	0	0%	9%	1	7%	0
07 Administrative & Senior Clerical Personnel	50	43	86%	76%	38	81%	40
08 Skilled Sales & Service Personnel	70	4	6%	50%	35	26%	18
09 Skilled Crafts & Trades Workers	132	5	4%	4%	5	1%	2
10 Clerical Personnel	31	18	58%	75%	23	68%	21
11 Intermediate Sales & Service Personnel	43	15	35%	52%	22	64%	28
12 Semi-Skilled Manual Workers	21	10	48%	12%	2	20%	4
13 Other Sales & Service Personnel	20	3	15%	39%	8	56%	11
14 Other Manual Workers	13	0	0%	18%	2	19%	2
Total	1,135	195	17%	41%	468	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	0	0%	12%	2	3%	0
02 Middle & Other Managers	102	2	2%	5%	5	2%	2
03 Professionals	335	3	1%	4%	15	1%	3
04 Semi-Professionals & Technicians	257	8	3%	6%	15	3%	7
05 Supervisors	41	1	2%	5%	2	3%	1
06 Supervisors: Crafts & Trades	6	0	0%	7%	0	2%	0

07 Administrative & Senior Clerical Personnel	50	1	2%	6%	3	2%	1
08 Skilled Sales & Service Personnel	70	0	0%	12%	9	2%	1
09 Skilled Crafts & Trades Workers	132	3	2%	15%	19	2%	2
10 Clerical Personnel	31	0	0%	7%	2	2%	1
11 Intermediate Sales & Service Personnel	43	0	0%	9%	4	2%	1
12 Semi-Skilled Manual Workers	21	0	0%	13%	3	2%	0
13 Other Sales & Service Personnel	20	1	5%	18%	4	5%	1
14 Other Manual Workers	13	0	0%	14%	2	4%	0
Total	1,135	19	2%	7%	84	2%	20

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	14	4	29%	6%	1	10%	1
02 Middle & Other Managers	102	29	28%	9%	9	15%	15
03 Professionals	335	155	46%	16%	55	27%	90
04 Semi-Professionals & Technicians	257	67	26%	9%	24	25%	65
05 Supervisors	41	12	29%	9%	4	31%	13
06 Supervisors: Crafts & Trades	6	0	0%	5%	0	10%	1
07 Administrative & Senior Clerical Personnel	50	10	20%	12%	6	22%	11
08 Skilled Sales & Service Personnel	70	13	19%	10%	7	15%	10
09 Skilled Crafts & Trades Workers	132	8	6%	5%	7	10%	13
10 Clerical Personnel	31	12	39%	12%	4	31%	10
11 Intermediate Sales & Service Personnel	43	12	28%	12%	5	39%	17
12 Semi-Skilled Manual Workers	21	10	48%	8%	2	47%	10
13 Other Sales & Service Personnel	20	3	15%	10%	2	29%	6
14 Other Manual Workers	13	0	0%	5%	1	8%	1
Total	1,135	335	30%	11%	126	23.17%	263

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	21	18%	40%	46	38%	44
Professionals, Semi-Professionals & Technicians	592	71	12%	42%	251	21%	125
Supervisors	41	5	12%	56%	23	54%	22

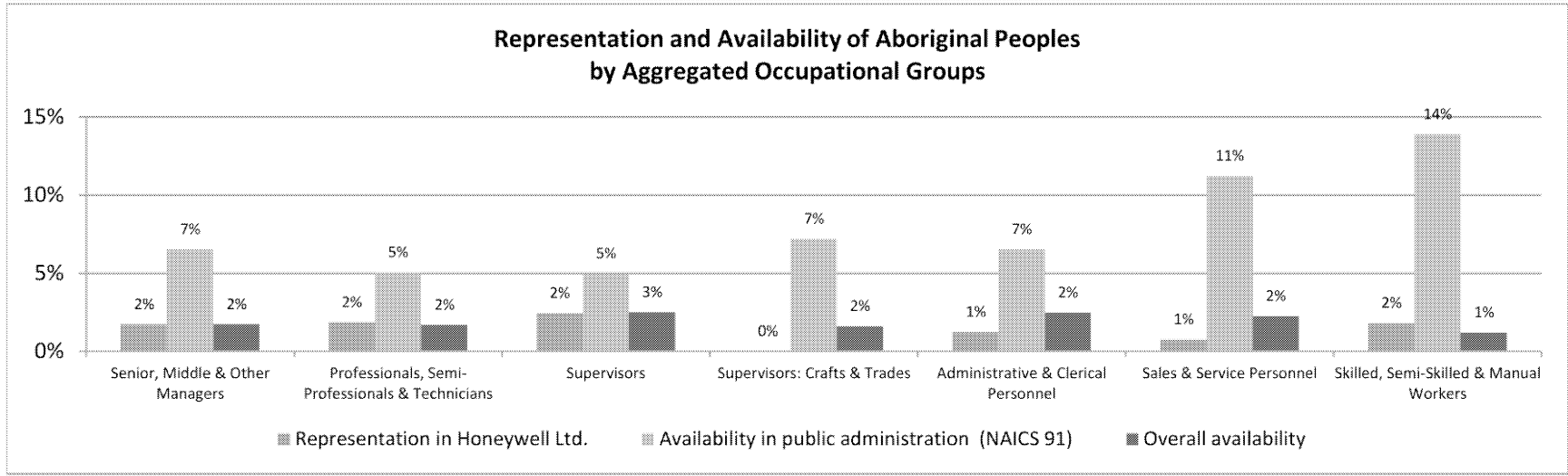
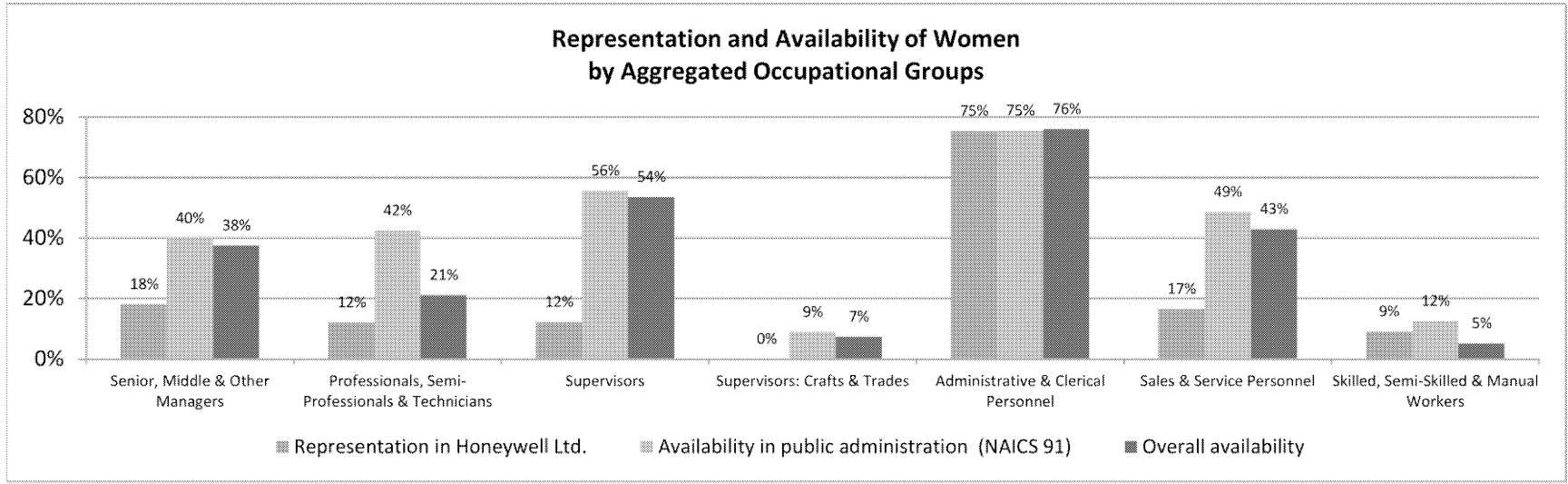
Supervisors: Crafts & Trades	6	0	0%	9%	1	7%	0
Administrative & Clerical Personnel	81	61	75%	75%	61	76%	62
Sales & Service Personnel	133	22	17%	49%	65	43%	57
Skilled, Semi-Skilled & Manual Workers	166	15	9%	12%	21	5%	8
Total	1,135	195	17%	41%	467	28%	318

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	2	2%	7%	8	2%	2
Professionals, Semi-Professionals & Technicians	592	11	2%	5%	30	2%	10
Supervisors	41	1	2%	5%	2	3%	1
Supervisors: Crafts & Trades	6	0	0%	7%	0	2%	0
Administrative & Clerical Personnel	81	1	1%	7%	5	2%	2
Sales & Service Personnel	133	1	1%	11%	15	2%	3
Skilled, Semi-Skilled & Manual Workers	166	3	2%	14%	23	1%	2
Total	1,135	19	2%	7%	83	2%	20

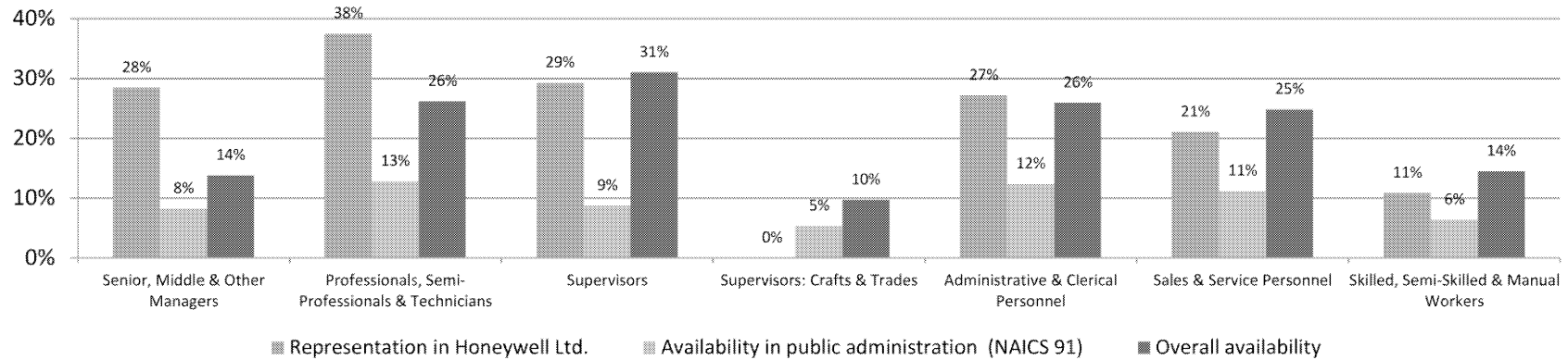
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	116	33	28%	8%	10	14%	16
Professionals, Semi-Professionals & Technicians	592	222	38%	13%	76	26%	155
Supervisors	41	12	29%	9%	4	31%	13
Supervisors: Crafts & Trades	6	0	0%	5%	0	10%	1
Administrative & Clerical Personnel	81	22	27%	12%	10	26%	21
Sales & Service Personnel	133	28	21%	11%	15	25%	33
Skilled, Semi-Skilled & Manual Workers	166	18	11%	6%	11	14%	24
Total	1,135	335	30%	11%	125	23%	262

Women	1,135	195	17%	41%	467	28%	318
Aboriginal Peoples	1,135	19	2%	7%	83	2%	20
Members of Visible Minorities	1,135	335	30%	11%	125	23%	262

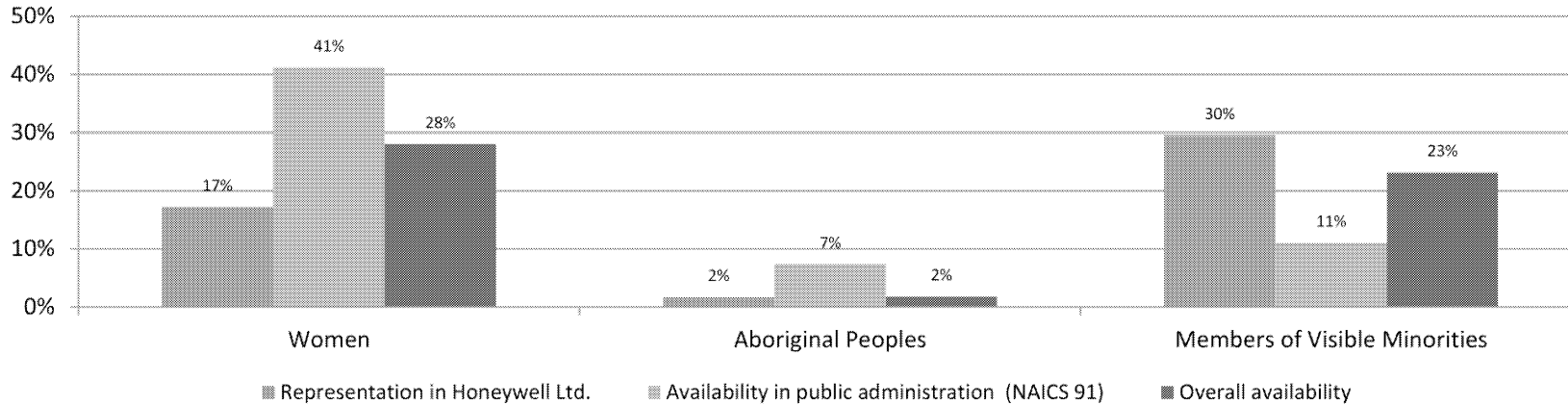
NAICS 91 - Public administration
 in Availability public administration (NAICS 91)
 Representation in Honeywell Ltd.
 Availability in public administration (NAICS 91)



**Representation and Availability of Members of Visible Minorities
by Aggregated Occupational Groups**



Representation and Availability by Designated Groups



Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

NAICS 91 - Public administration

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	1,363,830	100.0	704,195	51.6	659,635	48.4	93,900	6.9	155,685	11.4
Senior Managers	26,840	100.0	15,605	58.1	11,235	41.9	3,310	12.3	1,700	6.3
Middle and Other Managers	109,510	100.0	66,385	60.6	43,130	39.4	5,580	5.1	9,540	8.7
Professionals	303,880	100.0	135,330	44.5	168,550	55.5	13,470	4.4	49,525	16.3
Semi-Professionals and Technicians	313,030	100.0	219,760	70.2	93,265	29.8	17,670	5.6	29,495	9.4
Supervisors	17,695	100.0	7,870	44.5	9,825	55.5	880	5.0	1,545	8.7
Supervisors: Crafts and Trades	10,500	100.0	9,560	91.0	935	8.9	755	7.2	560	5.3
Administrative and Senior Clerical ...	185,060	100.0	44,460	24.0	140,595	76.0	11,810	6.4	22,840	12.3
Skilled Sales and Service Personnel	5,555	100.0	2,760	49.7	2,790	50.2	675	12.2	555	10.0
Skilled Crafts and Trades Workers	28,225	100.0	27,100	96.0	1,130	4.0	4,095	14.5	1,465	5.2
Clerical Personnel	162,155	100.0	40,740	25.1	121,415	74.9	10,815	6.7	20,005	12.3
Intermediate Sales and Service	79,380	100.0	38,100	48.0	41,280	52.0	6,785	8.5	9,360	11.8
Semi-Skilled Manual Workers	43,530	100.0	38,485	88.4	5,045	11.6	5,630	12.9	3,590	8.2
Other Sales and Service Personnel	29,535	100.0	18,010	61.0	11,525	39.0	5,385	18.2	2,880	9.8
Other Manual Workers	48,940	100.0	40,035	81.8	8,905	18.2	7,035	14.4	2,630	5.4

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada