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TO Live

Human Resources Policies

Date: March 2, 2026

To: Human Resources and Stakeholder Relations Committee and The Board of Directors of TO Live

From: President and Chief Executive Officer

SUMMARY

The purpose of this report is to present new Human Resources policies for the Board's information and oversight.

RECOMMENDATIONS

The President and Chief Executive Officer recommends that the Board of Directors of TO Live:

1. Approve Policies 232, 233 and 234, as detailed in Attachments 1, 2 and 3.

FINANCIAL IMPACT

There is no financial impact.

DECISION HISTORY

This is a new initiative.

COMMENTS

The following Human Resources policies are being introduced:

- Policy 232 – AODA-Accommodation and Emergency Support establishes direction and compliance measures to meet Accessibility for Ontarians with Disabilities Act (AODA) requirements.
- Policy 233 – Pregnancy/Parental Leave Top Up introduces a leave top-up provision aligned with the City of Toronto's policy.
- Policy 234 - Exit Interviews for VP-Level Roles clarifies the process and expectations for departures of VP-level roles.

CONTACT

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SIGNATURE

Clyde Wagner
President and Chief Executive Officer

ATTACHMENTS

Attachment 1 - Policy 232 - AODA-Accommodation and Emergency Support
Attachment 2 - Policy 233 - Pregnancy/Parental Leave Top Up
Attachment 3 - Policy 234 - Exit Interviews for VP-Level Roles