



ANNUAL
RECOGNITION

GALA

PRESENTED BY



MESSAGES FROM



MANUELLE OUDAR
President and Chief
Executive Officer,
CNESST



ÉRIC MARTEL
President and Chief
Executive Officer,
Bombardier

CO-
CHAIR
ED BY

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GLOBE
AND
MAIL**



A MESSAGE FROM THE HONORARY CO-CHAIR **MANUELLE OUDAR**

I am honoured to co-chair the 10e edition of the Gala de reconnaissance 2023 with Mr. Éric Martel, President and CEO of Bombardier.

Tonight's gathering is more than just a celebration; it symbolizes our shared commitment to equity, diversity and inclusion in the workplace. Together, we aspire to a future where female entrepreneurship is fully valued, where women have easier access to management positions, and where their work is recognized for its true worth.

In keeping with its mission, the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) oversees the application of the Pay Equity Act. This proactive, forward-thinking legislation has led to significant advances in Quebec, notably by helping to reduce the wage gap and better recognize the value of jobs typically held by women.

However, there's still a long way to go, and we need to continue implementing concrete measures to help Quebec companies reduce gender disparities.

Let's continue to collaborate and innovate, opening up career opportunities for women and valuing their essential contribution to our society. Let's commit ourselves to eliminating the barriers that stand in the way of their advancement, and to creating an environment where their potential is recognized at its true worth.

My congratulations to the companies awarded the Parity Certification™.
Have a great evening!

A handwritten signature in dark ink, appearing to read 'Manuelle Oudar', written in a fluid, cursive style.

President and Chief Executive Officer, Commission for
Standards, Equity, Health and Safety at Work (CNESST)



A MESSAGE FROM THE HONORARY CO-CHAIR ÉRIC MARTEL

Good evening everyone! I am absolutely delighted to share the honorary presidency, alongside Manuelle Oudard, of the Women in Governance 2023 Annual Recognition Gala in Montreal.

Please allow me to take this opportunity to highlight the extraordinary work being done by the Women in Governance organization. Women continue to encounter obstacles over the course of their careers, and we still need to close the gender gap. Much work remains to be done, and to this end the efforts of Women in Governance are essential.

At Bombardier, women thrive in various roles, including pilots, engineers and lawyers, to name a few. One of our priorities is to increase the number of women in management positions; in fact, we have set the goal of reaching 30% of management positions being occupied by women by 2025, and we won't stop there!

If I've humbly accepted to be the honorary co-president of tonight's gala, it's not only because Bombardier seeks to increasingly support the talented women in its workforce. It's also to raise awareness about the large number of career opportunities in the Canadian aerospace industry that are available for women to pursue. Bombardier is a world leader in business aviation and, in order to stay at the forefront, we need more women to join our ranks and help us as we move forward!

Thank you for supporting Women in Governance, and I wish you an excellent evening.

President and Chief Executive Officer, Bombardier