



SCOTIABANK TRINIDAD AND TOBAGO LIMITED

MEDIA RELEASE

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Scotiabank Trinidad and Tobago named once again as a Great Place to Work®

Scotiabank Trinidad and Tobago has been recognized as one of the Best Workplaces™ in the Caribbean 2022 by Great Place to Work®. This year's awards were given to companies who have been able to maintain an environment and culture of trust and sound practices to continue to overcome the challenges brought on by COVID -19 pandemic.

Gayle Pazos, Senior VP and Managing Director, Scotiabank Trinidad and Tobago Limited commented "This award means a lot to us as it is employee-driven and gives a true representation of the Bank from the employee perspective. We're thrilled that our employees believe Scotiabank is a great place to work. It is critical to us that we create a culture where every employee feels valued, respected and encouraged to reach their full potential by bringing their whole selves to work. They are our most valuable asset, and we continue to invest in them."



Over the past year, Scotiabank continued, to provide employees with key resources to support their total wellbeing, physical and mental health and career development. Most notably, in February 2022, the Bank expanded its Parental Leave Benefit and includes the following major changes, making Scotiabank the first in the industry locally to introduce these changes:

- Maternity Leave moved from 14 weeks to 16 weeks
- Paternity Leave moved from 3 days to 4 weeks
- Adoption & Gestational Surrogacy Eligibility

The Bank also continues to:

- Foster employee wellness – a new digital employee and family assistance platform was launched with 24/7 phone access, a dedicated mobile app and website.
- Invest in talent development – evolving the learning experience for employees with new virtual training platforms and programmes.
- Champion diversity, equity and inclusion - advancing gender equity in the workplace, enabling an inclusive environment for employees with disabilities and promoting all-encompassing policies for all employees regardless of differences.

Scotiabank Trinidad and Tobago also placed on the list of Best Multinational Workplaces 2022, joining Scotiabank's operations in Barbados, Costa Rica, Dominican Republic, Jamaica and Panama

About Great Place to Work® / Best Workplaces™

Great Place to Work® is the Global Authority in creating, sustaining and recognizing High-Trust, High-Performance Culture™ at workplaces. The 2022 Best Workplaces™ in the Caribbean list is compiled by the Great Place to Work® Institute. For more info on the 2022 ranking, please visit: [Best Workplaces in the Caribbean 2022](#) and [Best Multinational Workplaces in CA and Caribbean 2022](#)

About Scotiabank

Scotiabank is a leading bank in the Americas. Guided by our purpose: "for every future", we help our customers, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets. With a team of over 90,000 employees and assets of approximately \$1.3 trillion (as at April 30, 2022), Scotiabank trades on the Toronto Stock Exchange (TSX: BNS) and New York Stock Exchange (NYSE: BNS). For more information, please visit <http://www.scotiabank.com> and follow us on Twitter @ScotiabankViews..