

My comments on this subject follow.

With respect to the OSC's consultation paper on a requirement for registrants to "comply or explain" their policy for considering women for senior management and board positions, I have the following views.

1. It is worthy for registrants to not exercise prejudice in filling such positions.
2. The board has a fiduciary responsibility to act in the best interest of the company.
3. If it becomes mandatory to "comply or explain" such a policy, will it not also be fair to consider other groups and minorities, based on ethnicity, race, colour, age and other grounds? If such additional "comply or explain" guidelines come into effect, I believe it will become very difficult for directors to fulfill their fiduciary responsibility to the best of their ability and in a reasonable time frame.

While I would fully support a general guideline against discrimination towards any group (if the O.S.C. proposes it), singling out a single group is effectively discriminatory against all other groups, and impedes directors' ability to fully satisfy their fiduciary responsibility to the company. I do not support the O.S.C.'s draft proposal.

Yours truly,

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