



Perquisites

The Broader Public Sector Perquisites Directive defines perquisites as a privilege that is provided to an individual or group of individuals, provides a personal benefit, and is not generally available to others.

The Directive does not apply to the following:

- Provisions of collective agreements
- Insured benefits
- Items generally available on a non-discriminatory basis for all or most employees (e.g. employee assistance program, pension plans)
- Health and safety requirements
- Employment accommodations made for human rights and/or accessibility considerations (e.g. special workstations, work hours, religious holidays)

The Windsor-Essex Children's Aid Society confirms that during the period of **April 1, 2024 to March 31, 2025**, no perquisites were provided to staff or appointees.

This document represents compliance under the Broader Public Sector Perquisites Directive (August 2, 2011). A copy will be posted to the agency's website.

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Director of Finance and Administration

July 28, 2025

Date