

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Overview

The Company is proud to be an equal opportunity employer. It's our philosophy to treat every person with respect and dignity, and to value each person as an individual and are committed to providing equal employment opportunities to all.

Policy

The Company will ensure that all employees, vendors and interns fully comply with both the express requirement and the spirit of applicable federal and provincial legislation, government regulations implementing national equal employment opportunity objectives.

The Company has and will continue to provide equal employment opportunity for all people, without regard to race, ancestry, place of origin, color, ethnic origin, citizenship, creed (religion or faith), age, sex (including pregnancy and gender identity or expression), sexual orientation, marital status, family status, mental or physical disability, conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered, or any other characteristic protected by applicable federal or provincial law.

This commitment applies to recruiting, hiring, training, compensation, benefits, transfers, opportunities for advancement including promotion, termination of employment including layoffs and recalls, and all other working conditions, benefits and privileges of employment.

Compliance

Failure to abide by the terms of this policy may result in appropriate progressive discipline action by the Company, up to and including termination.

The Company is committed to reviewing its policies and benefits on an ongoing basis. Accordingly, the policies and benefits outlined are subject to review and change by the Company at any time with reasonable notice.