



POL-CORP-005

EQUAL OPPORTUNITY POLICY

Action Drill & Blast is committed to providing a work environment that allows all personnel to be treated equally.

Consistent with this Action Drill & Blast:

- ✔ Will not tolerate harassment, discrimination or disadvantaging of a person based on their age, sex, race, religious belief, marital status, impairment, family responsibility or pregnancy.
- ✔ Employees have a responsibility to demonstrate courtesy and respect towards others in the workplace to establish and promote positive workplace relations.
- ✔ Will provide leadership and communication processes that are based on trust, honesty, fairness and equity.
- ✔ Will require all employment applicants to be assessed on their individual attributes, skill and experience for successful appointment to the position sought.
- ✔ Will comply with all appropriate legislation and standards.

Employees who practice any form of discrimination or harassment will be subject to disciplinary action.