



FAIR EMPLOYMENT POLICY

Policy Statement

- SSTCM provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, colour, religion, sex, national origin, age, disability or genetics.
- SSTCM complies with all applicable national and local laws governing non-discrimination in employment in every location in which the company has facilities.
- This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.
- SSTCM expressly prohibits any form of workplace harassment based on race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of SSTCM's employees to perform their job duties may result in disciplinary action, up to and including discharge.
- This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, interns, contractors, external consultants, third-party representatives and business partners.
- This policy may be amended at any time.