



Safety systems
and processes

Equal Opportunity and Affirmative Action Policy



PURPOSE:

At Metromix we take pride in providing equal employment opportunities to everyone regardless of their race, ethnicity, beliefs, religion, marital status, gender, gender identity, citizenship status, age, veteran status or disability. Accordingly, the purpose of this policy is to reinforce our commitment to the creation and maintenance of a diverse workplace where equality, respect and consideration for one another are the norm.

POLICY:

Metromix is an equal opportunity employer and maintains a work environment in which all employees are treated with respect and dignity. The Company has implemented this Equal Opportunity and Affirmative Action Policy against harassment, discrimination and retaliation as part of its longstanding commitment to compliance with all applicable equal opportunity and affirmative action requirements. The purpose of this policy is to communicate the Company's requirement for all employees to interact in a professional manner and contribute to a work environment that reflects the spirit of equal employment opportunity free from prohibited harassment, discrimination and/or retaliation – (please also refer to the Respect in the Workplace Policy in conjunction with this Policy). This policy also establishes our reporting procedures and processes for responding to claims of inappropriate behavior and perceived harassment, discrimination and retaliation so that issues can be identified and remedied internally, promptly, thoroughly and effectively.

Metromix is committed to a policy of equal opportunity in employment. Metromix accepts that it has a responsibility to create an environment free from discrimination, and to ensure that the principle of merit operates unhindered by regard to irrelevant criteria. To this end Metromix will act to ensure that its workplaces are free from direct or indirect discrimination on the grounds of sex, marital status or pregnancy, race, age, sexual orientation, gender history, religious or political beliefs, impairment, family responsibility or family status. Company policies and directives with regard to recruitment, selection, promotion, transfer, training, development, remuneration, benefits and other terms and conditions of employment will be afforded to the "BEST PERSON".

The employment aspects of this Equal Opportunity Policy require that all employment decisions regarding applicants and employees be non-discriminatory, based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions. Any employee who is found to have violated the anti-discrimination or anti-retaliation provisions of this Equal Opportunity Policy with respect to another individual will be subject to corrective action, up to and including termination.

Every Manager and employee shares the responsibility for the elimination of workplace discrimination/harassment and encompassing the principles of EEO and Affirmative Action.

GLENN SIMPKIN
GENERAL MANAGER

23rd April 2023