



# **DIVERSITY INCLUSION & EQUALITY**

## Policy Statement



## **1. INTRODUCTION**

EPS is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement.

We embrace and encourage our employees' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

## **2. OUR INITIATIVES**

EPS diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of inclusivity, diversity, and equality among all our employees that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

## **3. EPS POLICY**

All employees of EPS have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.



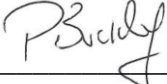
EPS commit to bring awareness and training to all employees relating to diversity, inclusivity and equality with the aim of enhancing their knowledge.

#### 4. INAPPROPRIATE CONDUCT

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

#### 5. HOW DO YOU RAISE A CONCERN?

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity, inclusivity and equality policy and initiatives should seek assistance from a supervisor or the HR Department.

Signed:  January 2023  
Patrick Buckley  
Managing Director

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