



Equal Opportunity for Work and Pay Policy
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Objective

The goal of this policy is to put mandates and principles regarding Equal Opportunity for Work and Pay into practise in compliance with anti-discrimination laws. The company forbids all forms of discrimination and harassment and provides equal employment opportunities to all employees and applicants without regard to age, national origin, race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, or any other legally protected characteristic. The Company complies with all relevant rules and regulations in both word and spirit.

Scope

This policy applies to all aspects of the relationship between the Company and its employees, including:

- Recruitment
- Employment
- Promotion
- Transfer
- Training
- Working conditions
- Wages and salary administration
- Employee benefits and application of policies

The selection and treatment of independent contractors, employees working on our property who are employed by temporary agencies, and any other people or businesses doing business for or with ADF Foods Ltd. are all subject to the policy rules and principles.

Policy Statement

The company is committed to ensuring equal opportunities for employment and fostering a welcoming workplace. We make an effort to:



- keep the workplace free from harassment based on age, race, gender, physical prowess, marital status, parenting status, ethnicity, religion, or sexual orientation;
- ensure that decisions about employment relationships are only based on an individual's abilities and credentials, with consideration for only occupational requirements, seniority, and other suitable non-discriminatory criteria;
- follow all applicable laws governing fair hiring practices and equal employment opportunities; and
- educate employees about certain conduct that is improper and the possible sanctions the Company may impose for improper conduct toward employees.

Plan of Action

The Company administers this policy fairly and persistently via the following procedures,

- Advertising for job openings with the statement "We are an equal opportunity employer and all applications will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law."
- Displaying the required notices about employees' rights under the company's policies in places where they can easily be seen by other employees.
- Shall notify the general counsel of any instances or allegations of discrimination or harassment without delay and takes other necessary action to put an end to the problem.
- Retaliation is not permitted against anybody who reports discrimination, opposes a behavior that is thought to be unlawful discrimination, complains of harassment, or supports someone who reports discrimination in accordance with the policy.
