



**PACIFIC
INDUSTRIAL
COMPANY**

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EQUAL EMPLOYMENT OPPORTUNITY POLICY

Pacific Industrial Company is committed to Equal Employment Opportunity.

Pacific Industrial Company believes that in living up to that obligation, our employees will enjoy a satisfying workplace environment and that each person's access to available opportunities will be based on merit only.

Based upon verified skills, qualifications and abilities, all employees can expect to be treated fairly in relation to employment, training, development and promotion with our company.

Any reports of sexual harassment will be investigated promptly and confidentially.

Sexual harassment is unlawful. Any reports of such activities are taken extremely seriously with our company.

Discrimination, in any form will not be tolerated.

Pacific Industrial Company will not treat any person less favourably than another on the basis of their sex, race, age, marital status, pregnancy, disability/impairment, religion, political beliefs, lawful union activity or sexual preference.

All Equal Employment Opportunity issues that are brought to the attention of Pacific Industrial Company will be investigated and resolved while respecting the confidence and rights of all parties involved.

Dated this 13th day of November 2017.

Marco Mosole
Managing Director