

Equal Opportunity Employer Policy

Introduction

At **Be-Safe Technologies Ltd** we are committed to providing equal employment opportunities to all individuals, regardless of their race, colour, religion, gender, sexual orientation, national origin, age, disability, or any other characteristic protected by law. Our Equal Opportunity Employer Policy reflects this commitment and applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

Purpose

The purpose of this policy is to ensure that all individuals are provided with equal employment opportunities, and to prevent discrimination or harassment based on any protected characteristic. This policy reflects our commitment to maintaining a workplace that is free from any form of discrimination, bias, or prejudice.

Scope

This policy applies to all employees, job applicants, and contractors of **Be-Safe Technologies Ltd**. It also applies to all employment decisions and actions, including those related to recruitment, hiring, training, promotion, compensation, benefits, and termination. Any violation of this policy will not be tolerated and may result in disciplinary action, up to and including termination of employment.

Policy Details

Responsibilities

It is the responsibility of all employees and job applicants to comply with this policy and to ensure that all actions and decisions are made without regard to any protected characteristic. Managers and supervisors are responsible for ensuring that this policy is implemented and followed within their areas of responsibility. They are also responsible for promptly reporting any alleged violations of this policy to the Human Resources department.



Recruitment and Hiring

All job postings and advertisements will include a statement that an equal opportunity employer. Recruitment and hiring decisions will be based solely on job-related qualifications and merit, without regard to any protected characteristic.

Training and Development

All employees will have equal access to training and development opportunities, regardless of their protected characteristic. This includes access to training programs, seminars, conferences, and other learning opportunities offered by **Be-Safe Technologies Ltd.**

Compensation and Benefits

All employees will receive equal pay for equal work, without regard to any protected characteristic. Benefits, such as health insurance, retirement plans, and holiday, will be provided equally to all employees who meet the eligibility requirements.

Harassment and Discrimination

Be-Safe Technologies Ltd has a zero-tolerance policy for any form of harassment or discrimination based on any protected characteristic. This includes harassment or discrimination by supervisors, co-workers, or any third-party individuals. Any employee who believes they have been subjected to harassment or discrimination should report the incident immediately to their supervisor or the Human Resources department.

Retaliation

Retaliation against any employee who reports a violation of this policy, participates in an investigation of a complaint or opposes any discriminatory practice is strictly prohibited and will not be tolerated.

Related Laws and Regulations

The Equal Opportunity Employer Policy at **Be-Safe Technologies Ltd.** is compliant with all appropriate laws and regulations:

Disciplinary Action

Disciplinary actions for violations of the Equal Opportunity Employer Policy will depend on the severity of the offence and the circumstances surrounding it. Employers should have a



clear disciplinary policy in place and consistently apply it to all employees found to be in violation of the policy.

Possible disciplinary actions may include verbal warnings, written warnings, suspension, demotion, or termination of employment. Employers may also be required to provide training or counselling to employees who have violated the policy, and to take steps to prevent future violations.

In addition, employers found to be in violation of federal or state anti-discrimination laws may face legal action, including fines, lawsuits, and investigations by government agencies.

It is important for employers to take allegations of discrimination seriously and to promptly investigate any complaints of discriminatory behaviour. Employers should provide employees with a clear and accessible method for reporting discrimination and ensure that all reports are thoroughly investigated and addressed.

By taking a proactive approach to preventing discrimination and enforcing the Equal Opportunity Employer Policy, organizations can create a fair and inclusive workplace that values diversity and respects the rights of all employees.

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