



EMPLOYMENT EQUITY AND DIVERSITY POLICY

Cervus is committed to maintaining a workplace that values equity, diversity and unhindered access to employment opportunities, free from artificial barriers, whether systemic or otherwise.

Cervus will foster an inclusive culture and will not discriminate in its employment practices on the basis of gender, race, ethnicity, sexual orientation, religion, age, disability, marital status, family status, gender identity, place of origin, colour, citizenship, creed, record of offences, or any other characteristic protected by law. This includes all aspects of employment including hiring, job assignment, compensation, discipline, termination and access to benefits and training.

Cervus will hire, retain and promote the most suitably qualified candidate for any open position while ensuring that the hiring process and the qualifications required for each position are fair and equitable for all persons. Employment related decisions are based on principles of individual merit and achievement such as job performance, skills, knowledge, and abilities relevant to specific positions and not on factors unrelated to a person's performance or ability to do the job.

Management will make reasonable accommodation for qualified individuals with known disabilities unless doing so would result in an undue hardship.

Any employee with questions or concerns about discrimination in the workplace is encouraged to bring these issues to the attention of their immediate Supervisor, Management or Human Resources. Employees can also call the ConfidenceLine. Employees can raise concerns and make reports without fear of reprisal. It is also a violation of this policy for anyone to knowingly make a false complaint of discrimination, or to provide false information about a complaint. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

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