



xtract o|n|e

Diversity in the Workplace Policy



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Xtract One Technologies Inc. is dedicated to providing an atmosphere free from barriers in order to promote equity and diversity. We celebrate and welcome the diversity of all employees, stakeholders and external personnel. It is the policy of cOne Technologies to foster an environment that respects people's dignity, ideas and beliefs thereby ensuring equity and diversity in employment. We demonstrate our commitment to this by providing supportive work environment and a corporate culture that welcomes and encourages equal opportunities for all employees.

Guidelines

Xtract One Technologies has specific policies in place to prevent any discrimination on the basis of the protected ground in any employment, stakeholder or external personnel matter. As such, Xtract One Technologies is dedicated to promoting diversity within the workplace.

All personnel actions regarding hiring, compensation, promotion, benefits, job assignments, transfers, lay-offs, return from lay-offs, company sponsored programs or events, etc. will be taken without regard to race, colour, creed, religion, sex, gender identity, gender expression, family status, age, language or national origin.

Xtract One Technologies will ensure that accommodations are made for individuals who require them. Individuals are encouraged to let Patriot One Technologies management know of any accommodations that should be made.

Culture Competence

Xtract One Technologies will ensure that employees and stakeholders are culturally competent and may use various training initiatives to foster these competencies. These training initiatives may include:

- Allowing awareness of one's own cultural view
- Encouraging positive attitudes towards cultural differences
- Obtaining knowledge of different cultural practices and views
- Teaching cross-cultural skills



Hiring Practices

In identifying qualified candidates for employment, Human Resources and Hiring Managers will consider prospective candidates based on merit, having regard to those competencies, expertise, skills, background, and other qualities identified from time to time as being important in fostering a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. Xtract One Technologies will also take in account legal and regulatory requirements, such as those relating to residency and independence, and give due consideration to characteristics, such as gender, age, ethnicity, disability, sexual orientation, and geographic representation, which contribute to employee diversity.