

III FLEX AUTOMATION & ENGINEERING

Equal Opportunities Policy

At Flex Automation & Engineering Inc. we are committed to providing equal opportunities for all employees, job applicants, customers, and contractors, regardless of their race, color, national origin, sex, age, religion, sexual orientation, gender identity, pregnancy, veteran status, disability, or any other protected characteristic.

We will not tolerate discrimination or harassment of any kind and will take appropriate action to address any such behavior.

To achieve this, we will:

- Provide fair and equal treatment to all employees, job applicants, customers, and contractors.
- Not discriminate on the basis of race, color, national origin, sex, age, religion, sexual orientation, gender identity, pregnancy, veteran status, disability, or any other protected characteristic in any aspect of employment, including hiring, promotion, demotion, discipline, termination, and compensation.
- Ensure that all employees, job applicants, customers, and contractors are treated with respect and dignity.
- Provide reasonable accommodations for employees and job applicants with disabilities.
- Foster a work environment that is free from discrimination, harassment, and retaliation.
- Continuously review and improve our equal opportunities policies and procedures.

All employees are expected to comply with this policy and to support its implementation. Any employee found to be in violation of this policy will be subject to disciplinary action, up to and including termination of employment.

We will also work with our suppliers and contractors to ensure that they comply with this policy and to promote equal opportunities throughout our supply chain.

We are committed to the continuous improvement of our equal opportunities performance and will regularly review and evaluate the effectiveness of our policies, procedures, and performance.

We encourage all employees, job applicants, customers, and contractors to raise any concerns they may have regarding equal opportunities or discrimination and will take appropriate action to address any such concerns.