



FAIR EMPLOYMENT POLICY

COMMITMENTS

NAC is committed to fair employment practices and expects our business partners, vendors and subcontractors to live by make this same commitment. Specifically, NAC:

- Provides employees with an equitable workplace,
- Does not tolerate forced, compulsory and child labour, and
- Is fundamentally against any forms of human trafficking and modern slavery

PRINCIPLES

- Guarantee respect for the human rights of all workers, without distinction of age, race, ethnicity, colour, gender, disability, religion, political opinion, national origin, sexual orientation, civil status, social origin, education, experience or any other condition, in accordance with NAC's *Workplace Respect Policy*
- Prohibit the use of forced or compulsory labour in any form – as it is defined in Bill S-211
- Respect free and informed consent of a worker to take a job and their freedom to leave their employment without penalty on giving reasonable notice
- When recruiting overseas workers, use only legitimate and reputable recruitment and employment agencies
- Provide workers with written terms and conditions of employment for their review and signature before they begin work
- Do not procure importing goods at a high risk of being produced by a child or through forced labour
- Permit employment of minors who are at least 16 years old, with the proviso of the work not interfering with or depriving them of the opportunity to attend school
- Prohibit minors under age 18 years old from working on any occupation that is deemed to be hazardous

ACCOUNTABILITIES

- All Managers and supervisors are expected to uphold the commitments and principles of this Policy
- Procurement shall incorporate forced and child labour prohibition requirements in NAC contracts
- Human Resources shall ensure fair hiring practices
- This policy is subject to annual review and acceptance by the Executive Team


Scott McPherson
President

Date: 01 JAN 2024