

Labor and Workplace Policy

Anti-Harassment and Non-Discrimination

We value and seek to advance the diversity and inclusion of the people on our team. We are committed to equal opportunity and to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace nor in any work-related circumstance outside the workplace.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. We are committed to providing a safe and healthy workplace and complying with all applicable safety and health laws and regulations, as well as internal expectations that seek continuous performance improvement across key safety metrics. We strive to provide and maintain a safe, healthy and productive workplace, with input and feedback from our employees, by addressing and remediating identified hazards or safety risks.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external physical, verbal or online threats. We continuously evaluate our security profile and enhance security safeguards as needed, while maintaining respect for employee privacy and dignity.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to complying with applicable labor and employment laws wherever we operate and adhering to and promoting human rights in accordance with the UN Guiding Principles on Business and Human Rights. Any employee who believes a conflict arises between the language of our policies and the laws, customs and practices of the place where he or she works, or who has questions

about our policies or would like to confidentially report a potential violation of our policies, can raise those questions and concerns with local management, Human Resources or the Company's Compliance Department. Employees can also anonymously report suspected violations of Company policies and laws through a secure internet website or by calling the Company hotline. No reprisal or retaliatory action will be taken against any employee for raising their concerns. The Company will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any verified violation.