



7.11 Workforce Philosophy

The Company has accepted the responsibility to provide you with a good working environment, competitive wages and benefits, and an opportunity to succeed. We are committed to treating you with respect, developing your skills, and working with you to solve workplace problems. We believe in open and honest communication with our employees. We always prefer to do so directly with employees themselves because they are the best source of information regarding their individual concerns. Honest communication between us will help all of us to avoid misunderstandings and resolve problems at an early state.

The Company will respect and partner with a third party to determine terms and conditions of work where employees at a Company location have chosen to work with a third party.