

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. The Company is committed to treating you with respect, developing your skills, and working with you to solve workplace problems. The Company believes in open and honest communication with our employees and always prefers to do so directly with employees themselves because they are the best source of information regarding their individual concerns. Honest communication helps avoid misunderstandings and resolve problems at an early stage.

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 or be represented by a third party.

Revised August 2024