

POLICY AND GUIDELINES

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Subject		Scope		
Diversity and Inclusion Policy		All Employees		

POLICY

Cementation is committed to creating and sustaining a work environment that is inclusive and respectful of every employee and stakeholder; that empowers every individual to grow and to achieve all that they are capable of; and that reflects the makeup of the communities within which we live and work.

PURPOSE

The purpose of this Policy is to provide guidance to support the understanding of the importance of diversity and inclusion and further, to reinforce the actions that are required to ensure inclusion at every job site and every office throughout the company. Cementation strives to create an inclusive culture in which diversity is valued and respected by all stakeholders.

Respecting and appreciating differences in age, ethnicity, Indigenous origin or heritage, gender, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture and all other personal characteristics - will result in a more successful and profitable company by collectively enhancing value for all stakeholders through responsible mine contracting.

RESPONSIBILITY

The collective responsibility to diversity and inclusion is reflected in all levels of the company, beginning with the Executive Team who fosters a culture in which every voice is welcomed, heard and respected. They strive to ensure the guiding principles of diversity and inclusion are supported and nurtured within in everything we do including the building of our office and project teams and cultivating leaders throughout the company that espouse Cementation's core values.

The Diversity and Inclusion Working Group has been given the following mandate:

- To actively identify and understand any barriers that exist that inhibit diversity and inclusion within our company or the mining industry in general.
- To ensure our company does not inadvertently promote or reinforce these barriers by our public image or business practices.
- To lead our company in encouraging and embracing diversity and inclusion across all stakeholders, including clients, suppliers, advisors, and employees.

Cementation's focus on diversity and inclusion aligns with the company's core value of giving every employee the opportunity to succeed and treating all employees with dignity and respect. Every employee is also responsible for ensuring his or her own awareness of diversity and taking actions that demonstrate inclusion in the workplace.

GUIDING PRINCIPLES

Cementation's Diversity and Inclusion Policy embodies a variety of principles and practices, including the following:

- Treating everyone with respect: Regardless of job title, nationality, gender or any other difference - everyone is treated with respect and dignity at all times.
- Embracing workforce diversity: Employees must be accepting and respectful of others despite differences that may exist.
- Valuing diverse perspectives: We value working environments that encourage and value diverse perspectives, thinking, skills, experience and working styles.
- Management practices: Beyond promoting a diverse workforce, leaders strive to ensure their teams include diverse perspectives and inclusive actions are taken to promote diversity.
- Stakeholders: When engaging with stakeholders aim to be as inclusive as possible and to develop strong relationships in accordance with the company's core values.
- Nationalization plans: Cementation works with clients to create opportunities for increased local talent. This includes hiring, training and development plans for residents of the local communities that we work.

DEFINITIONS

- Diversity is understanding, accepting and valuing differences in races, ethnicities, genders, ages, education, skillsets, experiences and way of thinking.
- Inclusion is a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees.

REFERENCES and RELATED STATEMENTS of POLICY and PROCEDURE

ATTACHMENT(S)

Diversity and Inclusion Policy Acknowledgement and Agreement

Diversity and Inclusion Policy Statement