

Razir Transport Services Ltd. (“Razir Transport”) Equality and Diversity Policy

Policy Statement

Our Corporate Responsibility Policy commits us to providing our employees with a healthy, safe and respectful work environment that is also free from all forms of harassment or discrimination. This Equality and Diversity Policy sets out how we put the equality and diversity aspects of that commitment into practice.

Application

- This policy applies to all employees of Razir Transport, including full and part-time, casual, contract, permanent and temporary employees, and job applicants.
- This policy recognizes that prohibited grounds for discrimination include race, religious beliefs, colour, gender, sexual orientation, marital status, physical and mental disability, age, and ancestry or place of origin.
- All decisions regarding recruitment, hiring, promotion, compensation, training, scheduling and other conditions of employment will be made with regard to this policy.

Context

Razir is dedicated to encouraging a supportive and inclusive culture for our whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace. Our aim is to ensure that all employees and job applicants are given equal opportunity. Each employee will be respected and valued and able to give their best as a result.

Responsibilities and Expectations

Razir Transport is responsible:

- To create an environment in which individual differences and the contributions of all employees are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To promote equality in the workplace, which Razir Transport believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To regularly review our employment practices and procedures so that fairness is maintained at all times.

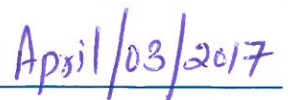
Employees are responsible:

- To treat all other employees with dignity and respect and in a fair and non-discriminatory manner in all employment related dealings.
- To ask supervisors or managers if you are unsure how to apply this policy.

Signature of person responsible for policy:



Ken Grewal, President



Date