

CENOZON

Diversity, Equity, and Inclusion Policy

Revision no.	Date	Description	Approved by
1	2023-07-18	Management Review	M. Woynarowich

Policy Statement

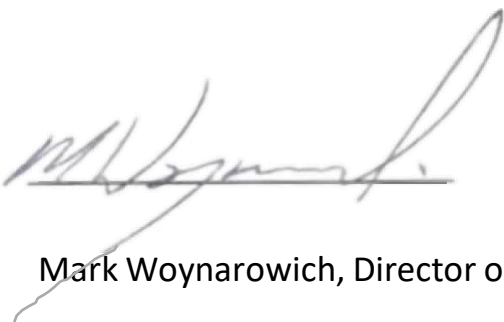
At Cenozon, we are committed to fostering a diverse, equitable, and inclusive workplace that celebrates the unique talents, experiences, and perspectives of every individual. Our Diversity, Equity, and Inclusion (DEI) policy reflects our dedication to promoting equal opportunity and creating an environment where everyone feels welcome and valued.

Cenozon strives to cultivate a safe workplace based on mutual respect. We have zero tolerance for discrimination, harassment, or any form of bias. We promote a culture of empathy, inclusion, and open communication, encouraging employees to speak up, share their experiences, and actively contribute to our DEI efforts.

Our DEI policy is guided by the following principles:

- Equal Opportunity for Everyone
- Working Together as a Diverse Workforce
- Measuring our Progress

By embracing diversity, complying with all relevant regulations, and cultivating an inclusive environment, we aim to create an accountable workplace that aligns with our DEI objectives. At Cenozon, diversity drives innovation and excellence, strengthening our employees, customers, and the communities we serve.



Mark Woynarowich, Director of Operations

Objectives

The objective of this policy is to:

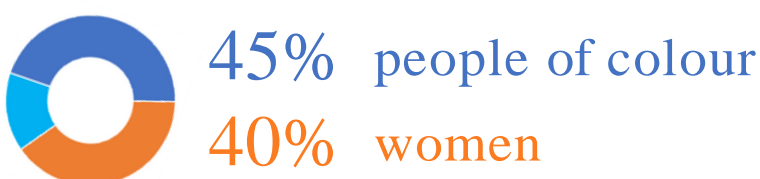
- Outline Cenozon’s commitment to diversity, equity and inclusion within our workplace and all other aspects of our operations
- Highlight the diversity present within our workforce, and Cenozon's rejection of discrimination in all its forms

Equal Opportunity for Everyone

We are dedicated to providing equal opportunities for all employees, regardless of their race, color, ethnicity, gender identity, sexual orientation, religion, age, disability, or any other protected status. All aspects of our operations — including, but not limited to — recruitment, hiring, training, assignment of work, and advancement processes shall be non-discriminate and solely based on merit, skills, and qualifications, ensuring that all individuals have an equal chance to succeed and grow within our organization. Additionally, it is our policy to ensure that all personnel are treated with dignity and respect, free from harassment, intimidation, threats, coercion, or any form of discrimination. This commitment extends to protecting employees who exercise their rights under relevant equal employment opportunity laws and regulations.

A Diverse Workforce

We firmly believe that a diverse workforce is the cornerstone of a healthy and thriving work environment. As such, approximately 40% of our employees are women and 45% of our team members are people of color. We are pleased to have significant representation of these groups at the executive level as well. We remain committed to the ongoing endeavour of diversifying our workforce.



Measurable Progress

By using key performance indicators like workforce diversity and applicant diversity in our hiring and recruitment processes, we are able to ensure an inclusive and informed workforce. Cenozon will continue to transparently acknowledge areas of improvement while using the appropriate metrics to track our progress.