



TEAM MEMBER GUIDE

102 EQUAL OPPORTUNITY EMPLOYMENT

In order to provide equal employment and advancement opportunities to all individuals, employment decisions will be based on merit, qualifications, and abilities. The Company does not discriminate in employment opportunities or practices because of race, colour, religion, sex, national origin, age, disability or any other status protected by law.

This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, access to benefits, training and termination.

All new hires (full time, part time, casual or student status) must be at least 18 years of age at date of hire.