

Shafer-Haggart Ltd. is committed to promoting gender equality, inclusion, and fair and equitable treatment of all individuals across its operations and supply chain. This includes both employees of Shafer-Haggart Ltd. and all suppliers and business partners engaged in its operations.

This policy supports the prevention of discrimination and bias, the promotion of equal opportunity, and the maintenance of safe, respectful, and inclusive working environments.

This policy is aligned with internationally recognized frameworks, including International Labour Organization (ILO) conventions, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Due Diligence Guidance for Responsible Business Conduct, and applicable national labour and human rights laws

Scope:

This policy applies to all employees, suppliers, and other stakeholders engaged in activities related to Shafer Haggart's supply chain.

Policy Commitments

Shafer-Haggart Ltd. is committed to:

- Ensuring equal treatment and equal opportunity for all individuals, regardless of gender
- Preventing discrimination, bias, harassment, and abuse in the workplace and supply chain
- Supporting diversity and inclusion in employment and business practices
- Identifying and addressing barriers to gender equality across operations and supply chains

Core Principles

a) Non-Discrimination and Equal Opportunity

- Shafer-Haggart Ltd. and its suppliers shall ensure that all employment decisions, including recruitment, hiring, training, promotion, compensation, and termination, are based on skills, qualifications, and experience, without discrimination based on gender or related characteristics.
- Equal pay for equal work shall be supported in accordance with applicable laws.

b) Prevention of Harassment and Violence

- All forms of gender-based violence, harassment, intimidation, and abuse are prohibited in both workplace and supply chain environments.
- Appropriate mechanisms shall be in place to enable reporting, investigation, and resolution of complaints, and individuals must be protected from retaliation.

c) Health, Safety, and Worker Protection

- Safe and hygienic working conditions shall be provided for all employees.
- Suppliers and business partners are also expected to provide safe and hygienic working conditions in accordance with applicable laws and regulations.
- Appropriate protections shall be provided for pregnant and nursing workers in accordance with applicable laws, including access to legally required benefits where applicable.

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d) Access, Participation, and Representation

- All employees shall have access to training and development opportunities where required for their role and job needs. Employees shall also have access to grievance mechanisms and representation structures, where legally permitted.
- Suppliers and business partners are expected to ensure that their workers have access to training and development opportunities where required for their roles and job needs. Suppliers and business partners are also expected to ensure that their workers have access to grievance mechanisms and representation structures, including trade unions or worker committees, where legally permitted.

e) Supplier and Business Partner Requirements

Suppliers and business partners are expected to:

- Comply with all applicable labour, employment, and human rights laws
- Implement systems that support gender equality and non-discrimination
- Prevent discrimination and harassment in their operations and supply chains
- Extend these requirements to subcontractors and labour providers where applicable
- Implementation and Continuous Improvement

Shafer-Haggart Ltd. expects employees and suppliers to support the implementation of this policy through appropriate procedures, training, and workplace practices.

Gender equality is recognized as an ongoing process requiring continuous improvement and cooperation across internal and external stakeholders. Shafer-Haggart Ltd. supports United Nations Sustainable Development Goal 5 ([Gender Equality](#)) and is committed to promoting equal opportunity, reducing discrimination, and advancing inclusive practices across its operations and supply chain.

Review and Updates

This policy will be reviewed periodically and updated as required to reflect changes in legislation, international standards, and best practices

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