



GAZZOLA PAVING LIMITED Employment Diversity Policy

GAZZOLA PAVING LIMITED recognizes the value of its diversity and strives for equality in employment, practices and the delivery of our services. Therefore, we will equip management and all employees with knowledge and skills to recognize and address competing rights in all our work locations.

Our goal is to

- Encourage mutual recognition of interests, rights and obligations.
- Facilitate maximum recognition of rights, wherever possible
- Address stigma and power imbalances and help to give marginalized individuals and groups a voice

We will foster respect on a daily basis amongst management and all employees. We will ensure that management staff understand their legal responsibilities to act immediately to deal with competing rights situations. We will continually monitor and assess progress in recognizing and addressing competing rights situations in our organization.

GAZZOLA PAVING LIMITED recognizes that under the Ontario Human Rights Code, we have the ultimate responsibility for maintaining an inclusive environment that is free from discrimination and harassment, and where everyone's human rights are respected.

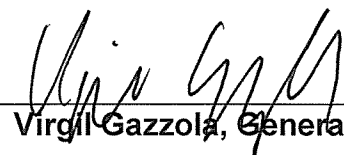
GAZZOLA PAVING LIMITED diversity policy covers 3 areas: recruitment, career development and promotion and employee support. This policy applies to all employees, prospective employees, contractors, suppliers and all others who do business with or are in contact with **GAZZOLA PAVING LIMITED**.

Recruitment: We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. We have established procedures to identify talented women and individuals from under-represented backgrounds for recruitment.

Career Development and Promotion: **GAZZOLA PAVING LIMITED** rewards excellence and all employees are promoted based on their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Employee Support: **GAZZOLA PAVING LIMITED** provides a safe and pleasant environment for our employees by offering open communications, employee network and support groups in addition to flexible working time arrangements.

GAZZOLA PAVING LIMITED will enforce this policy for all related issues or non-compliance based on the results of conducted investigations on a case-by-case basis. We will continue to monitor and review the policy and its implementation. This policy will be communicated with all employees upon hiring and at least annually upon review.



Virgil Gazzola, General Manager

Date May 1, 2021