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ENERMECH DIVERSITY AND INCLUSION POLICY

The employees of EnerMech represent a talented and diverse workforce. Achieving the full potential of this diversity is a business priority that is fundamental to our competitive success. A key element in our workforce diversity programs is EnerMech's long-standing commitment to equal opportunity.

EnerMech's business activities and benefit plans comply with all applicable laws, including those addressing equal opportunity. Activities such as hiring, promotion and compensation of employees, are conducted without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age. EnerMech makes reasonable accommodations available where it believes they are appropriate to enable employees with disabilities and others to effectively perform their jobs. EnerMech fosters a working environment that is free of all forms of harassment out of respect for our employees and all those with whom we do business.

This policy is based on sound business judgment. Every manager in EnerMech is expected to abide by our policy, and all applicable laws on this subject, and to uphold EnerMech's commitment to workforce diversity.

A handwritten signature in black ink, consisting of a stylized 'C' followed by a horizontal line.

Christian Brown
CEO