

Equality and Diversity Policy

STS Operating, Inc. d/b/a SunSource and its affiliate companies (collectively, “SunSource”) are dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organization is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favorable facilities or treatment on the grounds of race or ethnicity, gender, age, religious beliefs, disability, sexual identity or orientation, or other protected status.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When SunSource selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability, and the business needs of the organization.

All employees will be given help and encouragement to develop their full potential and utilize their unique talents. Therefore, the skills and resources of our organization will be fully utilized and we will maximize the efficiency of our whole workforce.

As part of our commitment to equality and diversity, SunSource makes the following commitments:

- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment.
- To make training, development, and progression opportunities available to all staff.
- To promote equity in the workplace, which believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns without fear of retaliation so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.

- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

SunSource will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

SunSource's equality and diversity policy is fully supported by senior management. Our policy will be monitored and reviewed periodically to ensure that equality and diversity is continually promoted in the workplace.