

## Human Rights & Disability Policy



### Purpose

C&C Wind Energy Services believes a healthy, safe and respectful workplace that is free of discrimination and ensures an equal employment opportunity for all individuals.

### Scope

The "Human Rights & Disability Policy" applies to all employees of C&C Wind Energy Services, as well as any contracted, or 3<sup>rd</sup> party sub-contracted workers or vendors, employed in any capacity for C&C Wind Energy Services.

### Human Rights Policy

C&C Wind Energy Services respects the human rights of its employees, customers, and vendors, and we comply with all applicable human rights laws in the province(s) / States in which we operate.

Applicable human rights laws will be followed in our hiring, compensation, discipline, and termination practices, and in all other aspects of the employment relationship. We do not unlawfully discriminate based on race, colour, ancestry, place of origin, religion, marital or family status, sex, sexual orientation, disability, age, or any other classification protected under the applicable law(s). Our decisions are based on merit, business needs, and bona-fide occupational requirements.

C&C Wind Energy Services prohibits any form of discrimination against any employee, customer, or vendor. Any employee who engages in discriminatory behaviour in their employment will be subject to disciplinary action, up to and including termination.

If you believe someone has violated this policy, please immediately notify your manager and/or the owner. C&C Wind Energy Services will promptly investigate and take appropriate corrective measures. No employee will be subject to discrimination and C&C Wind Energy Services prohibits any form of discipline or retaliation for reporting in good faith incidents of unlawful discrimination. Cooperation is required by all parties during the investigation of such reports. If an employee is uncomfortable approaching their manager (or) if the manager is directly involved in the allegations, an alternative channel of reporting would be to initiate a complaint with either a site assigned health & safety Rep. or a second level manager.

## Human Rights & Disability Policy



### Disability Accommodations Policy

C&C Wind Energy Services is committed to ensuring equal opportunity in employment for qualified individuals with disabilities. C&C Wind Energy Services complies with all applicable laws regarding the employment and accommodation of people with disabilities.

Reasonable accommodation is available to an employee with a disability if the disability affects the performance of job functions. Any employee who feels he or she needs such accommodation should contact his or her manager to discuss such accommodation. The individual with the disability will be required to specify the kind of accommodation needed to perform the job. C&C Wind Energy Services will conduct an investigation to identify the barriers and possible accommodations, if any, that would help eliminate the limitation. If the accommodation is reasonable and does not impose an undue hardship on C&C Wind Energy Services operations, the accommodation will be made.