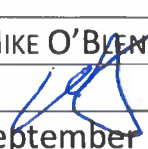




DOCUMENT TITLE:	GENDER EQUALITY POLICY
APPROVED BY:	MIKE O'BRIEN, PRESIDENT & CEO
Signature:	
APPROVED DATE:	September 27 th , 2021
VERSION:	1.0

AV Group NB Inc. believes in equality of opportunity and treatment across all genders. Positions are filled strictly based on candidates conformity to company values, previous experience, and ability to achieve results regardless of gender.

AV Group NB Inc. will encourage gender equality strategies such as:

- Provide gender equality during recruitment and promotion; all genders are encouraged and supported to actively participate in every level of employment and decision-making.
- Provide coaching, feedback, mentoring and sponsorship help ensure all genders succeed in management positions, including access to training.
- Encourage and sponsor networking among such as women sponsoring women; or any other gender, either within the company, with other companies or outside organizations.
- Prevent and eliminate sexual harassment. While sexual harassment at work is often targeted to women, all genders can be affected.
- Balance work with family responsibilities, including flexible working arrangements, maternity/parental leave as per legislated requirements.
- Promoting gender equality in the supply chain such supporting contractors to improve on their implementation of equal employment and non-discrimination policies.
- Promoting gender equality and prevent gender discrimination in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.
- With consideration for worker experience, performance, and working conditions, all genders are paid equally for similar work.
- Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and discrimination based on gender, marital status, parenthood or sexual orientation.

We recognize that equality at work between all genders means:

- Not letting discrimination be an obstacle to getting the best candidates for the job at hand;
- Enhanced competitiveness through developing more productive human resource policies
- Addressing proactively possible gender-related barriers at all levels, from work design, institutional policies, traditional approaches or even mere lack of awareness;
- Equality of opportunity in providing challenging assignments and vertical mobility based on candidate's merit and choice rather than preconceived notions arising from sex-typed division of labour.