

Anti-Discrimination Policy

Purpose

To establish uniform guidelines in order to promote a work environment at Sheela Foam that is free of discrimination and to affirm Sheela Foam's commitment to equal opportunity and affirmative action.

Policy Statement

Sheela Foam is an "equal opportunity employer." Sheela Foam will not discriminate and will take "affirmative action" measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, creed, color, national origin, or gender.

This policy prohibits discrimination based on the following grounds and any combination of these grounds:

1. Age
2. Creed (religion)
3. Gender
4. Gender orientation
5. Gender identity
6. Gender expression
7. Family status (such as being in a parent-child relationship)
8. Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
9. Disability (including physical, developmental or learning disabilities)
10. Race
11. Ancestry
12. Place of origin
13. Ethnic origin
14. Citizenship
15. Colour
16. Record of offenses (criminal conviction for a provincial offense, or for an offense for which a pardon has been received)
17. Association or relationship with a person identified by one of the above grounds
18. Perception that one of the above grounds applies.

Grievance Handling

Any employee of Sheela Foam has the right to raise concerns or make a complaint regarding discrimination under this policy without fear of retaliation.

If any employee has a question or wishes to discuss a possible violation, he/she should first discuss it with those in his/her management chain. If the employee is not comfortable with that approach for any reason, or if no action is taken, please contact the Corporate HR Head.