

ANTI-DISCRIMINATION POLICY STATEMENT

Document Name: Anti-Discrimination Policy Statement	Document Number: PS011
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Approved by: Paul Chiang, Samira Westlund	Review/Revision Date: July 2026
Frequency of Review: 1 year	Revision Number: No Change

M.J. Dixon Construction Limited (MJD) is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities.

MJD will not tolerate, ignore, or condone any form of discrimination or harassment and is committed to always promoting appropriate standards of conduct. Acts of discrimination with respect to the following characteristics, as defined by the Ontario *Human Rights Code (Code)*, are strictly prohibited: race, ancestry, place of origin, colour, disability, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity or expression, age, record of offences, marital or family status.

MJD believes that every person has the right to be free from harassment and discrimination. The right to freedom from discrimination and harassment extends to all MJD employees, including full-time, part-time, temporary, probationary, and contracted staff. It is also unacceptable for members of MJD to engage in harassment or discrimination when dealing with clients, contractors, or with others it has professional dealings with, such as suppliers or service providers.

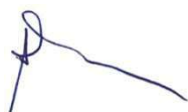
MJD is committed to a comprehensive strategy to address harassment and discrimination, including:

- Providing training and education to make sure everyone knows their rights and responsibilities,
- Regularly monitoring organizational systems for barriers relating to *Code* grounds, and
- Providing effective and fair complaints and investigation procedure.

Creating and maintaining a respectful workplace is a shared responsibility. All MJD employees are expected to uphold and abide by this policy, by refraining from any form of harassment or discrimination, and by cooperating fully in any investigation of a harassment or discrimination complaint.

It is the responsibility of Senior Management to exercise its authority to prevent discrimination and to respond and investigate promptly to incidents of harassment and discrimination. If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination of employment.

This policy and any coordinating procedures will be reviewed annually. Any updates made will be communicated as appropriate.



MJ Dixon Construction Ltd. – Vice President

July 2026

Date