

DIVERSITY, EQUITY & INCLUSION POLICY

Fluid Energy Ltd., referred to as “Fluid”, is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

We promote, encourage & enforce:

- Equity and fairness
- Multiple approaches and points of view
- Respectful communication and cooperation
- Teamwork, collaboration, and participation
- Contributions to and awareness of the communities we serve, to promote greater understanding and respect

All staff of Fluid, including employees, consultants or contractors and directors, have a role in supporting the Company’s commitment to diversity, equity, and inclusion.

It is the policy of Fluid to afford equal employment opportunities to all persons without regard to age, colour, ethnicity or race, national origin, cultural background, family or marital status, sexual orientation, gender identity or expression, language, physical or mental disability, political affiliation, religion, and socio-economic status. This approach applies in all areas including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation and all other conditions and privileges, in accordance with applicable federal, provincial/state, and local laws and within the basic principles of human dignity.

Fluid is fully committed to these principles and practices and expects a similar commitment from all staff towards creating a comfortable and productive atmosphere for everyone. All staff have a responsibility to treat others with dignity and respect, at all times. All staff are expected to exhibit conduct that reflects and promotes inclusion and removes barriers. All staff are to understand and follow Fluid’s core values and our Code of Business Conduct and Ethics.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the Fluid’s diversity policy should contact their manager and/or Human Resources representative. Any staff involved in discriminatory practices will be subject to discipline, up to and including termination. Additionally, if you have any questions or concerns about diversity, equity, and inclusion at Fluid, please contact your Human Resources representative.

