



XCEL POWER SYSTEMS LTD

DISCRIMINATION, EQUAL OPPORTUNITY AND HARASSMENT

POLICY STATEMENT

XCEL Power Systems Ltd is committed to providing an inclusive and non-discriminatory work environment in which all employees are valued and empowered to succeed.

DISCRIMINATION

XCEL Power Systems policy is to ensure that no discrimination is shown to any applicant, employee, customer or visitor in the areas of employment, prospects, accessibility to facilities or services with regard to that person's age, race, colour, sex, gender, religious creed, national origin, political opinion, affiliation, marital status, disability or medical condition. The sole exception would be when job requirements constitute a bona fide reason necessitating certain criteria to perform essential job tasks.

HARASSMENT AND EQUAL OPPORTUNITY

XCEL Power Systems Ltd also strictly prohibits any and all forms of harassment in the workplace, including sexual harassment and bullying.

XCEL Power Systems Ltd offers equal opportunity to all applicants, employees, customers and visitors irrespective of age, race, colour, sex, gender, religious creed, national origin, political opinion, affiliation, marital status, disability or medical condition. The sole exception would be when job requirements constitute a bona fide reason necessitating certain criteria to perform essential job tasks.