

EQUAL OPPORTUNITY & ANTI-DISCRIMINATION POLICY

Teneo is an equal opportunity employer. All employees are treated on their merits, without regard to race, age, sex, marital status or other factors not applicable to their position. Employees are valued according to how well they perform their duties, and their ability and enthusiasm to maintain the company's standard of service.

At Teneo we do not tolerate any form of discrimination. We believe that all employees have the right to work in an environment free of discrimination and harassment.

Discrimination undermines proper working relationships and may cause low morale, absenteeism and resignations.

Under federal and state anti-discrimination laws, discrimination in the workplace on the following grounds is against the law:

- Sex;
- Pregnancy;
- Age;
- Impairment of illness;
- Social origin;
- Lawful sexual activity;
- Trade union activity
- Gender identity or history;
- Marital status;
- Parental or family status;
- Race;
- Nationality or ethnic origin;
- Sexuality;
- Political belief;
- Religion;
- Breast feeding.

Sexual harassment and vilification on the basis of race, religion, sexuality or gender identity are also against the law.

Managers and supervisors must ensure that all employees are treated equitably and are not subject to discrimination. They must also ensure that people who make complaints, or witness, are not victimised in any way.

Any reports of discrimination or harassment will be treated seriously and investigated promptly, confidentially and impartially. Disciplinary action will be taken against anyone who discriminates against a co-worker. Discipline may involve a warning, transfer, counselling, demotion or dismissal, depending on the circumstances.

Teneo is committed to providing an environment which is safe for its employees. You will not be disadvantaged in your employment conditions or opportunities as a result of lodging a complaint.



John Ferguson
Chief Executive Officer, October 2020