

# EMPLOYMENT EQUITY

Algoma is committed to the fair and equitable treatment of all employees, and to providing an inclusive environment in which the talents of all employees can be fully utilized in support of successful Company operations. It is the policy of the Company that all decisions on hiring, promotion, job assignments, training and other human resource management functions be made solely on the basis of employee qualifications, ability and performance, and that the guiding principles of Employment Equity are followed and adhered to in all of its employment decisions. Any current or prospective employee who requires workplace accommodation and/or special needs consideration will receive accommodation in accordance with human rights and employment equity standards and principles. Any questions with regard to the interpretation of this policy, including accommodation of special needs, should be directed to the Human Resources Department.

The Company's Employment Equity plans, policies and procedures are approved by the President & CEO. All employees whose accountabilities include hiring, training, supervision, evaluation and promotion of employees are responsible for the implementation of this policy, with adherence to Employment Equity Plans forming part of the Employee Performance Appraisal System. Moreover it is the responsibility of all employees to support and promote the spirit and intent of Employment Equity.

The Human Resources Department is responsible for monitoring adherence to this policy and for suggesting refinements to senior management that improve its overall effectiveness.

1. All Company polices, practices and procedures are to be supportive of Employment Equity and reviewed and evaluate by the Human Resources Department on a continuing basis to ensure they are meeting this goal.
2. Any practice, procedures and barriers (including systemic barriers) found to be discriminatory and/or contrary to Employment Equity, should they exist and once identified, are to be modified by management and/or the Human Resources Department.



**Gregg Ruhl**

President & CEO

May 1, 2020

