

# UEX DIVERSITY POLICY

## Introduction

UEX Corporation recognises its talented and diverse workforce as a key competitive advantage. Our business success reflects the quality and skill of our people. UEX is committed to seeking out and retaining the finest talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company, and our shareholders. We recognise that each employee brings their own unique capabilities, experiences, and characteristics to their work. We value such diversity at all levels of the company in all that we do.

We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. Our diversity encompasses differences in gender, age, ethnic origin, religion, education, sexual orientation, political belief or disability. We recognize the benefits arising from Board renewal, employee and Board diversity, including access to a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When UEX Corporation selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

### ***Guidelines for us to follow:***

- To create an environment in which individual differences and the contributions of all employees are recognized and valued.
- To create a working environment that promoted dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To make training, development, and progression opportunities available to all employees.
- To encourage employees to treat everyone with dignity and respect.
- To promote equality in the workplace, which UEX believes is good management practice and makes sound business sense.
- To regularly review our employment practices and procedures so that fairness is maintained at all times.

UEX Corporation will inform all employees of this diversity policy and their obligation to comply with its requirements and promote fairness in the workplace.

## Scope and Applicability

This policy applies to all employees, Officers, Board Members, and anyone conducting work for UEX Corporation.

Employees, Officers and Board members will be recruited and promoted based upon their ability and contributions.

## Roles and Responsibilities

Everyone covered by this Policy, is expected to foster a culture of diversity and inclusion, where different perspectives, experiences and skillsets are respected and valued. Including:

- Working to become aware of biases. For example, making decisions based on preference or tradition in favour of or against one thing, person or group compared with another, which can be unfair;
- Recognizing that inclusion is an attitude and approach that embraces all people – no matter their differences or similarities, allowing all people working with and for UEX to be their full, authentic selves;
- Endeavouring to ensure everyone feels respected, welcomed, supported and encouraged to achieve their full potential; and
- Reporting instances of non-compliance with this Policy using the reporting channels outlined in our Code of Conduct

## ***Board Responsibilities***

The Board of Directors, through the Compensation and Governance and Nominating Committees, commits to fostering a diverse and inclusive culture where:

- Individual differences are respected;
- The ability to contribute and access employment opportunities is based on performance, skill and merit, while recognizing the benefits of and actively promoting greater diversity in leadership positions throughout the organization, including at the Board and in executive officer positions; and
- Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

*The Board of Directors responsibilities include:*

- Formally assigning the responsibility to facilitate the implementation of this Policy to a senior officer of the Company;
- Annual monitoring of Company performance in compliance with this Policy;
- Considering diversity and the desire for Board renewal in the selection criteria of new Board members and executive officer appointments; and

- Reviewing this Policy annually and re-affirming and/or adjusting any goals for diversity set forth in this Policy.

UEX supports goals to increase the average percentage of women on boards and women in executive positions generally in corporate Canada and takes into account the level of representation of women at both the Board and management levels when making appointments. The UEX Board will ensure that the Company consider at all times eligible women for positions as directors of the Company.

The UEX Board believes promotion of diversity and Board renewal is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate for director in light of the needs of the Board without focussing on a single diversity characteristic. UEX has been successfully able to renew its Board through replacement of long-time directors with new directors without the requirement of formal term limits. UEX has also been able to appoint women to both executive positions in the Company as well as to the Board without the need for specific targets and accordingly, has not found it necessary to adopt targets regarding gender diversity on the Board or in management.

The UEX Board will ensure that diversity reporting and statistics with respect to Board and Officer diversity will be included in all future disclosure reporting through the Management Information Circular and Annual Information Form.

### **Management Responsibilities**

Management is charged with the responsibility of implementing this Policy by:

- Ensuring sufficient and reasonable resources are allocated to implement and manage this Policy and support the diversity and inclusion strategy;
- Including diversity and inclusion in the Company's strategic objectives;
- Providing quarterly updates to the Compensation, Corporate Governance, and Nominations Committees as well as the Board of Directors' on the progress made towards enhancing diversity and inclusion; and,
- Reporting progress on enhancing diversity and inclusion at UEX through disclosure in the Company's regulatory disclosure filings and other relevant public reporting channels.

Last reviewed and approved by the UEX Board of Directors: June 12, 2019