

Diversity, Equality, and Inclusion Policy

Purpose

Purpose of Tetra Corp is committed to fostering a diverse, equitable, and inclusive workplace where everyone is respected, valued, and empowered. This policy outlines our commitment to promoting diversity, ensuring equality, and encouraging inclusion in all aspects of our operations. We aim to create an environment where employees, contractors, and business partners can thrive regardless of their background, identity, or beliefs.

1. Commitment to Diversity

- Tetra Corp values diversity in all its forms, including race, ethnicity, gender, age, sexual orientation, religion, disability, and cultural background.
- We actively seek to build a diverse workforce that reflects the communities we serve and enhances our ability to innovate and succeed.

2. Equality of Opportunity

- We are committed to providing equal opportunities in recruitment, promotion, and all aspects of employment. Decisions are based solely on merit, qualifications, and performance, without discrimination or bias.
- Tetra Corp complies with all applicable anti-discrimination laws and regulations, ensuring that everyone is treated fairly and with respect.

3. Inclusive Culture

- We strive to create an inclusive work environment where all individuals feel welcome, supported, and empowered to contribute their best. We encourage open dialogue, collaboration, and respect for different perspectives.
- Inclusive practices extend to all areas of the business, including communication, team dynamics, and leadership development. We aim to eliminate barriers to participation and advancement for underrepresented groups.

4. Workplace Flexibility

- Tetra Corp recognizes the importance of work-life balance and offers flexible working arrangements to accommodate the diverse needs of our employees. This includes options such as remote work, flexible hours, and parental leave.
- We support employees in balancing their professional responsibilities with their personal and family needs, contributing to their overall well-being and job satisfaction.



5. Education and Awareness

- We are committed to educating our workforce on diversity, equality, and inclusion issues. This includes providing training on unconscious bias, cultural competency, and respectful communication.
- Ongoing learning opportunities are offered to ensure that all employees understand the importance of diversity and inclusion and are equipped to contribute to a positive workplace culture.

6. Anti-Harassment and Anti-Discrimination

- Tetra Corp has a zero-tolerance policy for harassment, discrimination, or bullying in the workplace. We are committed to preventing any form of behavior that undermines the dignity or rights of our employees or partners.
- All employees, contractors, and partners are expected to uphold this policy and report any incidents of harassment or discrimination. We take all reports seriously and will address them promptly and fairly.

7. Supplier and Partner Diversity

- We encourage diversity not only within our organization but also in our supply chain and business partnerships. Tetra Corp seeks to engage with suppliers and partners who share our commitment to diversity, equality, and inclusion.
- We prioritize working with diverse suppliers, including Indigenous-owned businesses, women-owned enterprises, and other minority-owned companies, to promote broader economic inclusion.

8. Accountability and Continuous Improvement

- Tetra Corp is committed to holding itself accountable for its diversity, equality, and inclusion goals. We regularly review and assess our practices to ensure they align with our values and legal requirements.
- We set measurable diversity and inclusion goals and track our progress to ensure continuous improvement in creating an equitable workplace.

9. Support and Resources

- We provide resources and support to employees who may face challenges related to diversity and inclusion. This includes access to counselling services, mentorship programs, and employee resource groups.
- Tetra Corp fosters an environment where employees feel empowered to speak up about diversity and inclusion issues and contribute to positive change.



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10. Leadership Commitment

Our leadership team is fully committed to championing diversity, equality, and inclusion within the organization. Senior management actively promotes inclusive practices and ensures that diversity and inclusion are integrated into our business strategy and culture.

Leaders at all levels are responsible for modelling inclusive behaviour and fostering a culture of respect and equality.

Acknowledgment

By engaging with Tetra Corp, employees, contractors, and partners agree to support our Diversity, Equality, and Inclusion Policy and contribute to creating a welcoming and inclusive environment for all.