



Diversity & Inclusion Policy Statement

Liverpool Services is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our staff are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, self expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture but our reputation and company's achievements as well

We embrace and encourage our employees differences in age, colour, disability, ethnicity, gender identity, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status and other characteristics that make our employees unique

Liverpool Services diversity initiatives are applicable but not limited to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions and transfers, layoffs and termination and the ongoing development of a work environment built on the premise of diversity and inclusion that encourages and enforces :

- Respectful communication and cooperation between all employees
- Teamwork and employees participation, permitting the representation of all groups and employees perspectives
- Work / life balances through flexible work schedules to accommodate employees varying needs
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity

All employees of Liverpool Services have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion on and off the work site.

All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility

Any employee found to have exhibited and inappropriate conduct or behaviour against others may be subject to disciplinary action
Employees who believe that they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a superior.

