



## **Equal Employment Opportunity Policy**

Transcending Borders Corporation provides Equal Employment Opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws.

Transcending Borders Corporation complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Transcending Borders Corporation expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability or veteran status. Improper interference with the ability of Transcending Borders Corporation employees to perform their expected job duties is absolutely not tolerated.

- This policy is fully supported by senior management and has been agreed with applicable trade unions and/or employee representatives.
- The policy will be monitored and reviewed annually.

Approved: Tangalayer Oates, CEO/Founder / September 1, 2021  
*Original signed*