

Date: 2022-07-05

Company Name: KP The Garden Landscaper INC

Owner: Kahmal Paris

Policy Statement:

KP The Garden Landscaper INC is committed to fostering an inclusive and respectful work environment for all employees, contractors, and business partners. We uphold the principle of non-discrimination and ensure equal opportunities based on merit, skills, and experience, irrespective of:

- * Color

- * Sex

- * Religion

- * Political opinion

- * National extraction

- * Social origin

- * Age

- * Disability

- * Sexual orientation

- * Or any other characteristic protected by applicable human rights and labor laws in Toronto, Ontario, Canada.

Management Approach and Measures in Place:

- * **Equal Opportunity Employment:** We ensure that all hiring, promotion, training, and compensation decisions are based on qualifications, performance, and business needs, without regard to any discriminatory factors.
- * **Fair Treatment and Respect:** We cultivate a workplace culture that values diversity and promotes respectful interactions among all individuals. Harassment, bullying, or any form of discrimination is strictly prohibited.
- * **Clear Communication:** This non-discrimination policy is communicated to all employees upon hiring and is reinforced through internal communications.
- * **Complaint Mechanism:** Employees are encouraged to report any instances of discrimination without fear of retaliation. All complaints will be investigated promptly, fairly, and confidentially, and appropriate corrective actions will be taken.
- * **Compliance with Laws:** KP The Garden Landscaper INC is committed to complying with all relevant federal, provincial, and municipal human rights and employment laws in Canada.
- * **Regular Review:** Our non-discrimination practices and this policy are subject to ongoing review to ensure their effectiveness and alignment with best practices and legal requirements.