



Non-Discrimination Policy

Summary

This Policy sets out the Corporation's commitment to, and approach for, fostering, cultivating, and maintaining a workforce that meets the needs of the modern mining industry. This includes promoting a culture of non-discrimination and respect, where employees, Board members, Executive Officers, and Senior Management from all backgrounds and with all types of experience are valued.

1. DEFINITIONS

In this Policy, the following terms have the meanings set out below:

“Committee” means the Corporate Governance and Nominating Committee of the Bedrock-Service Corp. Board.

“Corporation” or **“Bedrock-Service”** means Bedrock-Service Corp. and its subsidiaries, except where the context indicates that the reference is solely to Bedrock-Service Corp. (for example, references to the Board or its Directors).

“Board” means the Corporation’s Board of Directors.

“Director” means a member of the Corporation’s Board.

“Executive Officer” includes an individual who is: (a) an executive chair or president; or (b) a chief executive officer, chief financial officer, or chief operating officer.

“Senior Management” includes an individual who is: (a) a vice-president; or (b) a manager responsible for a corporate function.

“Policy” means this policy.

“Protected traits” include, but are not limited to, age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical or mental ability, race, sex, religion, sexual orientation, veteran status, and any other characteristic protected under applicable law.

2. PURPOSE

Our people are our most valuable asset. The collective range of individual differences, life experiences, knowledge, creativity, innovation, self-expression, unique capabilities, and talent that our employees contribute represents a significant part of our culture, our reputation, and our success as a Corporation.

We value and encourage the diverse experiences and perspectives of our employees and directors and believe that these differences make our Corporation stronger, more adaptable, and better equipped to succeed.

This Policy sets out the Corporation’s commitment and approach to maintaining a workplace suited to the demands of the modern mining industry, and to promoting equal

employment opportunity and non-discrimination in all aspects of the Corporation's operations.

3. POLICY STATEMENT

Bedrock-Service is committed to non-discrimination in all aspects of employment, including, without limitation, recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment grounded in mutual respect and the value of difference. This includes:

- respectful communication and cooperation among all employees;
- teamwork and employee participation that allows for the representation of diverse perspectives;
- work/life balance through flexible work arrangements that accommodate employees' varying needs; and
- employer and employee contributions to the communities we serve to promote greater understanding and respect for all.

The Corporation focuses on the core functions of the role and the skills required for success when determining whether an individual is best suited for an opportunity with the Corporation. This approach enables the Corporation to balance a broad range of perspectives and experience and to hire and retain the most qualified candidates.

The Corporation believes that the nomination of Directors and the appointment of Executive Officers and Senior Management should be based on merit and remains committed to selecting the most qualified individuals for these roles. In evaluating the most qualified candidate, the Corporation will also consider each candidate's unique perspectives and experience to help ensure that individuals in leadership positions are well positioned to demonstrate sound decision-making, strong business performance, continuous innovation, and effective governance.

4. GUIDING PRINCIPLES AND RESPONSIBILITIES

To support the Corporation's non-discrimination and respect-based objectives, the following initiatives apply:

Employees

All employees of Bedrock-Service are responsible for treating others with dignity and respect at all times and for complying with the principles of non-discrimination in all aspects of employment. All employees are expected to demonstrate conduct that reflects a collaborative and welcoming environment at work, at work-related functions on or off site, and at all other Company-sponsored events.

All employees are also required to attend and complete annual non-discrimination training to help ensure they are able to meet these responsibilities.

Any employee found to have engaged in inappropriate conduct or behavior toward others may be subject to disciplinary action.

Employees who believe they have been subjected to discrimination should seek assistance from a supervisor or a Human Resources representative.

Board and Executive Officer Appointments

The Board, with the assistance of the Committee or any other person responsible for identifying or nominating Board members or Executive Officers for appointment, will, in the process of identifying and considering candidates for appointment or election to the Board or to Executive Officer positions:

- ensure the Board is composed of Directors who possess the knowledge, skills, competencies, viewpoints, and relevant expertise needed to make active, informed, and meaningful contributions to the management of the Corporation and the conduct of its business;
- review the Board skills and competencies assessments maintained to identify the skills and competencies required for the Board and to monitor how those requirements are currently being met, including any areas for growth or improvement;
- consider candidates who are highly qualified based on their experience, professional expertise, personal skills, qualities, and values;
- recognize that qualified candidates for Director positions may be found across a broad range of organizations, including privately held businesses, for-profit and not-for-profit associations, academic institutions, and other entities, in addition to the traditional pool of corporate directors; and
- engage, where appropriate, qualified independent executive search firms to conduct searches for candidates and present a strong pool of qualified candidates for Board and Executive Officer positions.

Senior Management Appointments

The Chief Executive Officer, with the assistance of the Vice President, Human Resources, will, when identifying and considering candidates for appointment or promotion to Senior Management positions:

- consider candidates who are highly qualified based on their experience, professional expertise, personal skills, qualities, and values;

- recognize that qualified candidates may be found across a broad range of organizations, including privately held businesses, for-profit and not-for-profit associations, academic institutions, and other entities, in addition to the traditional pool of corporate senior managers; and
- engage, where appropriate, qualified independent executive search firms to conduct searches for candidates and present a strong pool of qualified candidates for Senior Management positions.

The Corporation remains committed to equal employment opportunity and non-discrimination and will not consider any individual's protected traits in any employment decision.

5. MONITORING AND REVIEW OF THIS POLICY

On an annual basis, the Committee will:

- monitor the implementation of this Policy;
- assess the effectiveness of the nomination and appointment processes in achieving the Corporation's commitment to non-discrimination and in building and retaining a talented modern mining workforce, as described in this Policy;
- review best practices regarding the selection of individuals to serve on boards, as Executive Officers, and in Senior Management positions; and
- review this Policy, including its effectiveness, and recommend any changes to the Board.