

POLICY STATEMENT

Diversity and Inclusion



EnerMech delivers specialist services to the global energy and infrastructure markets. The success of our business is a result of our ability to continually, provide quality services and products to our customers while protecting our people, the environment and contributing to the sustainability of the communities where we operate.

The employees of EnerMech represent a talented and diverse workforce. Achieving the full potential of this diversity is a business priority that is fundamental to our competitive success. A key element in our workforce diversity programs is EnerMech's longstanding commitment to equal opportunity.

EnerMech's business activities and benefit plans comply with all applicable laws, including those addressing equal opportunity. Activities such as hiring, promotion and compensation of employees, are conducted without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age. EnerMech makes reasonable accommodations available where it believes they are appropriate to enable employees with disabilities and others to effectively perform their jobs. EnerMech fosters a working environment that is free of all forms of harassment out of respect for our employees and all those with whom we do business.

This policy is based on sound business judgment. Every manager in EnerMech is expected to abide by our policy, and all applicable laws on this subject, and to uphold EnerMech's commitment to workforce diversity.

The ELT will regularly review this policy statement to ensure suitability and effectiveness. This policy statement is available on request to interested parties and posted on our website, www.enermech.com.

Charles "Chuck" Davison Jr.
Chief Executive Officer