



Employment Equity Statement

Scepter Canada Inc. ("Scepter") is committed to ensuring that no person is denied employment opportunities or benefits for reasons unrelated to ability and to achieving and maintaining a workforce that is representative of women, Aboriginal peoples, persons with disabilities and members of visible minorities. We are providing this statement to supplement our existing rules and procedures which apply in the workplace. Scepter undertakes to identify and remove any discriminatory policies and practices found in the recruitment, selection, hiring, promotion, training, retention and termination of employees in all levels and categories of employment.

Employment equity is an ongoing planning process to eliminate barriers in the workplace that may prevent the full participation of all current and potential employees. It focuses on the employment situation of the four groups identified in the federal Employment Equity Act—women, Aboriginal peoples, persons with disabilities and visible minorities (referred to as the designated groups).

Scepter's goal of employment equity is to achieve full representation in line with availability; identify and eliminate barriers in the organization's employment policies and practices; remedy the effects of past discrimination; foster a climate for equity; and improve access and distribution throughout all occupations and at all levels for members of the designated groups.

It is the commitment of Scepter to provide a supportive work environment that will encourage employees to self-identify as designated group members; and attract and retain designated group members; implement an employment equity program in accordance with the requirements of the Federal Contractors Program (FCP) of the Labour Program; consult and collaborate with employee representatives, including bargaining agents, designated group members and others as mandated by Parliament in Section 15 of the Employment Equity Act.

Scepter will communicate with employees by distributing information about employment equity initiatives and progress regularly to all employees; and using all available internal media and ensuring that media are accessible to all employees (including persons with disabilities); co-operate with the Labour Program with respect to its compliance reviews; and maintain all records as required by the Employment Equity Act, the Regulations and the FCP Requirements. Scepter has implemented an employment equity program in accordance with the Federal Contractors Program Requirements.


Scepter has appointed Dawne Redel, Human Resources Manager, as the Senior Official Responsible for Employment Equity, who is responsible for the implementation and effective maintenance of Scepter's employment Equity policy. This person is responsible for employment equity and will report directly to the Vice President of Operations.

Scepter has established an employment equity committee that will work through and with the senior official responsible for employment equity, to implement and monitor Scepter's employment equity program. The committee will be co-chaired by the senior official responsible for employment equity or a delegated official and an employee representative. Membership on the employment equity committee will be voluntary. Employees throughout the organization will be encouraged to participate.

Anyone who has a concern related to the Employment Equity Policy or Programs may submit it in writing to the employment equity committee. Information given at any stage of the employment equity process will be kept strictly confidential, unless otherwise agreed to by the employee.

November 18, 2014

Scepter Canada Inc.



President
HRPOL004A

REV: 18-November -2014