

## Gender Pay Equity Policy



Schemata Workshop is committed to ensuring there is no gender-based wage discrimination within the practice. In reviewing its pay scale as it relates to gender, Schemata Workshop's goal is to eliminate systemic bias and discrimination that adds to the under-valuation of work performed by women and to ensure that women are treated on the same basis as men in terms of compensation for the work they perform. All employees performing the same or similar work of equal value will be compensated on the same pay scale.

Schemata Workshop's gender pay scale is intended to meet or exceed legislated wage requirements and industry standards, and to compensate, on the same basis, individuals performing the same or similar work, or work of equal value, regardless of gender.