



ARCH | NEXUS

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GENDER PAY EQUITY POLICY

Arch Nexus strives for gender pay scale equity, and our goal is to eliminate systemic bias and discrimination that relates to the under-valuation of work traditionally performed by women and to ensure that women are treated on the same basis with men in terms of compensation for the work they perform. All employees performing the same or similar work or work of equal value will be compensated on the same pay scale.

Arch Nexus will conduct an annual review of the pay scale of all employees by class to ensure there is no gender-based bias.