



Gender Pay Equity Policy

Energy Opportunities strives for gender pay scale equity and to eliminate inequality between men and women in terms of compensation for the work they perform. Women are treated on the same basis as men regarding their compensation for their work. It is Energy Opportunities policy that all employees performing the same or similar work or work of equal value will be compensated on the same pay scale. An annual review of the pay scale of all employees is conducted to ensure there is no gender-based bias or discrimination.