

9.3 Compensation (Pay) Scale Equity

9.4 Employee/Union Friendly

9.5 Gender Diversity

TLC values gender diversity and inclusiveness in our workforce. We ensure that all individuals, regardless of gender, are treated on the same basis in terms of recruitment, hiring, training, promotion, and leadership positions. Our goal is to provide a workplace where performance, experience, and accomplishments are of the highest value. We foster an environment where women, as well as men, are empowered to reach their full potential in senior leadership, executive, and board positions.

TLC will conduct an annual review of its workforce gender diversity in each job classification and level. On an annual basis, the Company will review current business practices and endeavor to introduce new programs and initiatives that could augment and improve existing efforts to advance gender workforce diversity across all levels of the organization.

9.6 Gender Pay Equity

9.7 Living Wage