



ARCH | NEXUS

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**WORKER HAPPINESS POLICY**

Arch Nexus is committed to creating, maintaining, and supporting a positive work environment that is conducive to and fosters worker happiness and job satisfaction. We are concerned about our employees and their families and we strive to create an appropriate work-life balance and provide workplaces where our employees are happy.

Arch Nexus will assess how well it is doing in this regard by the use of an annual worker happiness survey. A minimum of 70 percent of our full-time and part-time employees who have been with the organization for at least six months will complete the survey. The aggregated survey findings will be provided to the employees and Arch Nexus will address any shortcomings that may be suggested in the survey.