



550 Alden Road, Suite 200  
Markham, Ontario L3R 6A8  
Phone: (905) 475-5305 Fax: (905) 475-5462  
acbaier@s-pintl.com www.s-pintl.com

## Equal Employment Opportunity Obligations

S-P International supports equal employment rights for all, and works to comply with local, provincial and federal employment standards when it comes to fair and equal employment rights for all.

S-P International takes affirmative steps in its' hiring practices, to employ and advance qualified individuals without regard to race, religion, age, colour, sex, sexual orientation, gender identity, disability, national origin, or any other characteristic protected by local, provincial or federal laws, rules or regulations.

A handwritten signature in black ink, appearing to read 'Arthur Baier', is written over a horizontal line.

Arthur (A.J.) Baier  
Director of Quality Control & Compliance

May 29, 2024

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Date