

## Equal Opportunity Policy

VFT promotes a friendly and enjoyable work environment that is committed to providing equal employment opportunities which do not discriminate on the basis of age, race, religion, sex, sexual orientation, marital status, or disability.

VFT is committed to treating all employees, potential employees, subcontractors and suppliers with respect and dignity. No person shall be given less or more preferable treatment on the grounds of race, ethnic or national origin, religion, sex, sexual orientation, age, marital status or disability.

VFT is committed to eliminating any barriers that may inhibit genuine opportunities in the workplace.

VFT will continually review personal performances and policies to ensure promotion and training is undertaken based on individual talent and company needs. Any demotion or dismissal will be guided by the aforementioned policies outlined above.

VFT will remain a great place to work if managers and employees adhere to the company's policies and procedures.