



## 1-1 EMPLOYMENT EQUITY AND NON-DISCRIMINATION

<p><b>POLICY</b></p>	<p>Sears recognizes the diversity of Canada's population and our customer base, and is committed to employment equity and non- discrimination. Sears believes in the equitable and inclusive treatment of all associates, customers, and suppliers, and will not tolerate or condone discrimination or harassment of or by our associates.</p> <p>Sears recruitment, hiring and advancement practices seek to attract and retain associates from all segments of the Canadian workforce.</p> <p>Sears is committed to ensuring that our employment policies, practices and procedures support our commitment to employment equity and non- discrimination and meet the standards set out in the applicable human rights legislation.</p>
<p><b>PURPOSE</b></p>	<p>Employment equity is an important business strategy. Our commitment to employment equity goes hand in hand with our commitment to quality. Having the best candidate in every job, regardless of race, colour, sex, disability, ethnic or national origin, age, religion, creed, sexual orientation, marital or family status or other factors unrelated to a candidate's ability to do the job, allows us to attract and retain the best associates from all segments of the population, and to provide excellent quality service to our customers and to provide goods and services that meet the needs of Canada's increasingly diverse population.</p>
<p><b>IMPLEMENTATION</b></p>	<p>In order to foster an inclusive work environment that recognizes the diversity of the communities in which we operate and do business, Sears will, where necessary and feasible, make reasonable accommodations to ensure equality of employment opportunities, including implementing special measures, providing job aids and adapting or modifying the work environment as necessary.</p>
<p><b>ADMINISTRATION</b></p>	<p>All unit managers are responsible for ensuring that the appropriate recruiting, hiring, and advancement practices, as well as our Respect in the Workplace policies regarding violence, discrimination and harassment, are adhered to.</p> <p>All associates are responsible for treating each other, and our customers and suppliers, with dignity, respect and in a non-discriminatory fashion when doing business on behalf of Sears.</p>

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