



## **Our Commitment to Pay Transparency**

At Canam Steel Corporation (CSC), we believe that fair and transparent compensation practices are essential to building a workplace where employees feel valued, respected, and empowered. We are committed to providing clarity around how pay decisions are made and ensuring that all applicants and employees are treated equitably.

## **Your Right to Discuss Compensation**

In accordance with federal, state, and local laws, CSC will not discharge, discipline, or otherwise discriminate against any employee or applicant for inquiring about, discussing, or disclosing their own pay. We support open conversations about compensation and recognize that transparency helps foster trust and accountability.

## **Limitations for Confidential Roles**

While we encourage transparency, employees who have access to compensation information of others as part of their job responsibilities (such as HR professionals or hiring managers) are expected to maintain confidentiality. Disclosure of such information is only permitted when:

- Responding to a formal complaint or legal charge
- Participating in an investigation, hearing, or legal proceeding
- Complying with CSC legal obligations to furnish compensation data

Failure to maintain confidentiality may result in disciplinary action, up to and including termination of employment.

## **How We Determine Pay**

CSC's compensation structure for applicants is based on:

- Market competitiveness
- Internal equity
- Role responsibilities
- Individual qualifications

We regularly review our pay practices to ensure fairness and alignment with industry standards.

## **Equal Opportunity Employer**

Canam Steel is proud to be an Equal Opportunity Employer. We are committed to providing equal pay for equal work and do not discriminate based on race, gender, age, disability, veteran status, or any other protected characteristic.