

PURPOSE

Human Resources are the Company's most valuable asset and we wish to attract and retain people with the highest standards of ability and effectiveness for each position with the Company.

The following policy applies Company wide.

POLICY

1. Compensation will be determined by the need to attract and retain high achievers.
2. Total compensation for each position will be set with reference to the market for similar jobs in similar locations.
3. An appropriate portion of the total compensation for each position will be variable and linked to individual and corporate or regional performance.
4. Internal equity will be maintained such that individuals in similar positions and similar locations will be treated fairly.
5. The Company will support reasonable opportunities for employees to enhance their skills related to their current positions or positions to which they can reasonably aspire.
6. The Management Resources & Compensation Committee (the "**MRCC**") will review and approve the compensation for all officers of the Company, except the CEO, including benefits, bonuses, short and long term incentives. In the case of the CEO, the MRCC reviews and recommends approval by the Board.
7. All compensation decisions will be made without regard to the employee's race, colour, creed, religion, national origin, sex, sexual orientation, age, disability, veteran status or other status protected by law.

END OF POLICY