

## Equal Employment Opportunity Statement

Econolite Group, Inc., provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty, status as a covered veteran or any other protected classification in accordance with applicable federal, state and local laws. Econolite Group, Inc., complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Econolite Group, Inc. expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability, veteran status or any other protected classification in accordance with applicable federal, state and local laws.

Econolite Group, Inc. administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees
- Advertising for job openings with the statement “An Equal Opportunity Employer – M/F/D/V”
- Posting all required job openings with the appropriate state agencies
- Forbidding retaliation against any individual who files a charge of discrimination, oppose a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding
- Requires employees to report to a member of management or HR management any apparent discrimination or harassment.
- Requires Management and HR to take appropriate measures to resolve any incidents.

## Affirmative Action

It is the policy of Econolite Group, Inc. to maintain equal employment opportunity in all personnel actions. To this end, we have adopted a formal program of affirmative actions, and the Vice President of Human Resources, has the responsibility of ensuring that this policy is known and is being followed throughout the Company.

Specifics items we are pledged to accomplish include:

- Recruit, hire, train, and promote persons in all job classifications, without regard to race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability, veteran status or any other protected classification in accordance with applicable federal, state and local laws.
- Base decisions on employment so as to further the principle of equal opportunity.
- Ensure that promotional decisions are in accord with principal of equal employment opportunity by imposing only valid requirements for promotional opportunities.
- Ensure that all personnel actions (such as compensation, benefits, transfer, termination, layoff, recall, Company sponsored training, education, social and recreational programs) will be administered without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty, status as a covered veteran or any other protected classifications.