



## Equal Employment Opportunity

B&D Industrial is proud to be an equal employment opportunity employer. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at B&D will be based on merit, qualifications, and abilities. The Company stands committed to its philosophy that all employees are entitled to equal employment opportunities.

It is the policy of the Company to provide equal employment opportunity without regard to sex, sexual orientation, gender identity, race, religion, color, disability, age, pregnancy, child birth or any related condition, national origin, veteran status, genetic information, or any other basis protected by federal, state, or local laws.

In this regard, the Company recruits, hires, trains, and promotes qualified individuals in all positions based on the same criteria noted above. The Company further provides reasonable accommodations to applicants and employees with sincerely held religious beliefs or disabilities, as required by federal, state, or local law.

In accordance with this Policy, the Company reaffirms its commitment to equal employment opportunity including compliance with Executive Order 11246; Section 503 of the Rehabilitation Act of 1973; the Vietnam Era Veterans Readjustment Act of 1974; Title VII of the Civil Rights Act of 1964 (as amended); the Pregnancy Discrimination Act of 1978 (as amended); the Equal Pay Act of 1963 (as amended); the Americans with Disabilities Act of 1990 (as amended); the Genetic Information Nondiscrimination Act of 2008; the Age Discrimination in Employment Act of 1967 (as amended); the National Labor Relations Act of 1935 (as amended); and any other Civil Rights Law enacted by any local, state, or federal legislature.

All employees are responsible for adhering to and enforcing the Company's policy and commitment to equal opportunity. Each employee has the responsibility to immediately contact management or Human Resources with any concerns of possible violations under this Policy.

## Application

The employment aspects of this Equal Opportunity Policy require that all employment decisions regarding applicants and employees be non-discriminatory, based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions. Any employee who is found to have violated the anti-discrimination provisions of this Equal Opportunity Policy another individual will be subject to corrective action, up to and including termination.

**Notice of Disclaimer – Right to Vary, Terminate or Amend Policy** B&D Industrial intends to notify employees of changes to its policies and procedures. However, B&D INDUSTRIAL reserves the right to change, revise, withdraw, or add to its policies, processes, procedures, or guidance at any time, at its sole discretion, with or without notice if necessary, in accordance with applicable law and regulations by providing such notice as may be required by applicable law.

**Notice of Disclaimer – Contract of Employment** B&D INDUSTRIAL's policies and associated processes, procedures, and guidance are not contracts of employment nor are they intended to create contractual rights or obligations for B&D INDUSTRIAL. The terms of this policy do not create a contract of employment or alter the at-will employment relationship between the Company and Employees.

Nothing in this policy is to be construed as prohibiting an employee from filing a charge of discrimination with the U.S. Equal Employment Opportunity Commission, an unfair labor practice charge with the National Labor Relations Board, or a similar administrative charge, claim or complaint with any other government agency. Moreover, nothing in this policy is to be construed as restricting any employee's rights under the National Labor Relations Act, Title VII of the Civil Rights Act of 1964, or any other federal, provincial, state, or local law. Nothing is this policy is designed to interfere with, restrain, or prevent employee communications regarding wages, hours, or other terms and conditions of employment. Employees have the right to engage in or refrain from such activities.