

Trojan Technologies

Equal Employment Opportunity and Affirmative Action Policy

Trojan Technologies (the “Company’s”) policy is to comply with all applicable federal, state and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms and conditions of employment or potential employment.

The Company prohibits discrimination and harassment against any employee or applicant for employment because of race, color, national origin, religion, sex, age, marital status, disability, protected veteran status, sexual orientation, gender identity, and other characteristics as protected by law.

The Company has established Affirmative Action Programs under EO 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veteran’s Readjustment Assistance Act of 1974 (“VEVRAA”). The Company engages in affirmative action measures to ensure that qualified applicants are employed, and that employees are treated during employment, without regard to race, color, national origin, religion, sex, age, marital status, disability, protected veteran status, sexual orientation, gender identity, and other characteristics as protected by law. The Company has established an audit and reporting system to allow for effective measurement of its affirmative action activities.

To implement this policy, the Company will:

- (1) Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, national origin, religion, sex, age, marital status, disability, protected veteran status, sexual orientation, gender identity, and other characteristics as protected by law;
- (2) Ensure that employment decisions are in accord with principles of equal employment opportunity by imposing only valid job requirements;
- (3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, the Company sponsored programs, and tuition assistance will be administered without regard to race, color, national origin, religion, sex, age, marital status, disability, protected veteran status, sexual orientation, gender identity, and other characteristics as protected by law.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in filing a complaint, assisted or participated in an investigation, compliance investigation, hearing, or any other activity related to the administration of the Company’s affirmative action programs, or have otherwise sought to obtain their legal rights under, or opposed any act or practice made unlawful under any federal, state or local EEO law.

Trojan Technologies President reaffirms support for the EEO policy and the affirmative action program and delegates overall responsibility for the implementation of this policy to VP, Human Resources, Trojan Technologies.

The Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between 8:00 a.m. and 4:00 p.m. in the Human Resources Department. If you would like to view the non-confidential portions of these programs please contact Human Resources to make an appointment. Any questions should be directed to your Human Resources leader.