

## Policy Statement on Equal Employment Opportunity and Affirmative Action

Innoflexion is dedicated to being an affirmative action and equal employment opportunity employer. We are committed to implementing policies and programs that ensure equal employment opportunity is both a reality and a principle. The entire Leadership Team reaffirms Innoflexion's dedication to these policies and programs.

We ensure that recruitment, hiring, assignment, and promotion are carried out without discrimination based on race, religion, creed, color, sex, pregnancy, maternity, marital or family status, age, physical or mental disability, ancestry, genetic information, national or ethnic origin, citizenship status, sexual orientation, gender identity or expression, political belief, veteran status, military status, or any other status protected by federal, state, or local law.

All personnel actions will adhere to these same principles of equal opportunity, ensuring decisions are made solely based on an individual's qualifications, without regard to any protected status as described above.


Additionally, Innoflexion is committed to recruit, hire, train, and advance minorities, women, individuals with disabilities, protected veterans, and military personnel. We also pledge to provide reasonable accommodations for applicants and employees with physical and mental disabilities or who are protected veterans.

We are committed to fostering a work environment free from coercion, harassment, intimidation, and retaliation at all job sites and facilities.

We will continue to oversee all personnel actions to ensure adherence to these objectives.

We believe that our equal employment opportunity policies are essential not only for compliance with laws but also because they align with our Core Values and positively impact our communities. We appreciate your ongoing support of our programs and policies.

Regards,



HR