

## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

In accordance with our mission and core values that we live by each day, Two Six Technologies is committed to providing all individuals with employment and advancement opportunities based on merit, performance, qualifications, and abilities.

### COMMITMENT TO NONDISCRIMINATION AND ANTI-BIAS

Two Six Technologies strives to build a diverse community that is safe, honest, and empathetic. We are an equal opportunity employer that does not discriminate in employment opportunities or practices based on race, color, religion, sex, gender, national origin, age, physical and mental disability, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, pregnancy or any other characteristic protected by applicable federal, state, or local law.

Managers shall base employment decisions on the principles of equal employment opportunity (EEO) and with the intent to further Two Six Technologies commitment to affirmative action (AA). At no time will any covered employee, or covered applicant for employment, who exercises his/her rights pursuant to Two Six Technologies Affirmative Action Plan (AAP) be subject to discipline or have his/her opportunities for employment adversely affected.

Two Six Technologies will make reasonable accommodations for qualified individuals with known disabilities who request accommodations unless doing so would result in an undue hardship or a direct threat to safety. Two Six Technologies will also make reasonable accommodations for the religious observances and practices of employees with respect to work schedules, religious dress practices and religious grooming practices, unless doing so would result in an undue hardship. Applicants and employees should contact Human Resources to request a reasonable accommodation at [HR@twosixtech.com](mailto:HR@twosixtech.com) if one is needed.

This policy governs all aspects of employment, including but not limited to recruitment, selection, job assignment, compensation, promotion, discipline, termination, and access to benefits and training.

Two Six Technologies is committed to providing a work environment in which all employees are treated with respect and dignity and that is free of discrimination and unlawful harassment, including harassment based on any legally protected status. Each employee has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices. The company expects that all relationships among persons in the workplace will be business-like and free of bias and prejudice. This policy also prohibits discrimination and harassment by co-workers, supervisors, other others with whom employees come into contact, such as customers, consultants, or vendors, wherever Two Six Technologies work is being performed, including at client sites.

## COMMITMENT TO AFFIRMATIVE ACTION

As a federal government contractor, Two Six Technologies has developed and maintains a written Affirmative Action Plan, which sets forth the policies, practices and procedures that Two Six Technologies is committed to ensure that its policy of nondiscrimination and affirmative action for qualified females, minorities, individuals with disabilities and protected veterans are accomplished. The narrative portions of the Company's Affirmative Action Plan for individuals with disabilities and protected veterans are available to employees by contacting Human Resources at [HR@twosixtech.com](mailto:HR@twosixtech.com).

Managers are expected to take action to ensure that all qualified employees, including minorities, females, disabled persons, and protected veterans, are introduced into the workforce, encouraged to aspire to career advancement, and considered as promotional opportunities arise.

Each employee has a responsibility under this policy to keep the workplace free of prohibited discrimination and harassment by avoiding behavior and conduct which might reasonably be interpreted as prohibited harassment and by making it known promptly whenever they experience or witness offensive behavior. Concerns may be raised without fear of reprisal.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

The Director of Human Resources is assigned as Two Six Technologies' Affirmative Action Officer and responsible for establishing and monitoring the implementation of the Company's Equal Employment Opportunity policy and Affirmative Action Program.