

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 (or the “Company”) is committed to providing all individuals with employment and advancement opportunities based on merit, performance, qualifications, and abilities.

EQUAL OPPORTUNITY AND COMMITMENT TO NONDISCRIMINATION

Two Six Technologies is an equal opportunity employer and maintains a work environment in which all employees are treated with respect and dignity. The Company prohibits discrimination and harassment against any employee or applicant on the basis of 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.

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.

Each employee of Two Six Technologies has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices. The Company therefore expects that all relationships among people in the workplace will be business-like and free of bias and prejudice. Two Six Technologies’ prohibition of discrimination and harassment applies whenever and wherever Two Six Technologies work is being performed, including at client sites.

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 promptly reporting any offensive behavior whenever they experience or witness. Concerns may be raised without fear of reprisal.

Two Six Technologies will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship or a direct threat to safety. The Company will also provide reasonable accommodations for sincerely held religious beliefs, observances, and practices, and for any other reason provided by law, so long as such accommodations do not pose an undue hardship in the operation of the Company’s business. Applicants and employees should contact Human Resources to request a reasonable accommodation at HR@twosixtech.com if one is needed.

Two Six Technologies prohibits retaliation against any individual who in good faith complains of discrimination or harassment, participates in an agency or Company investigation into such complaints, requests a reasonable accommodation, or engages in any other protected activity.

COMMITMENT TO AFFIRMATIVE ACTION

As a federal government contractor, and in compliance with Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, Two Six Technologies has developed and maintains a written Affirmative Action Plan (AAP), 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 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.

Managers are expected to take action to ensure that all qualified employees, including qualified disabled persons and protected veterans, are introduced into the workforce, encouraged to aspire to career advancement, and considered as promotional opportunities arise. At no time will any covered employees, or covered applicants for employment, who exercise their rights pursuant to Two Six Technologies' AAP be subject to discipline or have their opportunities for employment adversely affected.

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, 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.

Denise Picarelli