

## Policy Statement

### Equal Employment Opportunity / Affirmative Action

Including Protected Veterans 60-300.44 (a) & Individuals with Disabilities 60-741.44 (a)

It is the policy of WHR Group, Inc DBA WHR Global to provide *equal opportunity employment* and does not discriminate in employment on the basis of race (including race-based hairstyles), color, religion, sex (including pregnancy), gender identity, national origin, political affiliation, sexual orientation, marital status, disability, individuals with disabilities (IWD), genetic information, gender, gender expression, age, membership in an employee organization, retaliation, parental status, military service, protected veteran, or other non-merit factor. All aspects of employment are decided based on qualifications, merit, performance, competence, and business needs.

*WHR Global is strongly committed to this policy and believes in the concept and spirit of the law. This extends to all levels of our organization in addition to all stages of potential employment, current employment, and post-employment. We work diligently to maintain a workplace free from discrimination in all forms and employees and applicants have the right to report incidents of discrimination or harassment without fear of retaliation. Our employees shall not engage in discrimination, retaliation or harassment and we will take prompt action to resolve this concern.*

*All employees are responsible for supporting the enforcement of this policy with equal opportunity for all, along with our affirmative action goals. The Human Resources Manager serves as the Equal Opportunity Coordinator and has overall responsibility for ensuring compliance and education with this policy.*

*WHR Global maintains Affirmative Action Plans for minorities, women, individuals with disabilities and veterans. Questions regarding these plans should be directed at the Human Resources Manager. WHR Global will also provide qualified applicants and employees who are disabled or have disabilities with needed reasonable accommodations, as required by law. Any requests for accommodation should contact the Human Resources Manager.*



Roger Thrun

CEO

March 5, 2025