

## **EEO POLICY STATEMENT**

It is the policy of Ten Cate Protective Fabrics to continue to provide equal employment opportunity to all applicants and employees without regard to race, color, creed, ancestry, national origin, citizenship, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, religion, age, disability, genetic information, service in the military, or any other characteristic protected by applicable federal, state, or local laws and ordinances. Equal employment opportunity applies to all terms and conditions of employment, including recruitment, selection, hiring, training, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and demotion. Pursuant to Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act, Ten Cate Protective Fabrics has developed Affirmative Action Programs to assist with the recruitment and advancement of individuals covered by these laws.

Ten Cate Protective Fabrics is committed to recruiting, hiring, training, and promoting persons in all job titles, as well as ensuring that all other personnel actions are administered, without regard to the protected characteristics outlined above. All employment decisions will be based on merit, job duties, objective performance-based factors and other legitimate, non-discriminatory reasons. Our employees and applicants will not be subjected to harassment, discrimination, or retaliation for engaging in good faith in (1) filing an internal complaint or external charge of discrimination with the EEOC or state FEPA raising concerns of unlawful discrimination, harassment or retaliation; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other related activities associated with the administration of the affirmative action provisions of the laws set forth above, or any other Federal, state, or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by the laws set forth above or their implementing regulations, or any other Federal, state, or local law requiring equal opportunity; or (4) exercising any other right protected by the laws set forth above or their implementing regulations.

In addition, Ten Cate Protective Fabrics has implemented an audit and reporting system that is designed to: (1) measure the effectiveness of our Affirmative Action Programs; (2) indicate need for remedial action; (3) determine to a reasonable degree which objectives have been attained; (4) determine whether individuals with protected characteristics have had the opportunity to participate in all company-sponsored educational, training, recreational, and social activities; (5) measure our compliance with the Programs' specific obligations; and (6) document the actions taken to perform items (1) through (5) above. If, after performing this audit, we determine that our AAPs are deficient, we will undertake necessary action to bring our Programs into compliance.

Our Affirmative Action Plans for Individuals with a Disability and Protected Veterans are available to applicants and employees, upon request, on regularly scheduled workdays by contacting the EEO Administrator. Any applicant or employee who has a disability and needs access to this Policy Statement in a different format should contact the facility HR Manager and/or EEO Administrator. In addition, employees may voluntarily self-identify as an individual with a disability or a protected veteran at any time.

### **Designated Representatives:**

For all inquiries about this policy, please contact:

Keisha Lee  
Vice President, Global People & Organization  
(770) 969-1000

EEO Administrator  
[employment@tencatefabrics.com](mailto:employment@tencatefabrics.com)