Equal Employment Opportunity policy

This Equal Employment Opportunity Policy reaffirms the policy and commitment of ABC Company to providing equal employment opportunities for all employees and job applicants. The Company endorses and will follow our EEO Policy in implementing all employment practices, policies, and procedures.

ABC will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, national origin, veteran status, age, sex**(except where sex or age is a bona‑fide occupational qualification, as defined by law), or physical or mental disability (except where the disability prevents the individual from being able to perform the essential functions of the job and cannot be reasonably accommodated in full compliance with the law)**, or any other status protected by applicable law**.** The Company will make employment decisions so as to further the principle of equal employment opportunity. The Company will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities.

The Company also will ensure that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, returns from layoff, discipline, terminations, Company‑sponsored training, education, and social and recreation programs, will be administered without regard to race, color, religion, national origin, veteran status, sex, age, disability, or any other status protected by applicable law.

All employees are expected to comply with our Equal Employment Opportunity Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting our equal employment opportunity objectives and their overall performance will be evaluated accordingly.

THIS POLICY IS LEGALLY ESSENTIAL