



## EEO Policy Statement

It is the policy of Sabey Corporation and its subsidiaries (collectively "Sabey Corporation") to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran status, disabled status, gender identity, or sexual orientation. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, advancement, demotion or transfer, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all Sabey Corporation-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by Sabey Corporation where appropriate.

As part of Sabey Corporation's equal employment opportunity policy, Sabey Corporation will also take affirmative action as called for by applicable laws to ensure that qualified protected veterans and disabled persons are introduced into our workforce and considered as promotional opportunities arise. Travis Anderson, Chief Operating Officer, fully supports Sabey Corporation's equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors. It is the responsibility of each supervisor of Sabey Corporation to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Max Schoenrock, Director of Human Resources, has been assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program throughout Sabey Corporation. Max Schoenrock, Director of Human Resources, will have responsibility to review and update Sabey Corporation's affirmative action plan annually, including responsibility for the audit and reporting system. A notice explaining Sabey Corporation's policy will remain posted.

The Protected Veterans and Disabled Persons Narrative Affirmative Action Plan is available for inspection by any employee or applicant for employment Monday through Friday during normal business hours and upon request.