

## 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 Executive Order 11246, 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. These Programs have the full support of Chief Executive Officer, Maria Gallahue-Worl.

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 valid job requirements or other legitimate, non-discriminatory reasons. Our employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in activities such as: (1) filing a complaint; (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 designed and implemented an audit and reporting system that will: (1) measure the effectiveness of our Affirmative Action Programs; (2) indicate any need for remedial action; (3) determine the degree to 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 the necessary action to bring our Programs into compliance.

Responsibility for implementing and monitoring these Programs is assigned to the Corporate EEO Officer – Grady Lewis, Director of People & Organization, and the facility Human Resources Manager. 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 Coordinator and/or EEO Officer. 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. In addition, employees may voluntarily self-identify as an individual with a disability or a protected veteran at any time by contacting the local HR Manager and/or Grady Lewis, Director of People & Organization.