

Equal Employment Opportunity and Anti-Harassment Policy

1. Equal Employment Opportunity

FiberFed provides equal employment opportunity to all applicants and employees. Employment decisions, including recruiting, hiring, compensation, training, promotion, discipline, and termination, are based on qualifications, job performance, and business needs.

FiberFed does not discriminate on the basis of any characteristic protected by applicable federal, state, or local law, including race, color, religion, sex, pregnancy, national origin, age, disability, genetic information, veteran or military status, or any other legally protected status.

2. Reasonable Accommodation

FiberFed provides reasonable accommodation to qualified individuals with disabilities and for sincerely held religious beliefs, as required by law, unless doing so would create an undue hardship.

3. Harassment Prohibited

FiberFed prohibits harassment of employees, applicants, contractors, customers, and vendors based on any legally protected characteristic. Prohibited conduct includes unwelcome conduct, comments, or materials that create an intimidating, hostile, or offensive work environment, and any form of sexual harassment.

4. Reporting

Anyone who experiences or observes conduct that may violate this policy should report it to their manager or to company leadership at fflegal@fiberfed.com. Reports may be made to anyone in leadership, and an employee is never required to report to the person who is the subject of the complaint.

5. Investigation

FiberFed reviews reports promptly and impartially, and keeps them as confidential as practical. When a violation is found, FiberFed takes appropriate corrective action, up to and including termination of employment or of a contractor relationship.

6. Non-Retaliation

FiberFed prohibits retaliation against anyone who reports a concern in good faith or participates in an investigation.

7. Review

This policy is reviewed periodically by FiberFed leadership and updated as needed to reflect changes in applicable law.