




**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION
POLICY STATEMENT**

It is the policy of Iatric Manufacturing Solutions to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, sex, age, national origin, disabilities, protected veteran status, military status, genetic information, marital status, sexual orientation, gender identify, citizenship, ancestry, arrest/conviction records, civil union/domestic partner status or any other characteristic protected by state or federal law. Iatric Manufacturing Solutions will not discharge or, in any other manner, discriminate against employees or applicants because they have inquired about, discussed, or disclosed their pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. We are strongly committed to this policy and believe in the concept and spirit of the law.

Iatric Manufacturing Solutions is further committed to ensuring that employment decisions are based on valid job requirements. In addition, all employment decisions, such as recruiting, hiring, training, promotion, compensation, benefits, transfers, layoffs, and termination, are provided fairly to all persons on an equal opportunity basis without discrimination on the basis of protected categories named above.

Iatric Manufacturing Solutions will not tolerate associates and applicants to be subjected to harassment, intimidation, threats, coercion, or discrimination because they have exercised any right protected by law or because they opposed any act deemed unlawful.

Iatric Manufacturing Solutions believes in and practices equal opportunity and affirmative action. The General Manager of Iatric Manufacturing Solutions, Wayne Alexander, supports this affirmative action program and has appointed Rebecca Williams-Lencho, Acting Human Resources Manager as the Iatric Manufacturing Solutions Equal Opportunity Coordinator. As Equal Opportunity Coordinator, Rebecca is responsible for ensuring compliance with this Policy. Iatric Manufacturing Solutions maintains Affirmative Action Plans for minorities, females, disabled individuals, and protected veterans. To view the affirmative action plan for individuals with disabilities and protected veterans or to ask questions regarding these plans or the company's equal opportunity policy, please contact the EEO Coordinator, who is responsible for implementing the plan, during regular business hours. All associates are responsible for supporting the concept of equal opportunity and affirmative action and assisting Iatric Manufacturing Solutions in meeting its objectives.



Wayne Alexander
General Manager
Iatric Manufacturing Solutions

January 1, 2023