



EEOC Workplace Commitment – 1.0

Executive Commitment:

Merakisis is a company founded on the following principles:

- Inclusion & Teamwork
- Integrity & Genuine Communication
- Excellence In Everything We Do
- Possibility Thinking – Customer Driven Innovation
- People Are Our Greatest Assets

Purpose:

Align and support a common set of principles that will enable the company to thrive in our connections and teamwork within our company, with our suppliers as well as our customers.

Scope:

All employees.

Policy:

Merakisis is dedicated to achieving equal opportunity for all employees and applicants for employment. In this connection, we comply with the Equal Employment Opportunity Posting (for U.S. Locations) policy by requiring at a minimum, the following:

- 1) Recruit, hire, train and promote qualified persons in all job titles, and ensure that all other employment-related actions are administered, without regard to race, color, religion, sex, sexual orientation, age, national origin, disability, status as a disabled veteran, recently separated veteran, other protected veteran, armed forces service medal veteran, or genetic information.
- 2) Further the principle of equal employment opportunity in employment-related decisions.
- 3) Ensure that promotion and other employment decisions accord with principles of equal employment opportunity by imposing only valid job-related requirements for employment opportunities and basing all employment decisions only on those valid job requirements.

Merakisis strives to ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, and social and recreational programs are administered without regard to race, color, religion, sex, sexual orientation, age, national origin, disability, status as a disabled veteran, recently separated veteran, other protected veteran, armed forces service medal veteran, or genetic information. Employees and applicants are protected from harassment, threats, coercion, intimidation, interference, and/or discrimination for filing a complaint, assisting in an investigation, or opposing any practice inconsistent with this policy that is made unlawful under Executive Order 11246, the Jobs for Veterans Act, the Rehabilitation Act, or their implementing regulations.

Merakisis is proud to be an Equal Employment Opportunity Employer.



M E R A K I S I S

We are committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment.

All employment decisions at Merakisis are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status protected by the laws or regulation in the locations where we operate.

Merakisis will not tolerate discrimination or harassment based on any of these characteristics. Merakisis is committed to providing reasonable accommodations for qualified individuals with disabilities and disabled veterans in our job application procedures.