



Inclusive Workplace Commitment

At OmniMax, we believe that cultivating and preserving a culture of inclusiveness is paramount to our success and enables our associates to reach their full potential.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our associates invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We appreciate our associates' differences in age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religious affiliation, sexual orientation, socio-economic status and veteran status. We know that our associates' unique backgrounds and experiences make for a richer work environment and contribute to our success as a company.

OmniMax's inclusiveness initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of inclusiveness that encourages and enforces:

- Respectful communication and cooperation between all associates
- Teamwork and associate participation, representative of all cultures and associate perspectives
- Employer and associate contributions to the communities we serve to promote greater understanding and respect

All associates of OmniMax are expected to treat others with dignity and respect at all times. The conduct of all associates is expected to reflect the Company's commitment to an inclusive work environment at work functions on or off the work site, and at all other company-sponsored and participative events.

Any associate found to have exhibited any inappropriate conduct or behavior toward others may be subject to disciplinary action.

OmniMax strives for equal pay for equal work. We comply with federal laws on pay equity, including the long-established Equal Pay Act, which requires that men and women be given equal pay for equal work in the same establishment, as well as all federal anti-discrimination laws applicable to employment, including those within Title VII of the Civil Rights Act. These laws allow pay differentials when they are based on seniority, merit, quantity or quality of production, or a factor other than sex.

Associates who believe they have been subjected to any kind of discrimination that conflicts with the company's inclusiveness policy and initiatives should seek assistance from a supervisor, an HR representative or by contacting the OmniMax Alert Line at 888-846-2470 or <https://omnimax.alertline.com>.