



Equal Employment Opportunity/Affirmative Action Policy Statement

Statement

It has been and shall continue to be the policy of Michels Corporation (hereinafter referred to as "Michels") to provide equal employment opportunity free of discrimination against any individual on the basis of their race (including hairstyle or texture), creed, color, religion, sex (including pregnancy, childbirth, and related medical conditions), age, national origin/ancestry, disability, military and veteran status, sexual orientation, gender identity or expression, marital status, familial status, genetic information, work-related injury, arrest and conviction record, use of public assistance, local human rights commission activity, work authorization status, or any other characteristic protected by federal, state or local law. We are committed to this Policy and its embodiment in the law. The policy also applies to the selection and treatment of independent contractors, personnel working

A handwritten signature in blue ink, appearing to read "R. Michels", is written over a horizontal line. The signature is located at the bottom left of the page.