

Equal Employment Opportunity

Our Company is committed to equal employment opportunities. We will not discriminate against employees or applicants on any legally-recognized basis ("protected class") including, but not limited to, race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; age; disability; citizenship status; uniform servicemember status; creed; sexual orientation; marital status or any other protected class under federal, state, or local law.

You may discuss equal employment opportunity-related questions with the Director of HR or any other designated member of management.

Affirmative Action (Federal Contractors)

The Company is a federal contractor subject to Section 503 of the Rehabilitation Act of 1973 (Section 503) and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA). Our organization is fully committed to equal employment opportunity and affirmative action for qualified individuals with disabilities and protected veterans.

Affirmative Action for Individuals with Disabilities and Protected Veterans

In accordance with our obligations under Section 503 and VEVRAA:

- **Recruitment, Hiring, and Promotion:** We will recruit, hire, train, and promote qualified individuals with disabilities and protected veterans at all levels of employment. All other personnel actions or programs that affect the terms, conditions, and privileges of employment (e.g., compensation, benefits, transfers, layoffs, returns from layoffs, and company-sponsored training) will be administered in a manner that ensures the full realization of equal employment opportunity (EEO).
- **Responsibility and Implementation:**
 - The overall responsibility for implementing and monitoring the Company's affirmative action activities under Section 503 and VEVRAA is assigned to Vanessa Cifuentes, Corporate Director of Human Resources, who will ensure compliance with these requirements.
 - The Company has implemented an audit and reporting system to measure the effectiveness of our affirmative action efforts, indicate any need for remedial action, determine the degree to which our objectives have been attained, and ensure compliance with these regulations.
- **Posting and Accessibility:** We will post copies of the Company's official equal opportunity policy statement in conspicuous places throughout our facilities so that applicants and employees can readily read them. You may obtain a copy of the equal opportunity policy statement from Corporate Human Resources corporatehr@gpinet.com. It will be made available in accessible formats (e.g., large print or Braille).

Nondiscrimination and Equal Employment Opportunity

In addition to our specific obligations under Section 503 and VEVRAA, it is the policy of the Company to provide equal employment opportunities to all persons regardless of race, color, religion, sex (including sexual orientation and gender identity), national origin, age, disability, genetic information, protected veteran status, or any other characteristic protected by federal law.

Employment decisions will be based on valid job requirements and business needs, and we administer personnel actions (including recruitment, selection, promotion, compensation, benefits, transfers, layoffs, training, and social/recreational programs) without discrimination on any prohibited bases.

Protection from Harassment, Intimidation, Retaliation, or Coercion

Applicants and employees will not be subjected to harassment, intimidation, retaliation, threats, coercion, or discrimination because they have:

- Filed a complaint regarding EEO or affirmative action;
- Participated in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503, VEVRAA, or any other federal, state, or local law requiring EEO;
- Opposed any act or practice made unlawful by Section 503, VEVRAA, or their implementing regulations; or
- Exercised or sought to exercise any other legal right protected by Section 503, VEVRAA, or their implementing regulations.

Administration and Questions

Any questions regarding this policy or the affirmative action plan should be directed to Vanessa Cifuentes, Corporate Director of Human Resources, who has been designated to coordinate the day-to-day responsibilities of the affirmative action program.

A copy of The Company's full affirmative action plan for individuals with disabilities and protected veterans is available for inspection upon request during normal business hours, in accordance with federal regulations.