

## **Equal Employment Opportunity Policy**

Harvesters provides equal employment opportunities to all employees and applicants for employment, and prohibits discrimination and harassment of any type on the basis of race, color, religion, sex (including pregnancy, sexual orientation, and/or gender identity or expression), national origin, age, disability, genetic information, protected veteran status, citizenship, ancestry, or any other characteristic protected by federal, state or local laws.

We also provide reasonable accommodation for disability and religion upon request, unless doing so poses an undue hardship.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, development, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.