

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Two Six Labs, LLC (“TwoSix”) are based on merit, performance, qualifications, and abilities. TwoSix is an equal opportunity employer and does not discriminate in employment opportunities or practices because of race (including hair texture, hair type and protective hairstyles), color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, ancestry, disability, medical condition, marital status, protected veteran status, sexual orientation, gender identity or any other basis prohibited by applicable federal, state, or local law.

TwoSix will make reasonable accommodations for qualified individuals with known disabilities who request accommodations unless doing so would result in an undue hardship or a direct threat to safety. TwoSix also makes reasonable accommodations for the religious observances and practices of employees, including with respect to employee work schedules, religious dress practices and religious grooming practices, unless doing so would result in an undue hardship. Applicants and employees should contact People & Pay to request a reasonable accommodation if one is needed.

This Equal Employment Opportunity policy governs all aspects of employment, including recruitment, selection, job assignment, promotion, compensation, discipline, layoff, recall, termination, and access to benefits and training.

TwoSix is committed to providing a work environment in which all employees are treated with respect and dignity and that is free of discrimination and unlawful harassment, including any harassment on the basis of any legally protected status. Each employee has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, TwoSix expects that all relationships among persons in the workplace will be business-like and free of bias, prejudice, and harassment. This policy also prohibits discrimination and harassment by co-workers, Supervisors, or others with whom employees come into contact, such as customers, consultants, or vendors, wherever TwoSix work is being performed, including at client sites.

As a federal government contractor, TwoSix has developed and maintains a written Affirmative Action Program, which sets forth the policies, practices and procedures that TwoSix is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified females, minorities, individuals with disabilities, and protected veterans is accomplished. I endorse this policy as do the other directors and officers. The Chief Financial Officer is TwoSix’s Affirmative Action Officer and is responsible for maintaining an audit and reporting system to monitor compliance with our Affirmative Action Program and equal opportunity policy. The narrative portions of TwoSix’s Affirmative Action Plan for individuals with disabilities and protected veterans are available for inspection during normal business hours. Employees interested in inspecting this plan should contact People & Pay for assistance.

Everyone at TwoSix, including each employee, has a responsibility under this policy to keep our workplace free of prohibited discrimination and harassment by avoiding any behavior or conduct which might reasonably be interpreted as prohibited harassment and by making it known promptly whenever they experience or witness offensive behavior. Concerns can be reported to an employee’s manager, any other manager, People & Pay, or as otherwise described in the TwoSix Employee Handbook and Manual.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.



Chris Greamo
President and CEO