



## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

January 1, 2025

It is the policy of Rockline Industries, Inc. to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, sex, age, national origin, disabilities, protected veteran status, military status, genetic information, marital status, sexual orientation, gender identify, citizenship, ancestry, arrest/conviction records, civil union/domestic partner status or any other characteristic protected by state or federal law. Rockline Industries, Inc. will not discharge or, in any other manner, discriminate against employees or applicants because they have inquired about, discussed, or disclosed their pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. We are strongly committed to this policy and believe in the concept and spirit of the law.

Rockline Industries is committed to ensuring that employment decisions are based on valid job requirements. In addition, all employment decisions, such as recruiting, hiring, training, promotion, compensation, benefits, transfers, layoffs, and, termination, are provided fairly to all persons on an equal opportunity basis without discrimination on the basis of protected categories named above.

Rockline Industries, Inc. will not tolerate associates and applicants to be subjected to harassment, intimidation, threats, coercion, or discrimination because they have exercised any right protected by law or because they opposed any act deemed unlawful.

Rockline Industries, Inc. believes in and practices equal opportunity and affirmative action. The President of Rockline Industries, Inc., Randy Rudolph, supports this affirmative action program and has appointed Kris Delano, Corporate Director of Human Resources, as the Rockline Industries, Inc. Equal Opportunity Coordinator. As Equal Opportunity Coordinator, Kris is responsible for ensuring compliance with this Policy. Rockline Industries, Inc. maintains Affirmative Action Plans for minorities, females, disabled individuals, and protected veterans. To view the affirmative action plan for individuals with disabilities and protected veterans or to ask questions regarding these plans or the company's equal opportunity policy, please contact the EEO Coordinator, who is responsible for implementing the plan, during regular business hours. All associates are responsible for supporting the concept of equal opportunity and affirmative action and assisting Rockline Industries, Inc. in meeting its objectives.

A handwritten signature in black ink, appearing to read "Randy Rudolph", is written over a horizontal line.

Randy Rudolph  
President