



EFFECTIVE DATE: June 1, 2016

### **EEO/AA POLICY STATEMENT**

It is the policy of the C3 INDUSTRIAL BLASTING & COATINGS, INC. (hereafter referred to as “the Company” or C3 INDUSTRIAL) to comply and cooperate to the fullest extent with all applicable regulations of the Equal Employment Opportunity Provisions of the Civil Rights Act of 1964, Executive Order 11246, the Rehabilitation Act of 1973 (29 U.S.C. §793), the Americans with Disabilities Act (“ADA”) of 1990, the Americans with Disabilities Act Amendments Acts (“ADAAA”) of 2008, the Age Discrimination in Employment Act (“ADEA”), the Genetic Information Nondiscrimination Act (“GINA”), and the Vietnam Era Veterans Readjustment Assistance Act (“VEVRAA”) of 1972, all as amended. This policy pertains, as far as the responsibility of the Company is concerned, to all terms and conditions of employment, including any arrangement under which employees, including trainees, are selected for work.

It is the policy of the Company not to discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex (including pregnancy, childbirth or related medical conditions), age, disability, genetic information, past present or future status in the Uniformed Services of the United States of America or any other status or characteristic that is protected by federal, state or local law.

The Company will take affirmative action to assure an equal employment opportunity to all qualified persons, and that employees are treated equally during employment without regard to their race, color, religion, national origin, sex (including pregnancy, childbirth or related medical conditions), age, disability, genetic information, past present or future status in the Uniformed Services of the United States of America or any other status or characteristic that is protected by federal, state or local law.

Such action shall include, but not be limited to:

1. Employment, upgrading, demotion, or transfer.
2. Recruitment and recruitment advertising.
3. Layoff or termination.
4. Rate of pay or other forms of compensation; and
5. Selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

### **CERTIFICATION OF NON-SEGREGATED FACILITIES**

It is hereby certified that the Company does not and will not maintain or provide for its employees any segregated facilities at any of its establishments, and that it does not and will not permit its employees to perform their services at any locations under its control where segregated facilities are maintained. It further understands and agrees that a breach of this Certification is and will be a violation of the Equal Opportunity Clause required by Executive Order 11246, as amended.

As used in this Certificate, the term “segregated facilities” means any waiting rooms, work areas, restrooms and washrooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas,



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transportation and housing facilities provided for employees which are separate by explicit directive or are in fact segregated on the basis of race, color, religion, national origin, sex (including pregnancy,

childbirth or related medical conditions), age, disability, genetic information, past present or future status in the Uniformed Services of the United States of America or any other status or characteristic that is protected by federal, state or local law because of habit, local custom or otherwise.

**REPORTING VIOLATIONS**

If you believe you have subjected to any form of prohibited discrimination or if you believe you have witnessed any form of prohibited discrimination, you may bring your complaint or observation to your immediate supervisor and/or the Human Resources Department in the Knoxville, Tennessee office (Telephone: 865.288.4514) as soon as possible. If the complaint or observation of discrimination involves someone in your direct line of command, or if you are uncomfortable discussing the matter with your direct supervisor, you are urged to go to another supervisor, or to contact Human Resources or the President of the Company. Your complaint should be specific and should include the names of the individuals involved and the names of any witnesses. The Company will immediately undertake an effective, thorough, and objective investigation and attempt to resolve the situation. We want to assure you that any concerns or reports of discriminatory behavior can be made without fear of reprisal or retaliation.

If the Company determines that a violation of this policy has occurred, it will promptly implement effective corrective measure that are commensurate with the severity of the offense and that are reasonably calculated to deter any future violations. Employees who violate this policy are subject to disciplinary action, up to and including termination.