



INVITATION TO INDIVIDUALS WITH DISABILITIES TO SELF IDENTIFY

Section 503 of the Rehabilitation Act of 1973 requires government contractors, including SIG SAUER, Inc., to take affirmative action to employ and advance in employment qualified individuals with a disability. If you have a disability and would like to be considered under the affirmative action program, please contact the Human Resources Department. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Submission of this information is voluntary and will be kept confidential. Failure to provide the information will not subject you to adverse treatment. Information provided will be used in accordance with Section 503 of the Rehabilitation Act of 1973.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of these affirmative action provisions or any other Federal, state or local law requiring equal opportunity for individuals with a disability; (3) opposing any act or practice made unlawful by Section 503 or its implementing regulations or any other Federal, state or local law requiring equal opportunity for individuals with a disability; or (4) exercising any other right protected by Section 503 or its implementing regulations.

The Company's affirmative action plan for individuals with a disability may be viewed during regular business hours in the Human Resources Department. An appointment must first be made with Jeff Chartier, EEO Officer. Jeff Chartier may be reached at 603-610-3700.

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between the Company and any individual employee nor does it create contractual obligations on behalf of the Company to any person.

Ron Cohen
CEO

This Affirmative Action Program is effective January 1, 2023, to December 31, 2023