

# Hardy Diagnostics Policy on Equal Employment Opportunity and Affirmative Action

Hardy Diagnostics is committed to providing a workplace free of unlawful discrimination, harassment and retaliation. As a federal contractor, Hardy Diagnostics is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, Hardy Diagnostics is committed to a policy of taking affirmative action to employ and advance in employment qualified minorities, women, persons with disabilities, and protected veterans. Hardy Diagnostics has developed and implemented Affirmative Action programs to further support its commitment to the principle of equal employment opportunity. Hardy Diagnostics provides reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of the Company's business. Because it is important that we have the best available persons in every job, employment decisions are made based on merit.

Hardy Diagnostics expects all of its employees to comply with the principles and spirit of our Equal Employment Opportunity (EEO) and Affirmative Action commitments. This nondiscrimination policy, which applies to applicants as well as employees, mandates that all terms and conditions of employment (including recruiting, training, hiring, transfers, promotions, terminations, compensation, and benefits in all job titles) be administered without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, veteran status, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact the Human Resources department and request such an accommodation in writing. Hardy Diagnostics may require medical certification of both the disability and the need for accommodation. Keep in mind that the Company can only seek to accommodate the known physical or mental limitations of an otherwise qualified disabled individual. Therefore, it is your responsibility to come forward if you are in need of an accommodation. The Company will engage in an interactive process with the employee to identify possible accommodations, if any will help the applicant or employee perform the job.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

- Filing a complaint.
- Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, VEVRAA, their implementing regulations, or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans.
- Opposing any act or practice made unlawful by Section 503, VEVRAA, their implementing regulations, or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans.
- Exercising any other right protected by Section 503, VEVRAA, or their implementing regulations.

Hardy Diagnostics expects all leaders to comply with the Company's EEO and Affirmative Action policies. Leaders are required to understand these policies and immediately report any discrimination issues that arise. All complaints will be thoroughly investigated and appropriate corrective action—up to and including termination—will be taken where indicated. Retaliation or harassment against any employee (or applicant) involved in the filing, investigation, or resolution of a discrimination complaint will not be tolerated.

Hardy Diagnostics' Human Resources department has oversight of the development and implementation of the Company's EEO and Affirmative Action programs and monitors them for progress. If you have questions about these policies and their implementation, or believe that the company's Equal Employment Opportunity and Affirmative Action policies have been violated, you should immediately contact a manager, Human Resources, or the President.