HAYWARD BAKER INC.
EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION
POLICY STATEMENT

The Company will employ persons and make employment related decisions without regard to race, color, religion, national origin, disability, age, gender, sexual orientation, veteran status or any other basis prohibited by law. The Company will take affirmative action to insure that the Policy is implemented, particularly with regard to: application procedures, employment, upgrading, promotion, demotion, transfer, rehire, job assignment and classification, recruitment, recruitment advertising, layoff, termination, compensation, leave fringe benefits, social activities; training and working conditions.

The Company will continue to notify employment entities and agencies, and in employment opportunity announcements that the foregoing is Company Policy; and that all applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired and transferred solely on the basis of the individual's merit.

All present employees are requested to encourage minorities, women, special disabled veterans, veterans, and qualified disabled persons to apply for employment with the company or to apply for training in an approved On-the-Job Training or Apprenticeship Program.

The Company will provide reasonable accommodations for qualified disabled individuals. Any applicant or employee requiring an accommodation to perform the essential functions of a position should contact the EEO officer and request such an accommodation. The Company will then conduct an investigation and identify possible accommodations. If the accommodation is reasonable then the Company will make the accommodation.

The Company will ensure and maintain a working environment free of harassment, intimidation, and coercion at all job-sites, and in all facilities at which employees are assigned to work. This policy will be rigidly adhered to at all times. Any violation of the Policy should be reported immediately to your supervisor or to the company's EEO Officer.

The Company will ensure that all job sites and facilities, including company activities are non-segregated, except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between genders.

The company's EEO Officer's name and address is:

EEO Officer's Name: Linda J. Kosmicky, Human Resources Director

Address: 1130 Annapolis Road, Odenton MD 21113

Telephone: (866) 597-5430