

## **AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY**

Allied Mineral Products affirms its belief and commitment to equal employment opportunity for all employees and applicants in all terms and conditions of employment and consideration for employment.

Allied has developed and maintains a written Affirmative Action Plan (AAP). Allied's Chief Executive Officer supports the AAP and urges each employee to commit to carrying out the intent of this policy. Allied maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The EEO Administrator (Allied's Corporate Vice President, Human Resources) oversees AAP development, implementation, modification, effectiveness, monitoring and reporting, and conducts management updates. Allied invites any applicant and/or employee to review its written AAP. This plan is available for inspection upon request during normal business hours at the Human Resources office.

As part of Allied's commitment to this process, it will ensure all aspects of employment – including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes – remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973), protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974), or a person's relationship or association with a protected veteran, including spouses and other family members. Allied ensures all employment decisions are based only on valid job requirements. Regular review helps ensure compliance with this policy.

Allied will ensure that employees and applicants are not subjected to harassment due to their status described above, or subjected to any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with the Company or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.