



January 1, 2023

Equal Employment Opportunity Statement

Victaulic has been and will remain an equal employment opportunity employer. This means that all qualified persons are accorded an equal opportunity for employment or promotion without regard to race, religion, color, national origin, gender, age, disability, sexual orientation, gender identity, marital status, military status, or any other basis protected by law. This policy applies to all personnel actions in all job classifications including, but not limited to hiring, promoting, training, disciplining, compensating, providing benefits, terminating, transferring, laying off and recalling. It also applies to benefits and recreational programs.

Overall responsibility for implementing these policies is assigned to the Human Resources Department. However, all supervisors are responsible for ensuring that these policies are adhered to in their work units, with the overall intent to further the Company's commitment.

Further, as part of the Company's equal employment opportunity policy, the Company will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced to our workforce and considered for promotional opportunities. The Human Resources Director has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our affirmative action program throughout the Company.

A handwritten signature in black ink, appearing to read "R. Bucher".

Rick Bucher
President and CEO