



**SUBJECT:** Equal Employment Opportunity Policy Statement

**TO:** All Employees and Applicants for Employment

**DATE:** January 1, 2024

The BradyPLUS family of brands are equal opportunity employers and provide equal opportunity in employment for all individuals regardless of their race, color, religion, sex, gender, age, citizenship, national origin, ancestry, genetic information, disability, veteran status, marital status, pregnancy, sexual orientation, sexual identity, military status, or any other characteristic protected by applicable federal, state, or local law. Each company within the BradyPLUS family is strongly committed to this policy.

All BradyPLUS companies make employment decisions (including, but not limited to, recruiting, hiring, promotion, demotion, training, transfer, compensation, benefits, disciplinary actions, and terminations) based on the principles of equal employment opportunity, associate performance? and with the intent to further BradyPLUS' commitment to equal employment opportunities. To that end, BradyPLUS is committed to ensuring that all employment decisions are made fairly to all persons on an equal opportunity basis, without regard to any protected characteristic noted above (whether actual or perceived). This commitment extends to everyone, including job applicants, employees, customers, vendors, and independent contractors.

We will also provide reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee, or those with known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless undue hardship would result. We respect the religious beliefs and practices of all employees and will make, on request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship for the business. Any applicant or employee who believes they require an accommodation in order to apply for a job or to perform the essential functions of the job should contact the Human Resources Department and request such an accommodation.

If you believe you have been subjected to or witnessed any conduct that violates this policy, submit a complaint, preferably in writing, to your supervisor, the Human Resources Department, or directly to the Vice President of HR who has been designated as the EEO Officer. If these individuals are not available, or in the event you believe that one of these individuals has engaged in inappropriate behavior in violation of this policy, submit a complaint to any other supervisor as soon as possible. Supervisors report any and all conduct of which they are made aware that violated, or may violate, this policy to the EEO Officer or other upper-level managers, as appropriate. Your complaint should be specific and should include the names of the individuals and witnesses involved. We will promptly undertake an effective, thorough, and objective investigation and will take prompt corrective action, if appropriate.

Please know no one will be subjected to any form of retaliation because they (1) reported any good-faith concern related to a violation of BradyPLUS' EEO policy; (2) assisted or participated in an investigation of or proceeding related to such complaint; (3) because they opposed any act deemed unlawful by any federal, state, or local laws; or (4) because they inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

Employees and applicants are encouraged to identify their race, gender, disability status, and their protected veteran status. This self-identification is strictly voluntary, confidential, will be used only for governmental reporting and compliance purposes, and will not result in retaliation of any sort.

BradyPLUS is committed to the principles of equal employment opportunity. In order to disseminate and implement equal employment opportunity throughout all levels of the BradyPLUS family of brands, I have selected April Diaz as the EEO Officer for BradyPLUS. Any questions should be directed to your supervisor, the Human Resources Department or April Diaz, EEO Officer.

Best regards,

A handwritten signature in blue ink, consisting of several overlapping, sweeping strokes that form the name 'Ken Sweder'.

Ken Sweder  
Chief Executive Officer