



## Equal Employment Opportunity and Anti-Discrimination Policy Policy # C-13c

### Reviewed:

Revised: February 28, 2019

Original Policy Created: July 7, 2007

Scope: Printron Employees and Applicants

Printron is an equal opportunity employer. It is the policy of Printron to prohibit discrimination of any type and to afford equal employment opportunities to employees and applicants regardless of their race, religion, color, national origin, citizenship, creed, ancestry, age, sex, sexual orientation, genetic information, marital status, disability, arrest or conviction record, military service, or any other category protected by law. Printron is strongly committed to this policy and believe in the concept and spirit of the law.

### Printron is committed to assuring that:

- All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided to all persons on an equal opportunity basis without regard to race, religion, color, national origin, citizenship, creed, ancestry, age, sex, sexual orientation, genetic information, marital status, disability, arrest or conviction record, military service, or any other category protected by law;
- All employment decisions such as compensation, benefits, transfers, promotions, and training are administered without regard to race, religion, color, national origin, citizenship, creed, ancestry, age, sex, sexual orientation, genetic information, marital status, disability, arrest or conviction record, military service, or any other category protected by law;
- All employees are treated with courtesy, respect, and dignity. As part of this commitment, Printron will not tolerate any form of discrimination or harassment, verbal or physical, with regard to an individual's race, religion, color, national origin, citizenship, creed, ancestry, age, sex, sexual orientation, genetic information, marital status, disability, arrest or conviction record, military service, or any other category protected by law.

Printron believes in and practices equal opportunity. Printron's Human Resources Manager has overall responsibility for assuring compliance with the Policy. All employees are responsible for supporting the concept of equal opportunity and assisting Printron in meeting its objectives.

Employees with questions or concerns about any type of discrimination or harassment in the workplace are encouraged to bring these issues to the attention of any of the following persons:

- Any department supervisor
- Plant Manager
  - Greg Kleineschay – 920.886.1529 or [gregkleineschay@printron.com](mailto:gregkleineschay@printron.com)
- Human Resources Manager
  - Mary Hilker – 920.886.1572 or [maryhilker@printron.com](mailto:maryhilker@printron.com)
- President
  - Steve Barry – 920.886.1508 or [stevebarry@printron.com](mailto:stevebarry@printron.com)

Employees who are found to be engaging in any type of unlawful discrimination or harassment may be subject to corrective action, up to and including termination of employment.

### Remedy for Violation of Policy

Violations of this policy will not be tolerated. Printron will investigate every issue that has been brought to its attention in this area and will take prompt and appropriate corrective action, up to and including termination of employment.

### Retaliation

Printron prohibits an employee from taking negative action against another employee, in good faith, for reporting a possible deviation from this policy or cooperating in an investigation. Any employee who retaliates against another employee for reporting a possible deviation from this policy or for cooperating in an investigation may be subject to corrective action, up to and including termination of employment. If an employee feels he or she is subject to retaliation, then the employee should discuss the matter with any one of the following persons:

- Any department supervisor
- Plant Manager
  - Greg Kleineschay – 920.886.1529 or [gregkleineschay@printron.com](mailto:gregkleineschay@printron.com)
- Human Resources Manager
  - Mary Hilker – 920.886.1572 or [maryhilker@printron.com](mailto:maryhilker@printron.com)
- President
  - Steve Barry – 920.886.1508 or [stevebarry@printron.com](mailto:stevebarry@printron.com)