

Equal Opportunity/Affirmative Action Policy Statement

Dudek is genuinely committed to equal employment opportunity within our company and on our project teams. Dudek is an equal employment opportunity/affirmative action employer and makes employment decisions based on valid job requirements and other legitimate business reasons. We want to have the best available person in every job position. Dudek's policy prohibits discrimination against employees and applicants for employment based on race, color, gender, sex, pregnancy, childbirth, gender identity, gender expression, creed, religion, marital status, veteran status, military status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration prohibited by applicable federal, state, or local laws. Dudek's policy also prohibits discrimination based on the perception of anyone having any of those characteristics, or being associated with a person having or perceived as having any of those characteristics.

Dudek also engages in affirmative action efforts, IN ACCORDANCE WITH ITS AFFIRMATIVE ACTION PROGRAMS, to promote the employment and advancement in employment of minorities, females, individuals with disabilities, disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and armed forces service medal veterans (collectively, "Protected Veterans").

Dudek strives to comply with all applicable federal, state, and local laws, including but not limited to EXECUTIVE ORDER 11246, REHABILITATION ACT OF 1973 ("REHABILITATION ACT"), THE VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974 ("VEVRAA"), the Equal Employment Act of 1972, the Civil Rights Act of 1964, the Age Discrimination in Employment Act and the Americans with Disabilities Act. Dudek management takes the necessary actions to ensure that the company maintains the following practices:

- Recruits, hires, trains and promotes for all job classifications without regard to race, color, gender, sex, pregnancy, childbirth, gender identity, gender expression, creed, religion, marital status, veteran status, military status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration prohibited by applicable federal, state, or local laws,
- Bases all employment decisions on valid job requirements and other legitimate business reasons, to ensure equal employment opportunity,
- Promotion decisions are in accordance with equal employment opportunity,
- Provides a work environment free from any type of harassment, including but not limited to sexual harassment,
- Personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, company sponsored training, education, tuition assistance, and social and recreational programs are administered without regard to race, color, gender, sex, pregnancy, childbirth, gender identity, gender expression, creed, religion, marital status, veteran status, military status, age, national

origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration prohibited by applicable federal, state, or local laws.

If an employee believes that a violation of this policy has occurred, the employee has a duty to immediately report the incident(s) by using any of the following methods:

- Notify the employee's immediate supervisor or any Dudek supervisor. Any supervisor who receives such a complaint must promptly report it to Human Resources. If the complaint involves a member of Human Resources, the supervisor should report it to the President. The description of the incident(s) can be given orally or in writing.
- Contact Human Resources (by phone at (760) 479-4828 or email to HRSupport@dudek.com).
- Visit <https://dudek.ethicspoint.com> or call the Dudek Ethics Hotline at (844) 734-3571. Incidents reported via this method may be made anonymously if the employee chooses.

Dudek strictly prohibits retaliation, coercion or intimidation against any person who has, in good faith, opposed harassment or discrimination, filed a complaint of harassment or discrimination, or participated in any proceeding involving a complaint of harassment or discrimination. Any employee who is found to have committed such retaliation will be subject to discipline, up to and including termination of employment. Any employee who experiences or witnesses any conduct believed to be retaliatory should immediately follow the complaint reporting procedures stated above.

IN ADDITION, EMPLOYEES AND APPLICANTS OF DUDEK SHALL NOT BE SUBJECTED TO HARASSMENT, INTIMIDATION, THREATS, COERCION OR DISCRIMINATION BECAUSE THEY HAVE ENGAGED IN OR MAY ENGAGE IN ANY OF THE FOLLOWING ACTIVITIES: (1) FILING A COMPLAINT; (2) ASSISTING OR PARTICIPATING IN AN INVESTIGATION, COMPLIANCE EVALUATION, HEARING, OR ANY OTHER ACTIVITY RELATED TO THE ADMINISTRATION OF THE AFFIRMATIVE ACTION PROVISIONS OF THE REHABILITATION ACT, VEVRAA OR ANY OTHER FEDERAL, STATE OR LOCAL LAW REQUIRING EQUAL EMPLOYMENT OPPORTUNITY FOR PROTECTED VETERANS; (3) OPPOSING ANY ACT OR PRACTICE MADE UNLAWFUL BY THE REHABILITATION ACT, VEVRAA OR ANY OTHER FEDERAL, STATE OR LOCAL LAW REQUIRING EQUAL EMPLOYMENT OPPORTUNITY FOR INDIVIDUALS WITH DISABILITIES OR PROTECTED VETERANS; OR (4) EXERCISING ANY OTHER RIGHT PROTECTED BY THE REHABILITATION ACT OR VEVRAA.

Successful achievement of a nondiscriminatory employment program requires cooperation between management and employees. DUDEK MAINTAINS AFFIRMATIVE ACTION PROGRAMS FOR MINORITIES, FEMALES, INDIVIDUALS WITH DISABILITIES, AND PROTECTED VETERANS REFLECTING ON OUR POLICY STATEMENTS THAT COVER OUR EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION, RECRUITING, TRAINING, COMPENSATION POLICIES AND OTHER EMPLOYMENT PRACTICES. AN EMPLOYEE OR APPLICANT FOR EMPLOYMENT MAY APPEAL DIRECTLY TO THE AFFIRMATIVE ACTION OFFICER FOR REVIEW AND CORRECTION OF AN ACTION THEY BELIEVE DOES NOT CONFORM TO THE AFFIRMATIVE ACTION PROGRAM'S POLICIES. Additionally, there are equal employment opportunity goals set and various systems in place that keep management informed of the equal employment opportunity status.