

Equal Opportunity Policy Statement

Dudek is genuinely committed to equal employment opportunities within our company and on our project teams. Dudek is an equal opportunity employer and makes employment decisions on the basis of merit. Dudek prohibits unlawful discrimination against employees or applicants based on race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles), religion, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, reproductive health decision-making, gender, gender identity, gender expression, age, military status, veteran status, uniformed service member status, sexual orientation, transgender identity, citizenship status, pregnancy, or any other consideration made unlawful by federal, state, or local laws. Dudek also prohibits unlawful discrimination based on any combination of protected characteristics; the perception that the employee or applicant has any of those characteristics or any combination of those characteristics; or the perception that the employee or applicant is associated with a person who has, or is perceived as having, any of those characteristics or combination of characteristics.

Dudek is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in Dudek's operations and prohibits unlawful discrimination by any employee of Dudek, including supervisors and coworkers. Equal employment opportunities will be extended to all persons in all aspects of the employment relationship, including recruitment, hiring, training, promotion, transfer, compensation, benefits, discipline, layoff, recall, and termination. Any employee who violates this policy and Dudek's commitment to equal employment opportunities will be subject to disciplinary action.

Where required by applicable law, Dudek also engages in efforts to promote the employment and advancement in employment of disabled veterans, recently separated veterans, active-duty wartime or campaign badge veterans, and armed forces service medal veterans (collectively, "Protected Veterans") and individuals with disabilities.

Dudek is committed to compliance with all applicable federal, state, and local laws, including, but not limited to, the Rehabilitation Act of 1973 (Rehabilitation Act), the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), the Equal Employment Opportunity Act of 1972, the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the California Fair Employment and Housing Act. Dudek management takes steps to ensure that it is compliant with equal employment opportunity laws, including the following practices:

- Recruits, hires, trains, and promotes for all job classifications without regard to race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles), religion, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, reproductive health decision-making, gender, gender identity, gender expression, age, military status, veteran status, uniformed service member status, sexual orientation, transgender identity, citizenship status, pregnancy, or any other consideration made unlawful by federal, state, or local laws.
- Bases all employment decisions, including promotions, on valid job requirements and on the basis of merit to ensure equal employment opportunity.

- Provides a work environment free from any type of harassment, including but not limited to sexual harassment.
- Administers personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, and social and recreational programs 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 760.942.5147 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 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.