



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of this company that no employee or applicant will be discriminated against because of race, color, creed, gender, pregnancy, national origin, ancestry, ethnicity, religion, age, physical or mental disability, past, present or future membership in the uniformed services, protected veteran status, citizenship status, genetic information, sexual orientation, gender identity or any other characteristic protected under applicable federal, state or local laws. This facility will consider all individuals for any position for which they are qualified and able to perform. It is also the policy of this facility to administer all phases of its personnel activity, including recruitment, hiring, placement, upgrading, training, promotion, transfer, separation, recall, compensation, benefits, education, recreation, and all other conditions or privileges of employment without regard to race, color, creed, gender, pregnancy, national origin, ancestry, ethnicity, religion, age, physical or mental disability, past, present or future membership in the uniformed services, protected veteran status, citizenship status, genetic information, sexual orientation, gender identity or any other characteristic protected under applicable federal, state or local laws.

TVH Parts Co. is a government contractor and is subject to Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974 which require government contractors to take affirmative action to employ and advance in employment qualified minorities, women, persons with disabilities, and protected veterans.

An individual with a disability is a person who has a physical or mental impairment that substantially limits one or more of such person's major life activities. If you have such a disability or are a disabled veteran and want to be considered under the Affirmative Action Programs or if you have questions about the programs, please contact our EEO Coordinator, Jennifer Mehnert. Employees and applicants 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 actions provisions of Executive Order 11246; Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, or any other Federal, State, or local law requiring equal opportunity for minorities, women, individuals with disabilities, or protected veterans;
- 3) Opposing any act or practice made unlawful by those regulations; or
- 4) Exercising any other right protected by those Orders, Acts or their implementing regulations.

As Chief Executive Officer of TVH Parts Co. Americas, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Jennifer Mehnert, Director, Human Resources, as the Equal Employment Opportunity (EEO) Manager. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of our programs.

In furtherance of our policy regarding Affirmative Action and Equal Employment Opportunity, TVH Parts Co. Americas has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that we are committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Jennifer Mehnert for assistance.

We expect the support of all managers and employees in accomplishing Equal Employment Opportunity.

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Chief Executive Officer

TVH PARTS CO.

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