

33. EQUAL EMPLOYMENT OPPURTUNITY POLICY

It is Company's policy to provide equal employment opportunity for all applicants and employees. The Company does not unlawfully discriminate on the basis of race, caste, color, religion, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, national origin, age, disability, marital status, or any other basis prohibited under state or local law. The Company also provides reasonable accommodation for qualified individuals with disabilities. The COMPANY prohibits the harassment of any individual on any of the bases listed above. Improper interference with the ability of Company's employees to perform their expected job duties is not tolerated.

For information about the types of conduct that constitute impermissible harassment and the Company's internal procedures for addressing complaints of harassment, please refer to the Company's Policy Against Harassment that follows.

- This policy applies to all areas of employment, including recruitment, hiring, training, promotion, compensation, benefits, transfer, and social and recreational programs.
- It is the responsibility of every employee to follow this policy conscientiously. Employees who believe that there has been a violation of this policy should contact the head of Human Resources.