



Equal Employment Opportunity/Affirmative Action Statement (EEO/AA)

This statement is to reaffirm Phibro-Tech, Inc.'s policy on providing equal opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity Affirmative Action laws.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at PTI will be based on merit, qualifications, and abilities.

PTI does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, marital status, height, weight, or any other characteristic protected by law.

PTI will make reasonable accommodation for qualified individuals with known disabilities unless doing so would result in undue hardship. This policy governs all aspects of employment including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

An employee with a question or concern about any type of discrimination in the workplace is encouraged to bring such issues to the attention of his or her immediate supervisor or a management level employee. Employees may raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.