

Policy Statement Regarding 2020 Affirmative Action / Equal Opportunity Employer

It is the policy of WHR Group, Inc to provide *equal* opportunity employment *and* does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy *and* gender identity, sexual orientation), national origin, political affiliation, sexual orientation, marital status, disability, individuals with disabilities (IWD), genetic information, age, membership in an employee organization, retaliation, parental status, military service, protected veteran, or other non-merit factor. All aspects of employment are decided based on qualifications, merit, performance, competence, and business needs.

WHR Group is strongly committed to this policy and believes in the concept and spirit of the law. This extends at all levels of our organization in addition to all stages of potential employment, current employment, and post-employment. We work diligently to maintain a workplace free from discrimination in all forms and employees and applicants have the right to report incidents of discrimination or harassment without fear of retaliation. Our employees shall not engage in discrimination, retaliation or harassment and we will take prompt action to resolve the concern.

All employees are responsible for supporting the enforcement of this policy with equal opportunity for all, along with our affirmative action goals. The Human Resources Manager serves as the Equal Opportunity Coordinator and has overall responsibility for ensuring compliance and education of this policy.



Paul DeBoer
President
July 30, 2021