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SOLENIS POLICY

Equal Employment Opportunity

1.0 Policy

Solenis is an equal opportunity employer and does not discriminate in hiring or employment-related decisions because of race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, genetic information, protected veteran status or any other category protected by federal, state or local law. Job promotions at Solenis will be based on such factors as quality of work, prior job performance, attendance, safety record and ability to work well with others. If any employee or applicant needs a reasonable accommodation for any part of the employment process due to a physical or mental disability, we ask the employee or applicant to contact Solenis' chief human resources officer to request assistance. Reasonable accommodation requests will be considered on a case-by-case basis.

2.0 Scope

This applies to Solenis employees and applicants.

3.0 Owner

Chief human resources officer, under the express direction of the CEO.

4.0 Exceptions

There are no exceptions to this policy.