

A NOTICE AND INVITATION TO ALL ASSOCIATES AND APPLICANTS**Brent Hillabrand, President & Chief Executive Officer****AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Carolina Handling, LLC has been and will continue to be an equal opportunity employer. To guarantee full implementation of this equal employment policy, we will take steps to ensure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, veteran's status, age or disability.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, veteran's status, national origin, citizenship, sex, age or disability.
- c. Associates and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Adam Hilton, Executive Vice President, to take on the responsibilities of EEO Coordinator. As EEO Coordinator, he will be responsible for the day to day implementation and monitoring of this Affirmative Action Plan. As part of that responsibility, he will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our Associates or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please contact Adam Hilton.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all Company personnel to attain our objective of equal employment opportunity for all.

Sincerely,



Brent Hillabrand
President & Chief Executive Officer

This Affirmative Action Program is effective from April 1, 2021 to March 31, 2022