## EQUAL EMPLOYMENT OPPORTUNITY POLICY

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Effective Date: January 1, 2024

**Document Number: POL-HR-2024-001** 

Version: 2.0

Supersedes: Version 1.0 (March 15, 2018)

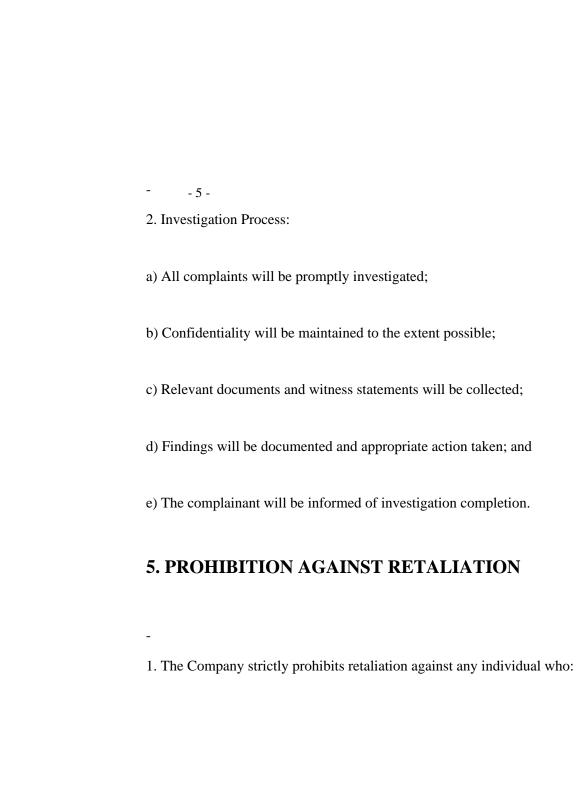
1. PURPOSE AND SCOPE

1. Polar Pynamics Robotics, Inc. ("Company") is committed to providing eq
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2. This policy applies to all aspects of employment, including but not limited
2. POLICY STATEMENT
The Company expressly prohibits any form of workplace discrimination of the company expressly prohibits any form of workplace discrimination of the company expressly prohibits any form of workplace discrimination of the company expressly prohibits and the company expression ex
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2. The Company specifically commits to:
a) Recruit, hire, train, and promote persons in all job classifications without
regard to protected characteristics;
b) Base employment decisions on valid job requirements and the individual's

merit, qualifications, and abilities;
c) Administer all personnel actions without discrimination, including compensation, benefits, transfers, layoffs, returns from layoff, Company-sponsored training, education, and social/recreational programs; a
d) Provide reasonable accommodations for qualified individuals with disabilities.
3. IMPLEMENTATION AND RESPONSIBILITIES
The Chief Human Resources Officer, under the direction of the CEO, is re-
2. Management Responsibilities:

a) Ensurg all employment decisions within their departments comply with the policy;
b) Monitor the workplace for discriminatory conduct;
c) Take immediate appropriate action to address policy violations;
d) Participate in regular EEO training; and
e) Maintain documentation of employment decisions.
3. Employee Responsibilities:
a) Comply with this policy in all workplace interactions;
b) Report suspected violations to Human Resources or management;

c) Cooperate in investigations of alleged discrimination; and
d) Complete required EEO training.
4. COMPLAINT PROCEDURE
-  1. Any employee who believes they have experienced or witnessed discrimin
a) Their immediate supervisor;
b) Human Resources Department;
c) compliance@polardynamics.com; or
d) Anonymous Ethics Hotline: 1-800-555-0123



a) Files & good-faith discrimination complaint;
b) Participates in an investigation;
c) Opposes discriminatory practices; or
d) Exercises rights under applicable EEO laws.
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2. Any employee found to have engaged in retaliation will be subject to disc.
6. RECORDKEEPING AND COMPLIANCE
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1. The Human Resources Department shall maintain:
a) All employment records for the duration required by law;

b) Documentation of complaints and investigations;
c) Training records and policy acknowledgments; and
d) Required EEO reports and government filings.
- 2. The Company will regularly review this policy and related practices to ens
7. POLICY REVIEW AND UPDATES
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1. This policy will be reviewed annually and updated as necessary to reflect
- 2. All updates will be communicated to employees and posted on the Compa

## 8. ACKNOWLEDGMENT 1. All employees must acknowledge receipt and review of this policy throug Approved by: Dr. Elena Frost Chief Executive Officer Polar Dynamics Robotics, Inc. Sarah Nordstrom Chief Operating Officer

Polar Dynamics Robotics, Inc.

Date: January 1, 2024

