

**FOLEY INDUSTRIES, INC.**  
**POLICY #2**  
**GOVERNMENT CONTRACTING**  
**EQUAL EMPLOYMENT OPPORTUNITY (EEO) /**  
**AFFIRMATIVE ACTION (AA) POLICY**

Revised: 04/15  
Originally Approved: 2/01

Policy #2

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The following policy statement, supported by Foley's President / Chief Executive Officer, has been established by Foley Industries, Inc. and all its related companies ("Company") to comply with the Company's obligations as a government contractor.

As a government contractor, it is the policy of the Company to provide equal employment opportunities to employees and applicants at all levels of employment without regard to race, color, religion, sex, sexual orientation, gender identity, genetic information, national origin, pregnancy, disability, protected veteran status, or any other classification protected by applicable local, state, or federal law. The Company recruits, hires, trains, and promotes employees and applicants and administers all personnel actions without regard to any such protected classifications and ensures that all employment decisions are based only on valid job requirements.

As a government contractor, it is also the policy of Foley to take affirmative actions to recruit, hire, and advance qualified women, minorities, protected veterans, and disabled individuals.