

# Torch Technologies EEO Statement

It is the policy of Torch Technologies not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

Torch Technologies will take affirmative action to ensure that the EEO Policy is implemented about advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

Torch Technologies will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is company policy, and all employment decisions are based on individual merit only.

All current employees of Torch Technologies are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for accommodations for qualified disabled individuals.

It is the policy of Torch Technologies to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or Human Resources.