

Equal Employment Opportunity Affirmative Action

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1.0 PURPOSE: This policy describes Agiliti's commitment to providing equal employment opportunities.

2.0 SCOPE: All Agiliti employees in all facilities and locations and applicants for employment.

3.0 POLICY: Agiliti provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender identity, sexual orientation, national origin, age, physical or mental disability, genetic information, marital status, status as a disabled veteran, veteran of the Vietnam era, recently separated veteran or other protected veteran or any other characteristic protected by applicable federal, state or local law. Agiliti complies with all applicable laws governing nondiscrimination in employment for each of its work locations.

Agiliti will take affirmative action to ensure that its employment practices are free of discrimination. Such employment practices include, but are not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, benefits and training.

Agiliti engages in affirmative action to employ, advance in employment and otherwise treat qualified disabled persons, qualified disabled veterans, veterans of the Vietnam era, recently separated veterans and other protected veterans without discrimination based upon their disability or veteran status in all employment practices, including, but not limited to, employment, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay, benefits, selection for training, tuition assistance and social and recreational programs.

Agiliti monitors equal employment opportunity activities, responds to any associated complaints and reports on the effectiveness of its equal employment and affirmative action initiatives, as required by federal, state and local agencies. Responsibility for administration and enforcement of our Individuals with Disabilities Affirmative Action Program and Disabled Veteran, Vietnam era Veteran, Recently Separated Veteran and other Protected Veteran Affirmative Action Program are assigned to the Chief Human Resources Officer who serves as Agiliti's Equal Employment Opportunity Program Coordinator. At least annually, Agiliti will review all physical and mental job qualification requirements to ensure that, to the extent qualification requirements

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tend to screen out qualified disabled individuals or disabled veterans, they are job-related and consistent with business necessity and the safe performance of the job.

Agiliti prohibits any form of unlawful harassment based on race, color, religion, gender identity, sexual orientation, national origin, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by federal, state or local law. For more information about sexual or other unlawful harassment, refer to the Sexual and Other Harassment Policy.

Improper interference with the ability of employees to perform their expected job duties will not be tolerated. Additionally, Agiliti prohibits anyone from retaliating against employees and applicants for employment for complaining or raising concerns about discrimination or harassment. Anyone who engages in retaliatory conduct will be disciplined up to and including immediate termination from employment.

If any employee or applicant for employment has questions about this policy or believes he or she has been discriminated against, that person should immediately contact the Chief Human Resources Officer or call the compliance line at 877-847-9111.