

Equal Employment Opportunity & Affirmative Action Policy

PURPOSE

This policy describes the commitment of Agiliti to provide equal employment opportunities.

SCOPE

All Agiliti employees and applicants for employment.

POLICY

It is the policy of Agiliti to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sex, sexual orientation, national origin, age, physical or mental disability, genetic information, marital status, status as a veteran, military service, or any other characteristic protected by applicable federal, state, or local civil rights laws. In addition, Agiliti will provide reasonable accommodations for qualified individuals with disabilities. Agiliti strictly prohibits any form of retaliation against individuals who make good faith reports of alleged violations of this policy or who cooperate in Agiliti's investigation of such reports.

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, return from layouts, recall, transfer, leave of absence, compensation, benefits, tuition assistance, social and recreation programs, 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 the Equal Employment Opportunity Program Manager for Agiliti.

Agiliti prohibits any form of unlawful harassment based on race, color, religion, gender, sex, sexual orientation, national origin, age, physical or mental disability, genetic information, marital status, status as a veteran, military service, or any other characteristic protected by applicable federal, state, or local civil rights laws. For more information about sexual or other unlawful harassment, refer to the Sexual and Other Harassment Policy [refer to the HR 040 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.

Each manager, supervisor, and employee is responsible for carrying out our equal employment policy. Overall responsibility is assigned to the Chief Human Resource Officer.

Affirmative Action for Individuals with Disabilities

It is the policy of Agiliti Inc. to not discriminate against any employee or applicant for employment because of mental or physical disability, in regard to a position for which the employee or applicant is qualified, and to take affirmative action to employ and advance in employment qualified individuals with disabilities to all levels of employment, including the executive level.

An "individual" with a disability includes any person who has a physical or mental impairment that substantially limits one or more of that person's major life activities, has a record of such an impairment, or is regarded as having such an impairment.

We recognize our obligation to communicate this policy in such a manner as to foster understanding, acceptance, and support among our managers, supervisors, and other employees.

We have implemented an audit and reporting system to assist our organization in: measuring the effectiveness of this Program; indicating the need for remedial actions; determining the degree to which our objectives are being attained; determining whether individuals with known disabilities are able to participate in Agiliti-sponsored educational, training, recreational, and social activities; and otherwise measuring our compliance with our Affirmative Action Program.

Our policy is that employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination for filing a complaint, assisting or participating in an investigation, or any other activity related to the administration of section 503 or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities.

Affirmative Action for Protected Veterans

Agility Inc, an equal opportunity employer, pledges that it is and has been our policy to take affirmative action to employ and advance in employment qualified Protected Veterans at all levels of employment, including the executive level, and not to discriminate against any employee or applicant for employment because of any individual's status as a Protected Veteran.

We recognize our obligation to communicate internally and externally in a manner that fosters understanding, acceptance, and support among our executives, managers, supervisor, and other employees.

Agility will ensure applicants and employees who are Protected Veterans are informed of the contents of this policy (e.g., providing the policy in Braille or large print, or posting the policy on a bulletin board low enough to enable an individual in a wheelchair each access)

We have implemented an audit and reporting system to assist our organization in: measuring the effectiveness of this Program; We are committed to personnel practices that recruit, hire, train, and promote person in all job titles. We make good faith efforts so that personnel actions are administered without regard of an individual's status as a Protected Veteran, and that employment decisions are based only on valid job requirements.

Our policy is that employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination for any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974 as amended, or any federal, state, or local law requiring equal opportunity for Protected Veterans; opposing any act or practice made unlawful by VEVRAA or its implementing regulations; or exercising any other right protected by VEVRAA or its implementing regulations.