

Affirmative Action Policy

Affirmative Action Policy for EBS-4U, Inc.

At EBS-4U, Inc., we are committed to fostering a diverse and inclusive workplace where all employees are treated with dignity and respect. We recognize the value of diversity in our workforce and understand that it is crucial for driving innovation, creativity, and success in our business endeavors. As part of our commitment to diversity and equal opportunity, we have established this Affirmative Action Policy to promote fairness and equity in all aspects of our employment practices.

The purpose of this Affirmative Action Policy is to affirm our commitment to equal employment opportunity and to take proactive measures to eliminate discrimination and promote diversity and inclusion within our organization. This policy outlines our principles and procedures for recruiting, hiring, promoting, and retaining a diverse workforce that reflects the communities we serve.

This policy applies to all employees, including but not limited to full-time employees, part-time employees, temporary employees, contractors, and consultants, at all levels of the organization.

a. **Equal Employment Opportunity:** EBS-4U, Inc. is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other characteristic protected by applicable law.

b. **Affirmative Action:** We recognize the historical and systemic barriers that have disadvantaged certain groups in the workforce. Therefore, we are committed to affirmative action efforts to promote the recruitment, hiring, promotion, and retention of individuals from underrepresented groups, including but not limited to women, racial and ethnic minorities, individuals with disabilities, and veterans.

c. **Merit-Based Selection:** While we prioritize diversity and inclusion, our selection processes will continue to be based on merit, qualifications, and job-related criteria. Affirmative action measures are designed to enhance our ability to identify and attract qualified candidates from underrepresented groups, but all employment decisions will be made on the basis of individual qualifications and performance.

d. **Recruitment and Hiring:** We will actively seek to recruit candidates from diverse backgrounds through outreach efforts, partnerships with community organizations, targeted advertising, and other means. Hiring managers and recruiters will receive training on unconscious bias and inclusive hiring practices to ensure fair and equitable selection processes.

e. **Training and Development:** We will provide training and development opportunities to all employees to enhance their skills, knowledge, and abilities. Special emphasis will be placed on providing support and development opportunities for employees from underrepresented groups to help them advance in their careers.

f. **Promotion and Advancement:** We are committed to promoting a culture of fairness and meritocracy in all promotion and advancement decisions. We will actively identify and develop high-potential employees from diverse backgrounds and provide them with opportunities for advancement within the organization.

g. Monitoring and Reporting: We will regularly monitor our affirmative action efforts and assess the effectiveness of our policies and programs. We will maintain records of applicant and employee demographics to track progress towards our diversity and inclusion goals and report on our efforts as required by law.

All managers and employees are responsible for implementing and adhering to this Affirmative Action Policy. Any employee who believes that they have been subjected to discrimination or harassment in violation of this policy should report their concerns to Human Resources or another appropriate authority for investigation and resolution.

At EBS-4U, Inc., we believe that diversity is not only a moral imperative but also a strategic advantage. By embracing diversity and inclusion, we can unlock the full potential of our workforce and drive sustainable business success. Through our Affirmative Action Policy, we are committed to creating a workplace where all employees have an equal opportunity to thrive and contribute to our shared success.

Kitson Walker
President & CEO