

# Equal Employment Opportunity Statement

At EBS-4U, Inc., we are dedicated to providing equal employment opportunities to all individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other characteristic protected by applicable law. We believe in fostering an inclusive and diverse workplace where every employee is treated with dignity and respect.

Our commitment to equal employment opportunity is unwavering. We strive to create an environment that celebrates the unique perspectives, backgrounds, and abilities of all our employees. Discrimination or harassment of any kind will not be tolerated at EBS-4U, Inc.

We are committed to recruiting, hiring, promoting, and retaining individuals based on their qualifications, skills, and performance, without regard to any protected characteristic. Our employment decisions are guided by principles of fairness, meritocracy, and inclusivity.

At EBS-4U, Inc., we recognize that diversity is a strength that drives innovation, creativity, and success. We embrace the richness of perspectives that comes from having a diverse workforce and believe it is essential for our continued growth and competitiveness.

We are dedicated to providing equal opportunities for advancement and career development to all employees, regardless of background or identity. We encourage and support the professional growth and success of every individual within our organization.

Our commitment to equal employment opportunity extends beyond compliance with legal requirements. It is a fundamental principle that guides our actions and decisions every day. We are committed to continuously improving our practices to create an even more inclusive and equitable workplace for all.

At EBS-4U, Inc., diversity is not just a policy—it is an integral part of who we are and how we operate. We invite all qualified individuals to join us in our mission and contribute to our shared success.

Kitson Walker  
President & CEO