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STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

I would like to take this opportunity to issue a formal reaffirmation of this policy and to assure each applicant, employee and party with whom we do business of my personal commitment to our equal opportunity and affirmative action objectives. It is, has been, and will continue to be the policy of Advarra, to provide Equal Employment Opportunity and not to tolerate behavior, harassment, discrimination, or prejudice based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information, protected veterans, or disability (physical or mental) or retaliation for protected EEO activity. We will also provide reasonable accommodations for applicants and employees with disabilities. Retaliation against those who initiate discrimination complaints, serve as witnesses or participate in the EEO process, or otherwise oppose discrimination and harassment is strictly prohibited. Further, it is the policy of Advarra to undertake affirmative action in compliance with all federal, state, and local requirements.

Our continued success depends heavily on the full and effective utilization of qualified persons. I will continue to direct our employment practices toward ensuring equal opportunity for all. Advarra intends that all matters related to all employment actions including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, job titles, rates of pay or other forms of compensation and selection for training including apprenticeship, as well as all Advarra - sponsored social and recreational programs and all treatment on the job be free of unlawful discriminatory practices.

Moreover, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- 1) Filing a complaint.
- 2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provision of section 503, VEVRAA, or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities or protected veterans.
- 3) Opposing any act or practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities or protected veterans; or
- 4) Exercising any other right protected by section 503, VEVRAA or their implementing regulations.

As a government contractor, we are obliged to keep records, make reports to the federal government, and develop a written Affirmative Action Program, which sets forth the policies, practices and procedures which Advarra is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for women, minorities, individuals with disabilities, protected veterans and other protected groups is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Human Resources Department. Interested persons or any applicant/employee who feels that he/she has been the victim of unlawful discrimination in violation of this policy should contact Michelle Parry, the Chief Human Resources Officer, Monday through Friday from 8:00 to 5:00 Eastern Time at hr@advarra.com or (410) 884-2900 for assistance.



As Chief Executive Officer, I retain the overall responsibility for Advarra's Equal Employment Opportunity and Affirmative Action Programs. The administration and implementation of these important programs for women, minorities, individuals with disabilities, protected veterans and other protected groups are the responsibility of Advarra's EEO Coordinator, Michelle Parry, Chief Human Resources Officer. I ask that each manager, supervisor and employee join me in full support of the principles of equal opportunity and affirmative action. I invite any applicant or employee to address your concerns and questions to the EEO Coordinator.

I solicit the cooperation and commitment of each and every one of you to ensure both compliance with the Affirmative Action Plan and positive results with regard to Advarra's policy on Equal Employment Opportunity.

Gad M. Saarony
CEO

Date 07/27/2021