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PASSION FOR EXCELLENCE

## EEO Policy Statement

For more information about your Equal Opportunity Rights or Pay Transparency Non-Discrimination please contact [hr@apogeeusa.com](mailto:hr@apogeeusa.com). If you need assistance with completing the online application process, please call Apogee at (719) 418-4950 or contact HR at [hr@apogeeusa.com](mailto:hr@apogeeusa.com).

It is the ongoing policy and practice of Apogee to provide equal employment opportunity to all persons. No person shall be discriminated against in any condition of employment because of age, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law.

The policy of equal employment opportunity (EEO) shall apply to all human resource actions including employment, compensation, benefits, training, education, tuition aid, transfers, promotions and social\recreational programs. Apogee is committed to making employment decisions based on valid requirements. Apogee will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in Apogee's investigation of such reports, even if the reports do not reveal any wrongdoing.

Apogee will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

### Responsibility

Shelley Warner, Director of Human Capital is responsible for leading Apogee's affirmative action efforts and ensuring that the principle of equal employment opportunity is understood and followed. All members of management must be familiar with this policy and fully support it and are responsible for applying these principles in good faith. All employees are responsible for conduct consistent with Apogee's EEO Policy and are expected to demonstrate respect for all coworkers.

Apogee posts this statement to inform applicants and employees of Apogee's commitment to equal opportunity in employment. The Affirmative Action Plans for: Women and Minorities; Individuals with Disabilities; and Protected Veterans are located in the corporate HR office and may be reviewed by applicants and employees on weekdays during normal working hours.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects Apogee's commitment to equal opportunity and affirmative action.

Sincerely,



Frank Varga  
Chief Executive Officer