

BRASFIELD & GORRIE

Equal Employment Opportunity, Affirmative Action and Non-Discrimination Policy

Brasfield & Gorrie is an equal opportunity/affirmative action employer, and provides equal employment opportunity to all persons regardless of race, color, religion, sex, sexual orientation, gender identity, age, marital status, national origin, citizenship status, disability, genetic information, disabled veteran or other protected veteran status or other characteristic protected by state, federal or local law. Brasfield & Gorrie, therefore, prohibits discrimination on these bases in all aspects of the employment relationship, including recruiting, hiring, transfers, promotions, training, education, terminations, working conditions, compensation, benefits, and other terms and conditions of employment. Brasfield & Gorrie's commitment to equal employment opportunity also includes making reasonable accommodations for religious needs or qualified individuals with known disabilities unless doing so would result in an undue hardship to Brasfield & Gorrie.

Any person who believes that he or she has been subjected to prohibited discrimination should immediately call the AlertLine at 1-888-546-3577 or access it on the internet at <https://brasfieldgorrie.alertline.com>. The Company provided an AlertLine is operated by a third party and is available 24/7 for reporting discrimination or other legal or policy violations. If an employee prefers to not use the AlertLine, he or she should immediately report the matter to the Human Resources or Legal Department in Birmingham at 1-800-239-8017. Complaints will be investigated promptly and handled as confidentially as possible. Anyone found to have engaged in any type of prohibited discrimination will be subject to disciplinary action, up to and including termination.

Employees and applicants are protected from coercion, harassment, threats, intimidation, interference or discrimination for filing a complaint, assisting in an investigation, opposing an unlawful act or exercising other legally-protected rights and can report and raise any discrimination concerns without fear of retaliation or reprisal. Brasfield & Gorrie prohibits retaliation against an individual for reporting discrimination or for participating in an investigation of a claim of discrimination. Any such retaliation will not be tolerated and will result in discipline, up to and including termination.

The Company maintains an Affirmative Action Plan for Individuals with Disabilities, Disabled Veterans, and Other Protected Veterans. The Company's Director of Human Resources will monitor the affirmative action program and be responsible for implementing and auditing its effectiveness. You may request an opportunity to review elements of the applicable Affirmative Action Plan by contacting the HR Department at 1-800-239-8017 or by email addressed to employment@brasfieldgorrie.com.

Charles L. Grizzle, Jr.
General Counsel/Vice President