

## **Equal Employment Opportunity Policy Statement**

It is the policy of Circana not to discriminate against any employee or applicant for employment because of race, color, religion, sex (including sex stereotyping, pregnancy which includes pregnancy, childbirth and medical conditions related to pregnancy, childbirth or breast feeding, sexual orientation, and gender identity or expression), political belief or activity, national origin, marital status, age, medical condition, mental or physical disability, protected military or veteran status, citizenship, genetic information, or any other protected class. The Company also takes affirmative action to ensure that applicants are employed, and that employees are treated equally during employment, without regard to any of the protected classes.

To ensure equal opportunity in employment, the Company has developed and supports Affirmative Action Programs ("Programs"), pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act, covering individuals with disabilities, and the Vietnam Era Veterans' Readjustment Assistance Act, covering protected veterans.

The Company will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to the protected classes listed above. It will also ensure that all employment decisions are based only on valid job requirements. All Company programs, such as compensation, benefits, layoff, training and development, education, social and recreational programs will be administered without regard to protected characteristics. No employee or applicant will be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any protected activity under the law.

The Company is committed to fully complying with the Americans with Disabilities Act (ADA), and similar state and local laws, which ensure equal opportunity for qualified persons with disabilities. Reasonable accommodation is available to all disabled employees, where their disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, and not on the disability of the individual. We will also follow any state or local law that provides individuals with disabilities greater protection than the federal ADA law. Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact HR.

The Company has designed and implemented an audit and reporting system that: (1) measures the effectiveness of the Company's Programs; (2) indicates any need for remedial action; (3) determines the degree to which objectives have been attained; (4) determines whether protected individuals have had the opportunity to participate in all company-sponsored activities; (5) measures compliance with the Programs' specific obligations; and (6) documents the actions taken. If any Program is found to be deficient, the Company will undertake necessary action to bring the Program into compliance.

Inquiries, concerns or complaints about situations which are not in accord with this Company commitment should be directed immediately to HR or any member of executive management. They will be investigated with discretion, thoroughness, and fairness. Any employee involved in discriminatory practices will be subject to disciplinary action, up to and including termination of employment.