



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM POLICY

Patriot Technologies, Inc. is committed to a program of equal employment opportunity without discrimination based on race, ethnicity, color, national origin, gender, religion, age, sexual orientation, gender identity, veteran status, physical or mental disability or any other personal characteristic protected by law. It is the policy of Patriot Technologies not merely to refrain from employment discrimination as required by the various federal, state, and local enactments, but to take positive affirmative action to realize for women, people of color, individuals with disabilities and veterans full equal employment opportunity. It is also our goal to employ and advance in employment individuals with disabilities and protected veterans, and to treat qualified individuals without discrimination on the basis of their physical or mental disability or veteran status.

In furtherance of this policy, Patriot Technologies will:

1. Recruit, hire, train and promote persons of all job classifications, without regard to race, ethnicity, color, religion, national origin, gender, religion, age, sexual orientation, gender identity, veteran status, disability or other personal characteristics.
2. Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only job-related requirements for promotion opportunities.
3. Ensure that all personnel actions, such as compensation, benefits, transfers, layoffs, return from layoff, leaves, and Patriot Technologies-sponsored training, education, social and recreation programs will be administered without regard to race, ethnicity, color, national origin, gender, religion, age, sexual orientation, veteran status, disability or other protected status.
4. Take affirmative action on behalf of women, people of color, individuals with disabilities and veterans to actively recruit and place qualified members of these groups for employment with Patriot Technologies;
5. Provide for the prompt, thorough, and impartial consideration of all complaints.
6. Identify and analyze problem areas in employment of women and people of color, and establish procedures for the elimination of such deficiencies; provide a program of action toward these ends and timetables for the achievement of equal employment opportunity in accordance with the spirit of the law.
7. Take affirmative action to eliminate problem areas and to achieve certain goals, and continually measure, records, and report on progress toward their realization.
8. Make a good faith effort to reasonably accommodate the physical and mental limitation of any employee or applicant for employment unless such accommodation imposes an undue hardship on the conduct of our business.

The Director, Human Resources has been appointed the role of the Equal Opportunity/Affirmative Action Officer and is responsible, among other duties, for designing and implementing an internal audit and report system that will:

- i. Indicate the need for remedial action, if any;
- ii. Measure the effectiveness of Patriot Technologies' program; and
- iii. Determine the degree to which Patriot Technologies' goal and objectives have been achieved.

Employees who need assistance in the clarification or resolution of EEO matters should contact their manager or the Director, Human Resources. If the circumstances make reporting an issue to either of these individuals difficult, feel free to contact any member of management. Retaliation against any employee for making an EEO claim or participating in the investigation of a complaint is strictly prohibited and will not be tolerated.

Employees interested in being considered under our Affirmative Action Plans for Employees with Disabilities and Protected Veterans, should indicate this to their supervisor, or to the Human Resources Office. Submission of this information is voluntary and refusal to provide it will not subject you to adverse treatment. Information submitted will be kept confidential except where indicated in the Act. If you are interested in viewing the AAP for Employees with Disabilities and/or Protected Veterans, please contact the Director, Human Resources during regular working hours. For purposes of this policy protected veterans include disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and armed forces service medal veterans.

The President and Founders fully support the Affirmative Action Program and directs all those with employment responsibility to seek to achieve the stated aims of this program. Moreover, it is the responsibility of each and every member of the staff of Patriot Technologies to assist in achieving the aims of this policy and to make equal opportunity an actual, functioning condition of work life at Patriot Technologies.

Shelly Gladhill, Affirmative Action Officer