



EQUAL OPPORTUNITY EMPLOYER STATEMENT

Gardan is an Equal Opportunity Employer (“EEO”). This means that Gardan is committed to maintaining a work environment free of discrimination. Personnel practices and policies will not discriminate against anyone on the basis of race, color, religion, gender, age, marital status, national origin, sexual orientation, veteran status, disability, or any other bias prohibited by federal, state and local law or regulation.

Gardan will take all necessary steps to ensure that each employee’s work environment is free of unlawful discrimination or harassment. Gardan will continually review its personnel practices and procedures to maintain Gardan’s commitment to EEO principles.

This EEO Statement applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Employees who have EEO-related questions, problems, or complaints should contact Human Resources.