



January 2024

SEVENSON ENVIRONMENTAL SERVICES, INC.
EEO POLICY/REAFFIRMATION POLICY

It has long been the policy of Sevenson Environmental Services, Inc. to offer equal opportunity for employment, advancement or all terms and conditions during employment to all applicants and/or employees regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as protected veterans, and individuals with disabilities, except in instances where bona fide occupational qualifications apply. Further, the Company will undertake affirmative action, where applicable, to fully implement this policy and to employ or advance in employment both handicapped and disabled or Vietnam Era veterans.

We therefore reaffirm that it is the established policy of Sevenson Environmental Services, Inc. That recruiting, hiring, transfers, promotions, compensations, benefits, layoff, recall, Company sponsored social and recreation programs and training shall be implemented on a nondiscriminatory basis, and the Company shall utilize affirmative action in each of these areas.

To guide our efforts in implementing this policy, we have an expanded Affirmative Action Program. A copy of our current program is available in our Human Resources Department for review by employees and applicants to inform and avail themselves of its benefits. Overall responsibility for this program will be assigned to Diane M. Stein, who also serves as EEO Officer, and to Lynne D. Mueller and Brenda D. Bryant, as Assistant EEO Coordinators.

It is the responsibility of all members of management and supervision to supply enlightened and inspired leadership in support of this policy. We are counting on everyone, individually and collectively, to give this program positive and constructive support.

Michael A. Elia-President

Alan R. Elia Jr-CEO