



January 2024

SEVENSON ENVIRONMENTAL SERVICES, INC.
EQUAL EMPLOYMENT POLICY STATEMENT

Federal and state laws prohibit employment discrimination. It is the policy of Sevenson Environmental Services, Inc., when recruiting, hiring, training, promoting, and terminating employees to comply with those laws that prohibit discrimination as to race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as protected veterans, and individuals with disabilities.

As Chief Executive Officer and President, we reaffirm that the above policy and the Affirmative Action Program executed simultaneously herewith reflect Sevenson Environmental Services, Inc.'s attitude and its intention to:

1. Recruit, hire, train, and promote for all job classifications without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as protected veterans, and individuals with disabilities.
2. Base decisions on employment to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accord with the principles of equal employment opportunity.
4. Ensure that all other personnel actions, such as compensation, benefits, transfers, terminations, Company-sponsored training, and social and recreational programs will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as protected veterans, and individuals with disabilities.
5. Provide, pursuant to the Rehabilitation Act of 1973, as amended, equal employment opportunities as set forth above to qualified persons with a disability.
6. Provide, pursuant to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, equal opportunities as set forth above, to those who are covered veterans.

Sevenson Environmental Services, Inc., in compliance with Executive Order 11246, as amended, the Rehabilitation Act of 1973, as amended, and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, maintains written Affirmative Action Programs.



**Sevenson
Environmental
Services, Inc.**

100 YEARS OF FAMILY

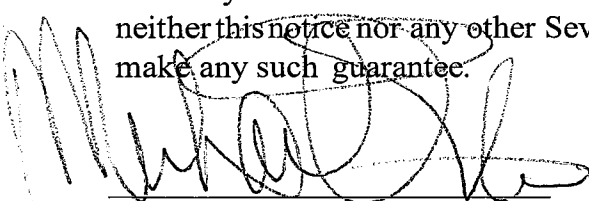
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The elements of the Executive Order 11246 and the Affirmative Action Plan are available upon request. The Affirmative Action Plans developed in compliance with Section 503 of the Rehabilitation Act of 1973, as amended, and 38USC4212 of the Vietnam Era Veterans' Rehabilitation Assistance Act, as amended, are available for inspection upon request. Information relevant to these plans is available at Sevenson's Corporate Headquarters Office, located at 2749 Lockport Road, Niagara Falls, New York, through the Equal Employment Opportunity Coordinator, during the established business hours of 8:00 a.m. to 5:00 p.m.

Sevenson Environmental Services, Inc., will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with the filing of a complaint, furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to the administration of the Act.

Overall responsibility for directing and implementing the policy enunciated herein and the Affirmative Action Program has been assigned to the Equal Employment Opportunity Officer. This policy has the full backing of and support of the Chief Executive Officer and the President, and the support of all employees is expected.

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between Sevenson Environmental Services, Inc., and any individual employee, nor does it create contractual obligations on behalf of Sevenson Environmental Services, Inc., to any person. No person at Sevenson, has the authority to make a commitment of guaranteed or continuing employment, and neither this notice nor any other Sevenson publication should be understood to make any such guarantee.



Michael A. Elia-President



Alan R. Elia Jr.-CEO