

Equal Employment Opportunity Policy

It is a policy of Bay Ship to recruit, employ, develop and promote employees on the basis of individual qualifications and merit without regard to race, color, religion, creed, national origin or ancestry, citizenship, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), sexual orientation, gender, gender identity, gender expression, marital status, domestic partner status, military status, veteran status, age, physical or mental disability, medical condition, genetic information, or any other status protected by local, state, or federal law. Bay Ship also does not discriminate on any of these bases or based upon a perception that anyone has any of these characteristics, or is associated with a person who has or is perceived as having any of those characteristics. **ALL SUCH DISCRIMINATION IS PROHIBITED.**

The Company is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to **all** persons involved in Company operations and prohibits unlawful discrimination by any Bay Ship employee, including supervisors and coworkers. If you believe you have been subjected to any form of unlawful discrimination, you should immediately report this to your supervisor or to Human Resources. Further details on complaint procedures may be found in the anti-harassment policy.