

## Equal Employment Opportunity Affirmative Action Policy

GStek, Inc. reaffirms its commitment to Equal Employment Opportunity to our employees and qualified applicants without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, or protected veteran status. This philosophy reflects our personal conviction at GStek, which is given full expression in the Affirmative Action Program and Equal Employment Opportunity policies of the company.

The company will ensure that personnel actions including, but not limited to, recruitment, hiring, promotion, demotion, transfer, layoff, recall, termination, salary or other form of compensation, benefits, and selection for training will be administered without discrimination.


GStek, Inc. takes affirmative action to attract qualified minorities, females, protected veterans, and individuals with disabilities for employment. We ensure that bona fide job-related and valid requirements are used to evaluate employees for promotions and applicants for employment; and fully comply with applicable federal, state, and local laws, statutes, orders, and regulations prohibiting discrimination.

Company managers and supervisors are advised of this policy in writing on an annual basis. GStek's Policy & Procedures on the Employee Portal and other employee communications will outline this policy and periodically provide employees with evidence of GStek's actions in support of our Affirmative Action Program.

GStek fully supports the purpose and intent of Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended, to ensure that qualified protected veterans and disabled individuals, have equal opportunities in all employment related decisions and actions.

Our commitment is the spirit of affirmative action and equal employment opportunity, as well as compliance with and the implementation of applicable EEO statutes and regulations. Our continued goal is to create an atmosphere where a qualified and diversified workforce can work to its fullest potential. Diversity is a source of strength for GStek and affirmative action is one of the tools that we use to achieve and sustain diversity.

The non-confidential portions of our Affirmative Action Program are available for review during regular business hours at the corporate Human Resources office. Interested people should contact the Human Resources Manager at 757-548-1597 for assistance.

  
B.E. Strother, Jr. June 1, 2024  
President

Questions concerning this policy, or its intent should be directed to the corporate Human Resources Manager

