

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Pemiscot Progressive Industries, also known as PPI, not to discriminate against any applicant for employment or any employee on the basis of age, color, sex, disability, national origin, race, religion, or veteran status.

PPI will take affirmative steps to ensure that the EEO Policy is implemented, with particular attention to advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, termination, furlough, promotion, recruitment, rehiring, social security activities, training, termination, transfer, updating and working conditions.

PPI will continue to convey to the employment entities with which it deals and in advertisements of employment opportunities that the foregoing is company policy and that all employment decisions are based solely on individual merit.

All current PPI employees are asked to encourage Qualified Disabled Persons, Minorities, Specially Disabled Veterans, and Vietnam Era Veterans to apply for employment, job training, or union accommodations for Qualified Disabled Persons.

It is PPI's policy that all company activities, facilities, and workplaces are non-segregated. Separate or single-user restrooms and changing rooms are provided to ensure privacy.

It is PPI's policy to ensure and maintain a work environment that is free from coercion, harassment, and intimidation at all work sites and in all facilities where employees are assigned to work. Any violation of the policy should be reported immediately to your supervisor or company EEO officer.

EEO Officer: Angela Hudgens

Address: 201 S Pemiscot St. PO Box 475 Hayti, MO 63851

Phone: 573-359-1551

Angela Hudgens  
Signature

May 25, 2022  
Date