



Policy on Equal Employment Opportunity

TO: All Employees and Applicants

FROM: Paul Smart

DATE: 1 January 2024

It is the ongoing policy and practice of Campbell Scientific, Inc. to provide equal employment opportunities to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status, or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. Campbell Scientific, Inc. is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, genetic information, disability, veteran status, or any other status protected by applicable law. Campbell Scientific, Inc. will analyze its personnel actions rigorously to ensure compliance with this policy.

Campbell Scientific, Inc. will not discharge or discriminate against employees or applicants in any other manner because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Campbell Scientific, Inc.'s EEO Coordinator is Andrew Neilson, Human Resources Generalist, at Campbell Scientific, Inc.'s facility located at 815 West 1800 North, Logan, Utah, 84321-1784. The EEO Coordinator is responsible for compliance with state and federal EEO laws and affirmative action regulations, and for implementing Campbell Scientific, Inc.'s Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator. Our AAP for Veterans and the Disabled is available by visiting the EEO Coordinator's office during regular office hours or by appointment. All employees and applicants for employment are protected by company policy, equal employment opportunity/affirmative action regulations, and law against coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask for your continued assistance and support in maintaining an environment that reflects Campbell Scientific, Inc.'s commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

A handwritten signature in black ink, appearing to read "Paul Smart".

Paul Smart, President