

**EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT OF
POLICY**

41 C.F.R. §60-300.44(a), 41 C.F.R. §60-741.44(a)


J.A. Watts, Inc. ("JWI" or "the Company") is fully committed to principles of EEO and affirmative action. As the President, I support the EEO policy and Affirmative Action Programs. J.A. Watts, Inc. does not discriminate or allow the harassment of employees or applicants on the basis of age, race, color, religion, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical condition, national origin, ancestry, physical or mental disability, genetic characteristics, medical conditions, family care or medical leave status, military service or status as a protected veteran, marital status, familial status, civil union status, use of lawful products off the job, arrest or conviction records, honesty testing not related to the bona fide occupational qualifications, or any other basis protected by applicable federal, state or local laws ("Protected Characteristics"). This policy applies to all jobs at the Company and to all employment practices provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. The Company does and will continue to take affirmative action to employ and advance in employment women, minorities, individuals with disabilities, and protected veterans.

Employment decisions at the Company are based on legitimate, job-related criteria. All personnel actions or programs including recruitment, hiring, training, promotion, termination, compensation, benefits, and/or other terms, conditions, or privileges of employment are made without discrimination because of any Protected Characteristic. Employees may choose to voluntarily disclose their sex, race/ethnicity, disability, and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business. The Company also makes reasonable accommodations for sincerely held religious beliefs.

I have appointed Mark Newbill, Human Resources Director, as the Affirmative Action Officer for the Company, with responsibility for designing and implementing the Company's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement these programs. JWI will conduct training to prevent any harassment.

Our Affirmative Action Programs include an audit and reporting system. The Affirmative Action Officer has been assigned responsibility for conducting the audit and annually reports our progress toward achieving the objectives of our EEO and affirmative action commitments to me. The Company's Affirmative Action Programs for Individuals with Disabilities and Protected Veterans, respectively, are available for inspection in the Human Resources Department during regular business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.



Julie Watts – President
August 8, 2019