

Affirmative Action Policy Statement

The Company's Equal Employment Opportunity and Affirmative Action Policy apply to all employees and applicants.

It is the Company's policy to provide equal employment opportunity to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship or veteran status, disability, or any other characteristic protected by federal, state, or local laws and regulations. This policy applies to all the terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training. Advancement to positions of greater responsibility is based on an individual's abilities and demonstrated performance.

The Company is committed to Equal Employment Opportunity and, as part of the Affirmative Action Plan, the Company shall:

- Recruit, hire, upgrade, train and promote in all job classifications, without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship or veteran status, disability, or any other characteristic protected by federal, state, or local laws and regulations;
- Base employment decisions on the principles of Equal Employment Opportunity, and with the intent to further our Affirmative Action commitment;
- Ensure that all terms and conditions of employment such as compensation, benefits, layoff, return from layoff, training, educational tuition assistance and social and recreation programs, shall be administered without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship or veteran status, disability, or any other characteristic protected by federal, state, or local laws and regulations;
- Ensure that promotion decisions will be made in accordance with the principles of Equal Employment Opportunity and Affirmative Action by imposing only valid requirements for promotional opportunities;
- Pursue opportunities to recruit and develop job candidates who have the desire and potential to become qualified

Section 2 – Workplace Commitments

Equal Opportunity Employment

Kennedy & Company is an equal opportunity employer and does not and shall not unlawfully discriminate against employees or applicants for employment on the basis of an individual's race, color, religion, creed, gender, gender expression, national origin, age, disability, marital status, sexual orientation, veteran status, political affiliation, or any other status protected by applicable law. This policy applies to all terms, conditions and privileges of employment, including recruitment, hiring, placement, compensation, promotion, discipline and termination. Whenever possible, the company makes reasonable accommodations for qualified individuals with disabilities to the extent required by law. Employees who would like to request a reasonable accommodation should contact Lauren Arimoto.

Non-Harassment Policy / Non-Discrimination Policy

Kennedy & Company prohibits discrimination or harassment based on race, color, religion, creed, gender, gender expression, national origin, age, disability, marital status, sexual orientation, veteran status, political affiliation, or any other status protected by applicable law. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and is free from discriminatory practices, including without limitation harassment. Consistent with its workplace policy of equal employment opportunity, Kennedy & Company prohibits and will not tolerate harassment on the basis of race, color, religion, creed, gender, gender expression, national origin, age, disability, marital status, sexual orientation, veteran status, political affiliation, or any other status protected by applicable law. This policy applies to all workplace situations in which Kennedy & Company employees operate – in our offices, at client sites, and in remote working contexts. Violations of this policy will not be tolerated.

Diversity and Inclusion Statement

At Kennedy & Company, building a culture of diversity and inclusion means ensuring equality, regardless of ability, gender, race, religion, ethnicity or sexual orientation. We value each other's differences and encourage everyone's voice to be heard. We believe our values and mission are strengthened when all members have a voice and are encouraged to contribute in a supportive space. All employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions and at all other company sponsored events.