

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Affirmative Action and Equal Employment Opportunity Policy Statement

It is the policy of Sterigenics U.S., LLC to comply with the laws, regulations, and orders that provide for and impose obligations on employers with respect to the management of their equal employment opportunity and affirmative action plans.

Accordingly, Sterigenics U.S., LLC will conduct its business and practices in a manner that fully complies with and supports Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and all applicable federal, state, and local laws and regulations. Our compliance with these laws and regulations is calculated to eliminate discrimination against employees or applicants for employment on account of race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, disability, or genetics. To achieve these goals and make Sterigenics U.S., LLC a stronger company and a more rewarding place for all employees to work, Sterigenics U.S., LLC recruits, hires, trains, and promotes persons in all job classifications without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or disability. In further efforts to achieve these goals, Sterigenics U.S., LLC bases decisions on employment so as to further the principle of equal employment opportunity; ensures that promotion decisions comply with the principles of equal opportunity by making certain that requirements for such opportunities are valid; and ensures that all other personnel actions such as compensations, benefits, transfers, layoffs, recall, company-sponsored training, education, tuition assistance and social and recreational programs will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or disability.

Sterigenics U.S., LLC also continues to provide reasonable accommodations to qualified applicants and employees with a disability. Requests for reasonable accommodations should be made to the Human Resources Department.

Employees and applicants are not to be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities listed below involving the laws enforced by OFCCP, the Americans with Disabilities Act, or any other Federal, state or local laws requiring equal opportunity:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other related activity;
3. Opposing any act or practice made unlawful by these laws; or
4. Exercising any other right protected by these laws or implementing regulations.

Kimberly Mirabelli, VP of Human Resources, is designated as Equal Employment Opportunity Coordinator of the Affirmative Action Plans for Sterigenics U.S., LLC and is responsible for its implementation, including audit and reporting systems. Kimberly Mirabelli's telephone number is (630) 928-1727. If any employee has a suggestion, problem, or complaint, she/he should feel free to contact Kimberly Mirabelli.

The Affirmative Action Plan for Protected Veterans and Individuals with Disabilities is available to any employee or applicant for inspection in the Human Resources Department during regular business hours.

Sterigenics U.S., LLC extends an invitation to self-identify race, ethnicity, gender, protected veteran status and/or as an individual with a disability to all applicants both pre-offer and post-offer. If you would like to self-identify and be considered under the Affirmative Action Plan, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment.

As President in charge of Sterigenics U.S., LLC, I hereby reaffirm our commitment to advance the concepts of equal opportunity. To ensure that this policy is adhered to, in the day-to-day activities of our management, all personnel actions will be monitored, analyzed, and reported on periodically throughout each year.



Mike Rutz, President
Sterigenics U.S., LLC