



**Global Empowerment Mission's
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Global Empowerment Mission is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex (including pregnancy, gender identity, and sexual orientation), marital status, veteran status, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Accommodations for Individuals with Disabilities: Global Empowerment Mission will make reasonable accommodations, as required by law, for the known physical or mental disabilities of an otherwise qualified applicant or employee, unless doing so would impose an undue hardship upon the Global Empowerment Mission's business operations. An accommodation is not reasonable if, even with the accommodation, the employee is unable to perform essential job duties in a manner that would not endanger the employee's health or safety of the employee or others.

Any applicant or employee who believes they require an accommodation in order to perform the essential functions of the job should contact the Company Recruiter to request such an accommodation. Employees should specify what accommodation they need to perform the job and submit supporting medical documentation explaining the underlying physical or mental disability and the basis for the requested accommodation. Global Empowerment Mission then will review and analyze the request, including engaging in an interactive process with the employee or applicant, to identify if such an accommodation can be made. Global Empowerment Mission will evaluate requested accommodations, and as appropriate identify other possible accommodations, if any. The employee will be notified of Global Empowerment Mission's decision regarding the request within a reasonable period. Global Empowerment Mission treats all medical information submitted as part of the accommodation process in a confidential manner.

Global Empowerment Mission will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on Global Empowerment Mission's operations. If employees wish to request such an accommodation, they should contact their Direct Supervisor.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of their Direct Supervisor or their Bambee HR Manager. Global Empowerment Mission will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If employees feel they have been subjected to any such retaliation, they should contact their Direct Supervisor or their Bambee HR Manager. To ensure our workplace is free of artificial barriers, violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including discharge. All employees must cooperate with all investigations.

I have read and understand the above policy and agree to abide by its guidelines.