



engineered for life™

EQUAL EMPLOYMENT OPPORTUNITY AND REASONABLE ACCOMMODATION POLICY

The Equal Employment Opportunity and Reasonable Accommodation Policy has been and continues to be a fundamental policy of Rheem Manufacturing Company and its subsidiaries ("Rheem" or the "Company"). Rheem is firmly committed to a policy and practice of nondiscrimination and equal employment opportunity for all employees and applicants. No person shall be discriminated against in employment because of race, color, religion, pregnancy, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, genetic information, veteran status, military duty, or any other class protected by applicable federal, state or local law.

This Equal Employment Opportunity and Reasonable Accommodation Policy applies to all terms and conditions of employment, including, but not limited to, recruitment, hiring, training, placement, employee development, promotion, transfer, compensation, benefits, educational assistance, layoff, reorganization, disciplinary action, termination, and retirement.

All employees must follow this Policy in dealing with applicants, coworkers, customers, vendors, and visitors. An employee who has a question or concern regarding discrimination or harassment is encouraged to bring it to the attention of their manager, or the Human Resources Department. Rheem will not tolerate retaliation against any employee who, in good faith, reports acts of discrimination or harassment, or who provides information in connection with any such complaint.

Rheem also reasonably accommodates known disabilities and pregnancy of employees and applicants who are otherwise qualified to perform the essential functions of their jobs with reasonable accommodations unless to do so would create an undue hardship. Accommodations, including but not limited to, modifications or adjustments to job duties or work environment that permits an applicant or employee with a disability to participate in the application process, enjoy equal employment benefits, or perform the essential functions of the job, will be provided to qualified employees and applicants with disabilities or pregnancy. Accommodations are provided when they are directly related to performing the essential functions of a job, competing for a job, or to enjoy equal benefits of employment. Rheem also makes reasonable accommodations for religious observances.

If an employee has a disability, is pregnant and/or requires an accommodation in order to perform the essential functions of their job, or to otherwise enjoy the benefits of employment, the employee should contact their local Human Resources representative. Further, Rheem will consider request for accommodations from employees based on medical conditions which may not qualify as a disability under state or federal law. Rheem will promptly engage in the interactive process with the employee regarding the requested accommodation.

If you have questions about this Equal Employment Opportunity and Reasonable Accommodation Policy, please contact your manager and/or the Human Resources Department.