

## **SmartCommerce EEOC Statement**

It is the policy of SmartCommerce. to continue to provide equal employment opportunity to all applicants and employees without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, age, disability, protected veteran status, or any other protected characteristic. Pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veterans' Readjustment Assistance Act, SmartCommerce. has developed Affirmative Action Programs to assist with the recruitment and advancement of individuals covered by these laws. These Programs have the full support of Jennifer Silverberg - CEO.

The Company is committed to recruiting, hiring, training, and promoting persons in all job titles, as well as ensuring that all other personnel actions are administered, without regard to the protected characteristics outlined above. All employment decisions will be based on valid job requirements or other legitimate, non-discriminatory reasons. Our employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in activities such as: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other related activities associated with the administration of the affirmative action provisions of the laws set forth above, or any other Federal, state, or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by the laws set forth above or their implementing regulations, or any other Federal, state, or local law requiring equal opportunity; or (4) exercising any other right protected by the laws set forth above or their implementing regulations.

The VP of People Operations, Tresina Lockhart has the responsibility for ensuring full compliance with the provisions of the above-referenced laws and other applicable directives including implementing and monitoring these. Any applicant or employee who has a disability and needs access to this Policy Statement in a different

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format should contact any member of the People Operations Team. In addition, employees may voluntarily self-identify as an individual with a disability or a protected veteran at any time by contacting any member of the People Operations Team.