

**POLICY STATEMENT**

QinetiQ North America (QNA) is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. We are committed to the principles of equal employment opportunity for all employees, providing employees with a work environment free of discrimination and harassment, and furthering our Affirmative Action commitments. All employment decisions at QNA are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, national, social or ethnic origin, sex, age, disability, sexual orientation, gender identity, past or present military service, genetic information, or any other status protected by the laws or regulations in the locations where we operate. QNA will not tolerate discrimination or harassment based on any of these characteristics.

These basic tenets enable QNA to comply fully with federal regulations surrounding Equal Employment Opportunity and Affirmative Action in the workplace. The Affirmative Action Plan is designed to report and monitor all related procedures that will include, but will not be limited to:

1. Recruiting, hiring, training, and promoting applicants and employees in all job classifications without discrimination;
2. Basing decisions on employment so as to further the principle of equal employment opportunity;
3. Ensuring that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
4. Ensuring that all other personnel actions, such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without discrimination.


Overall responsibility for fulfillment of the Equal Employment Opportunity policy and Affirmative Action Plan is assigned to Rebecca O'Malley, VP of Human Resources, who will periodically conduct analyses of all personnel actions to ensure that the company is living up to its stated intention.

All management of QNA holds responsibility for the ongoing monitoring of all personnel actions in their respective areas of supervision, and will carry out the intentions of the Equal Opportunity policy and Affirmative Action Plan to the fullest extent possible.

QNA promises not to retaliate against any person who files a complaint concerning Equal Opportunity or Affirmative Action and will ensure that no one harasses, intimidates, threatens, coerces, or discriminates against any individual exercising rights under this policy.

QNA's Affirmative Action Plans are available for review in the Human Resources Department during normal business hours, 8:30 am to 5:00 pm. Please contact Natalia Botsford, Sr. HR Representative for further information.

  
Jeffrey Yorsz  
President/CEO

  
Rebecca O'Malley  
VP, Human Resources