



EQUAL EMPLOYMENT OPPORTUNITY

Statement of Policy

Fujirebio Diagnostics, Inc. is committed to providing equal employment opportunity to all applicants and employees according to all applicable equal opportunity and affirmative action laws, directives and regulations of federal, state and local governing bodies and agencies. In keeping with this commitment, it is the policy of Fujirebio Diagnostics, Inc. to base all employment decisions only on valid job requirements including merit, qualifications, abilities and an individual's conduct and performance, without regard to actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth, pregnancy-related conditions, and lactation), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances.

Fujirebio Diagnostics, Inc. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, discipline and termination, benefits, rates of pay or other forms of compensation, and selection for training, at all levels of employment.

The successful attainment of equal employment opportunity requires the cooperation of all employees. All managers and supervisors are responsible for enforcing this Policy and supporting the accomplishment of Fujirebio Diagnostics, Inc.'s equal employment opportunity and affirmative action (EEO/AA) objectives. All other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

The V.P., HR/Communications has been designated as Fujirebio Diagnostics, Inc.'s Equal Employment Opportunity (EEO) Coordinator. The Coordinator's responsibilities include implementing and promoting Fujirebio Diagnostics, Inc.'s EEO/AA efforts and objectives. Any person who has experienced or observed unlawful discrimination in violation of this Policy must immediately report the discriminatory conduct in accordance with the Complaint Procedure set forth in the Employee Handbook.

Employees who report unlawful discrimination or who assist in the investigation of a complaint of unlawful discrimination will not be subject to retaliation, intimidation or reprisals of any kind. Any violation of this non-retaliation Policy should be reported to your supervisor or another member of the management team at your first opportunity.

Qualified individuals with disabilities and protected veterans who wish to benefit from Fujirebio Diagnostics, Inc.'s Affirmative Action Program are invited to identify themselves at this time or any time in the future by contacting Human Resources. Such self-identification information is voluntarily provided to Fujirebio Diagnostics, Inc., refusal to provide it will not subject you to any adverse treatment, and the information will be kept confidential, except that (1) your supervisor may be informed regarding restrictions on the work or duties of handicapped individuals and disabled veterans and regarding necessary accommodations, and (2) first aid personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and (3) government officials investigating compliance with the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 shall be informed.

Fujirebio Diagnostics, Inc.'s Affirmative Action Program may be inspected during normal business hours by contacting the EEO Coordinator.

No adverse action will be taken against any applicant or employee for self-identifying their protected status or making a request to see Fujirebio Diagnostics, Inc.'s Affirmative Action Program. Nor will individuals be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint; assisting in a review, investigation, or hearing; or exercising their legal rights related to any federal, state, or local EEO/AA-related law.

Any employee who feels he/she has been treated in any way that violates this Policy should contact his/her immediate supervisor or the EEO Coordinator at 201 Great Valley Parkway, Malvern, PA 19355 or 610-240-3815.