



EEO Policy Statement & Responsibility

Covius Holdings, Inc. and its affiliates and subsidiaries is an Equal Employment and Affirmative Action Employer. No employees or applicants shall be discriminated against in any condition of employment because of age 40 and over, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law, are not taken in account in any employment decision.

Covius Holdings, Inc. complies with state and local laws governing nondiscrimination in employment in every location in which the company has offices.

Covius Holdings, Inc. prohibits any form of discrimination or harassment of employees, applicants, or customers.

Covius Holdings, 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)

Covius Holdings, Inc. has implemented an Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. Our AAP for Veterans and Disabled is available to view by appointment in the Corporate Human Resources Department, located in Denver, CO.

As CEO, I endorse and support the Company's Affirmative Action programs. I ask for your continued support in maintaining an environment committed to equal and affirmative action.

A handwritten signature in black ink that reads "Rob Clements".

Rob Clements
Chairman and Chief Executive Officer