



EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the intent of the Company to attract and retain the best qualified people available, we will not discriminate in employment or allow harassment on the basis of race, color, religion, sex, sexual orientation, national origin, disability, age, domestic relationship status, gender identity, parental status, genetic information, veteran status, or any other characteristic protected by applicable federal, state, or local law.

This commitment extends to all terms, conditions, and privileges of employment, as well as the use of all company facilities, participation in all company - sponsored activities, and all employment actions such as recruitment, hiring, promotions, compensation, benefits, transfers, training, demotions, layoff, recall, and/or termination of employment.

Patriot Recycling will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Opportunity.

Patriot Recycling fully supports incorporation of non - discrimination rules and regulation into contracts.

Patriot Recycling will evaluate the performance of its management and supervisory personnel. Any employee of this organization, or subcontractor to this employer, who does not comply with the Equal Employment Opportunity Policies and Procedures as set forth in this statement and Plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Federal, State and Local governing bodies or agencies thereof will be subject to appropriate legal sanctions.

Patriot Recycling has appointed the General Manager to manage the Equal Employment Opportunity Program. His/her responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of the Program, as required by Federal, State and Local agencies. If any employee or applicant for employment believes he/she has been discriminated against, please contact the appropriate General Manager.