



IC-Fluid Power, Inc.
Equal Employment Opportunity Policy
IC-EEOP.09.21.2026v1.0

Revision History

Changes	Role	Approving Manager	Date
Initial Publication	President	Bernd Hunger	09.21.2026
Next Review	President	Bernd Hunger	06.12.2027

PART 1: INTRODUCTION

At IC-Fluid Power, we believe that a variety of experiences and perspectives makes us stronger as a company. We believe these principles are essential to our success and form the foundation of who we are as our company.

PART 2: EQUAL EMPLOYMENT POLICY STATEMENT

IC-Fluid Power is committed to equal employment across all facets of our business including recruitment, hiring, training, promotion, workplace culture, and leadership. We hold ourselves accountable to building an organization where every employee is valued and given an equal opportunity to succeed.

PART 3: PURPOSE

This policy establishes the standards of our organization and the expectations we hold for all employees and partners.

- **Cultivate Belonging:** Create a workplace that values collaboration. Our open-door policy encourages all employees to share ideas and concerns directly with leadership.
- **Support Equal Opportunity:** Provide equal access to professional development and career advancement so that employees can grow based on merit and performance.
- **Action Against Discrimination and Bias:** Take proactive measures to prevent discrimination and bias. Stay accountable to the highest standards of equity and respect.

PART 4: APPLICABILITY

This policy applies to all employees, partners, and representatives of IC-Fluid Power.

PART 5: ROLES

IC-Fluid Power's current leadership, Bernd Hunger (President), will oversee this document and is in charge of managing, reviewing, and updating of this document annually.

PART 6: DEFINITIONS

To ensure clarity and alignment throughout this policy, the following terms are defined:

1. **Equal Opportunity:** An equal chance in all phases of our business for the variety of identities, backgrounds, and experiences represented within our workforce, inclusive of all protected characteristics.
2. **Protected Group (or Protected Characteristics):** People who are legally protected from discrimination based on certain shared characteristics, such as race, color, gender, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender identity, religion, national origin, age, disability, pregnancy, genetic information, and veteran status and any other characteristics protected by law.

3. **Equity:** The consistent treatment of all employees, and equal access to opportunities regardless of a person's protected group.
4. **Inclusion:** The deliberate effort to create an environment where all employees feel respected, valued, and empowered to contribute.

PART 7: EQUAL EMPLOYMENT POLICIES

The following outlines IC-Fluid Power's policies that support an equitable and inclusive workplace:

1. GENERAL COMPLIANCE

IC-Fluid Power complies with all applicable federal, state, and local legislation governing equal opportunity, anti-discrimination, and workplace equity including but not limited to the ADA, the ADEA, and the Equal Pay Act.

2. EQUAL OPPORTUNITY AT WORK

As an Equal Opportunity Employer, IC-Fluid Power does not discriminate against applicants or employees because of their protected group or characteristics, disabilities, or religious practices, beliefs, and observances. Accommodations will be provided as required by law.

All phases of employment including, but not limited to recruiting, hiring, selection for training, promotion, demotion, discipline, and rates of pay in all firm-sponsored activities will be administered so as not to discriminate based on any legally protected classification.

3. INCLUSION

IC-Fluid Power works to ensure a workplace culture that embraces and includes all employees, fostering an environment where all individuals feel empowered to share their unique perspectives and talents.

4. NON-DISCRIMINATION

Any conduct that violates the letter or spirit of this policy, whether directed at employees, managers, supervisors, customers, vendors, occasional or insourced workers, or any other person in our workplace, will not be tolerated. Violations may result in disciplinary action, up to and including termination of employment.

No employee will suffer any retaliation for reporting prohibited behavior or for participating in an investigation or inquiry. All prohibited conduct is encouraged to be reported as described in this policy. Employees are required, as a condition of employment, to participate in any company investigation and to provide truthful information. All employees must act professionally and treat everyone with dignity and respect.

5. PAY EQUITY

Pay equity ensures that all employees are compensated appropriately under the law for work of equal or comparable value based on their skills, experience, responsibilities, and performance. We aim to eliminate gender-related pay disparities by promoting transparent, unbiased, lawful and consistent compensation practices.

6. INCLUSIVE BENEFITS

IC-Fluid Power supports equal opportunity by offering leave opportunities that recognize different employee needs, including religious, parental, military, medical, and disability-related leave. We provide various leave options for the following:

- **Religion:** Accommodating employees in observing their religious holidays and practices
- **Parental Leave:** We support employees through childbirth, adoption, related medical conditions, and foster placement regardless of the employee's sex.
- **Military Leave:** We honor military service in accordance with federal and state law
- **Medical Leave:** We support employees facing qualifying health conditions
- **Disability Leave:** We provide accommodations and support for disabilities

7. INCLUSIVE LANGUAGE AND COMMUNICATION

IC-Fluid Power promotes the use of inclusive language in all communications, including job postings, internal communications, and external messaging. Employees are expected to communicate in a manner that respects the dignity of every individual, avoid language that stereotypes or marginalizes, and reflects our commitment to equal opportunity and treatment in our workplace.

Language that demeans, excludes, or discriminates based on any protected characteristic does not align with this policy and will not be tolerated.

8. ACCESSIBLE AND REASONABLE ACCOMMODATION PROCEDURE

IC-Fluid Power is committed to providing an accessible workplace for everyone, including individuals with disabilities, per the Americans with Disabilities Act of 1990 (ADA).

Per the Americans with Disabilities Act (ADA) and state law, we do not discriminate against qualified individuals with disabilities. Employment decisions are based on a person's ability to perform the essential functions of the job, not on a disability or related limitations. In addition, we are committed to providing reasonable accommodations, as required by the ADA and state law to enable individuals with disabilities to perform their jobs and participate fully in our workplace.

To comply with the employment provisions of the ADA and state law, IC-Fluid Power will identify the essential functions of each job, determine whether a person with a disability is qualified to perform those duties with or without reasonable accommodation, and assess whether a reasonable accommodation can be provided for each qualified individual.

PART 8: EMPLOYEE ROLE IN EQUAL OPPORTUNITY AND INCLUSION

IC-Fluid Power commits to a workplace culture where all individuals feel comfortable and welcome to share their perspectives. When interacting with others, we encourage our employees to:

1. Actively include different perspectives and experiences in discussions and decisions

2. Use respectful, bias-free language in all professional interactions
3. Treat every individual the same regardless of background or protected characteristic
4. Speak up if unlawful, exclusionary behavior is observed

PART 9: MONITORING AND REVIEW

President Bernd Hunger will oversee and review the Equal Employment Opportunity policy, action plan, and folder contents annually, and update any information as needed.