

**EQUAL EMPLOYMENT OPPORTUNITY
STATEMENT OF POLICY**

DALGlobal Services is firmly committed to a policy of equal opportunity for all personnel. This includes but is not limited to:

- Providing equal opportunity in the recruitment, hiring, promotion, compensation, subsequent training and utilization of all persons without regard to race, color, sex, pregnancy, religion, national origin, age, citizenship status, marital status, arrest record, sexual orientation, or parental status; providing reasonable accommodations in the recruitment, hiring, upgrading and subsequent training and utilization of all qualified persons who are disabled, continuing DGS' goal of achieving full utilization of all personnel.
- Conducting business with firms, vendors and contractors that have demonstrated policies consistent with DGS' regarding equal opportunity and affirmative action goals.
- Continuing the development and implementation of plans and programs for achieving goals and objectives in the areas of affirmative action and equal employment opportunities.
- Ensuring compliance with applicable laws.

The Director of Corporate Human Resources will have overall coordinating responsibility for the Company's Equal Employment Opportunity Program.

A handwritten signature in black ink, appearing to read 'Jim McCarthy', with a long horizontal stroke extending to the right.

Jim McCarthy