



To: ALL EMPLOYEES

Date: August 1, 2025

Subject: REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY & NON-DISCRIMINATION

It is the policy of MLC not to discriminate or allow the harassment of employees or applicants on the basis of physical or mental disability, protected veteran status or any other characteristic protected by law with regard to any employment practices.

We are committed to upholding affirmative procedures and practices that will ensure objective, equitable employment opportunity for all, as follows:

- Recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. except where gender or age is a Bonafide occupational requirement or where disability is a Bonafide occupational disqualification;
- Base employment decisions at the Company are based on legitimate job-related criteria;
- All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law.

The importance of fulfilling this policy cannot be overemphasized. All Leaders are expected to support and contribute to these efforts. In addition, all employees are expected to perform their job responsibilities in a manner that not only supports equal employment opportunity for all, but also fosters a workplace free of sexual harassment, or any unlawful discrimination or harassment.

I have designated Erica Gerros, Senior Human Resources Generalist, St. Louis Office, to manage the Equal Employment Opportunity Program, which will include monitoring all Equal Opportunity activities and reporting as required by Federal, State and Local agencies. Erica Gerros will also coordinate EEO compliance at the Sunset Hills, Weirton, Chester, Mobile, Verona, Vicksburg, Ste. Genevieve, Bonne Terre, Calera, Prairie Du Rocher and Kansas City, facilities.

Sincerely,
MLC

President & Chief Executive Officer