

Reviewed: January 28th, 2022

Equal Employment Opportunity/Affirmative Action Policy

Rock Road will not discriminate against any employee or applicant for employment because of sex, color, ancestry, disability, marital status, race, creed or religion, age, use or non-use of lawful products off the Company's premises during non-working hours, arrest or conviction record, honesty testing, national origin, pregnancy or childbirth, sexual orientation, gender identity or expression, genetic testing, military service membership or veteran status, or any other protected classification under applicable federal, state and local laws governing nondiscrimination.

It is the policy of Rock Road to:

- take affirmative action to assure that applicants are employed and that employees are treated without regard to their sex, color, ancestry, disability, marital status, race, creed or religion, age, use or non-use of lawful products off the Company's premises during non-working hours, arrest or conviction record, honesty testing, national origin, pregnancy or childbirth, sexual orientation, gender identity or expression, genetic testing, military service membership or veteran status, or any other protected classification under applicable federal, state and local laws governing nondiscrimination. Such action shall include, but not limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoffs or termination, raises of pay or other forms of compensation, and selection of training, including apprenticeship, and/or on-the-job training;
- comply with all the relevant and applicable provisions of the current Americans with Disabilities Act ("ADA"). Rock Road will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability.

- make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job.
- achieve understanding and acceptance of Rock Road's policy on Equal Employment Opportunity/ Affirmative Action by all employees and by the communities in which the company operates;
- thoroughly investigate instances of alleged discrimination and take corrective action if warranted;
- be continually alert to identify and correct any practices by individuals that are at variance with the intent of the Equal Employment Opportunity/ Affirmative Action Policy.

Furthermore, Rock Road Companies, Inc is committed to ensuring all sub-contractors, suppliers, trucking firms, companies or individuals do not discriminate against any individual(s) based on a protected class.

At this time, Rock Road would like to reaffirm this policy and call upon all personnel to effectively pursue the policy as stated.

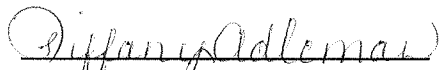
In addition to the rights that certain employees may have under Wisconsin and Federal law, certain employees may also be entitled to protection under the Illinois Human Rights Act. The Illinois Human Rights Act prohibits discrimination on the basis of race, color, religion, sex (including sexual harassment), national origin, ancestry, marital status, age, order of protection status, marital status, sexual orientation (which includes gender-related identity), unfavorable military discharge and physical and mental disability. It is also a violation of employers to inquire into or use expunged (to remove or delete; erase), sealed, or impounded arrest or criminal records as a basis to refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or terms, privileges, or conditions of employment or to retaliate against a person who has opposed job bias or perceived sexual harassment, filed a complaint, or assisted with an investigation under the act.

The Illinois Human Rights Act applies to employers who employ 15 or more employees, employers of one or more workers when the alleged violation is handicap, discrimination or sexual harassment; and to any employer that is a party to a public contract no matter what the number of employees.

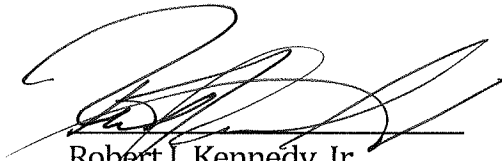
Note: Masculine pronouns such as he, his, or him shall be construed so as to include both sexes.

If an individual believes they have been discriminated against they should contact our office at 608-752-8944 and speak with Tiffany Adleman, EEO Officer or Barb Hiser, EEO Coordinator, as soon as possible.

Signed this 28th day of January, 2022

A handwritten signature in cursive script, appearing to read "Tiffany Adleman", written over a horizontal line.

Tiffany Adleman
EEO Officer

A large, stylized handwritten signature in cursive script, appearing to read "Robert J. Kennedy, Jr.", written over a horizontal line.

Robert J. Kennedy, Jr.
Chief Executive Officer