

Affirmative Action Policy Statement

Delaware Nation Industries/Delaware Nation Investments is committed to providing equal employment opportunity for all employees and applicants and to maintaining a workplace free from discrimination, harassment, and retaliation. Our policies and practices are designed to ensure that all employment decisions are based on job-related criteria and applied consistently across the organization.

In accordance with **Executive Order 14173, Section 503 of the Rehabilitation Act of 1973**, and the **Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)**, Delaware Nation Industries & Investments maintains active, ongoing affirmative action programs for:

- **Individuals with disabilities**, and
- **Protected veterans**

We do not discriminate against any individual based on disability or veteran status, and we take affirmative steps to recruit, hire, develop, and advance qualified individuals in these groups.

Our commitments include:

- Ensuring equal opportunity in all employment practices, including recruitment, hiring, promotion, compensation, benefits, training, and termination
- Providing reasonable accommodations to qualified individuals with disabilities
- Engaging in outreach and recruitment efforts designed to attract individuals with disabilities and protected veterans
- Periodically assessing the effectiveness of our affirmative action efforts and making improvements where needed
- Maintaining required records and making our Section 503 and VEVRAA Affirmative Action Programs available for review, as required by law
- Ensuring that managers and supervisors understand their responsibilities in supporting equal opportunity and affirmative action

The responsibility for implementing and monitoring our affirmative action efforts has been assigned to **Whittney Hood**, who has the authority and support necessary to ensure compliance.

All employees are expected to support this policy and contribute to a workplace culture that values fairness, respect, and equal opportunity.

Delaware Nation Industries/Delaware Nation Investments is proud to be an employer that actively supports equal employment opportunity and affirmative action for individuals with disabilities and protected veterans.



Jay Graham | President

04/14/2026

Date