



Equal Employment Opportunity Policy (2023)

White Mountains is committed to providing fair and equal employment opportunity for all persons without regard to age, race, sex (including pregnancy, gender identity and sexual orientation), religion, national origin, ethnic characteristics, marital status, parental status, physical or intellectual disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors or any other status that is protected by state or federal law.

White Mountains will act in accordance with all federal, state, and local equal employment opportunity laws. These laws prohibit discrimination in areas of the employment relationship including, but not limited to, recruiting, hiring, transfers, discipline, promotions, demotions, training, termination, working conditions, terms, conditions, or privileges of employment/employment opportunities and compensation and benefits. All such employment decisions will be made without unlawfully discriminating on any prohibited basis.

Individuals will not be retaliated against for filing a discrimination complaint in good faith. White Mountains expressly prohibits any form of intimidation, coercion, threats, or retaliation against any individual for reporting discrimination or assisting in an investigation.

Any employee who violates this policy may be subject to disciplinary measures including termination. Employment and advancement within White Mountains are based upon qualifications, individual achievement, experience, and the requirements of any prospective job. If you have any questions or concerns about the Company's Equal Employment Opportunity Statement or believe that this policy has been violated, please contact Corban OneSource, Human Resources at 844-726-7226. If you have questions regarding Equal Employment Opportunity, please contact the Equal Employment Opportunity Commission at <https://www.eeoc.gov/>.