



Equal Employment Opportunity Policy (2026)

White Mountains is committed to providing equal employment opportunities to all applicants and employees. We do not discriminate, and we prohibit discrimination and harassment, on the basis of any protected characteristic, including age; race; color; religion; sex (including pregnancy, childbirth, lactation, and related medical conditions); sexual orientation; gender identity or expression; national origin; ancestry; ethnicity; citizenship status (to the extent protected); marital or familial status; parental status; physical or mental disability; genetic information (including family medical history); victim of sexual assault or human trafficking; military or veteran status; political affiliation (to the extent protected); or any other status protected by applicable federal, state, or local law.

White Mountains complies with all applicable equal employment opportunity laws and regulations. This commitment applies to all aspects of employment, including recruiting, hiring, placement, promotion, transfer, demotion, discipline, termination of employment, layoff, recall, training, compensation, benefits, and all other terms, conditions, and privileges of employment.

Employment decisions are based on legitimate business needs, job requirements, and individual qualifications. White Mountains also provides reasonable accommodation to qualified individuals with disabilities and to employees with sincerely held religious beliefs, practices, or observances, in accordance with applicable law.

White Mountains strictly prohibits retaliation against any individual who, in good faith, reports discrimination, harassment, or other unlawful conduct, files a complaint, participates in an investigation, or exercises any rights protected by law. Any form of retaliation, intimidation, coercion, or reprisal is prohibited.

Employees who engage in conduct that violates this policy will be subject to disciplinary action, up to and including termination of employment.

Employees and applicants who have questions about this policy, need to request accommodation, or believe this policy has been violated should contact Corban OneSource Human Resources at 844-726-7226 or whitemountains@corbanone.com. Individuals may also contact the U.S. Equal Employment Opportunity Commission (EEOC) or applicable state or local agencies for additional information about their rights.