



EQUAL EMPLOYMENT OPPORTUNITY

It is HBP's policy to ensure equal opportunities to all qualified or qualifiable employees by prohibiting discrimination and harassment in all aspects of employment (such as recruitment, hiring, training, compensation, and promotion) on the basis of race, color, age, gender, sexual orientation, ancestry, national origin, disability, military service, religion, genetic information, or membership in any other category protected by applicable federal, state, or local law. We are committed to the spirit and letter of the law. Our goal is to maintain a working environment that encourages the personal and professional development of every employee to his or her fullest potential within the context of the Company's success and well-being. To comply with applicable laws ensuring equal employment opportunities to qualified individuals with disabilities, HBP also will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless undue hardship would result. A qualified individual with a disability is someone who is able to perform the essential functions of a position with or without reasonable accommodation.