



STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of D-tree International to provide equal opportunity in all aspects of employment for all persons, to prohibit discrimination in employment because of age, color, handicap, physical or mental disability, national origin, citizenship, ancestry, race, religion, creed, political affiliation, veterans' status, military status, national guard or reserve unit obligations, genetic and family medical history information, sex, sexual orientation, gender identity or expression, pregnancy, marital status, participation in discrimination complaint-related activities, or any other status protected by federal, or state law.

The aim of this policy is to prohibit sexual, racial and other forms of unlawful harassment; and to promote the full realization of equal employment opportunity through a positive, continuing, result-oriented program of positive action throughout the organization. D-tree will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship.

Working with Eligible Individuals and Entities

D-tree only employs, funds, provides material resources and/or support to responsible individuals and entities. Responsible is defined as individuals and entities who are not connected to terrorism, debarred, or prohibited to receive employment, funds, material resources, and/or support.