



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Promega Corporation ("Promega") to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, sex, age, national origin, citizenship status, marital status, sexual orientation, gender identity, height, weight, misdemeanor arrest record, disability, veteran status, or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Promega is committed to assuring that:

- All recruiting, hiring, training, promotion, and other employment related programs are provided fairly to all individuals on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, citizenship status, marital status, sexual orientation, gender identity, height, weight, misdemeanor arrest record, disability, veteran status, or any other characteristic protected by law;
- Employment decisions are based on the principles of equal opportunity and affirmative action; and,
- All personnel actions such as compensation, benefits, transfers, training, education/tuition assistance, and participation in social and recreational programs are administered without regard to race, creed, color, religion, sex, age, national origin, citizenship status, marital status, sexual orientation, gender identity, height, weight, misdemeanor arrest record, disability, veteran status, or any other characteristic protected by law.
- Promega will take affirmative action in regard to the employment of applicants and employees.

Applicants and employees shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities: filing a complaint with any state or federal anti-discrimination agency; assisting or participating in any investigation, compliance evaluation, hearing, or other activity related to the administration of the provisions of any state or federal affirmative action or equal opportunity law; opposing any act or practice made unlawful by the provisions of any state or federal affirmative action or equal opportunity law; or exercising any right protected by any state or federal affirmative action or equal opportunity law. Among the affirmative action laws noted here are Executive Order 11246, the Vietnam Era Readjustment Assistant Act, and Section 503 of the Rehabilitation Act of 1973.

Promega believes in and practices equal opportunity and affirmative action. Director of Human Resources Operations, Gayle Paul, serves as the Equal Opportunity Coordinator for Promega and has the responsibility for monitoring the organization's equal opportunity and affirmative action practices. All employees are responsible for supporting the concepts of equal opportunity and affirmative action and assisting Promega in meeting its objectives in these areas. As Chairman, President and CEO of Promega, I completely support the company's affirmative action program and the company's commitment to equal opportunity.

Promega maintains affirmative action plans for minorities, females, individuals with disabilities, and veterans. Any questions regarding these plans should be directed to Gayle Paul. If you wish to view the AAP for individuals with disabilities and veterans, contact Ms. Paul during normal working hours.

A handwritten signature in black ink, appearing to read "William Linton".

William Linton
Chairman, President and CEO

September 1, 2018