



## Equal Employment Opportunity (EEO) / Affirmative Action Statement

### WHAT IS THIS POLICY FOR?

To inform employees of their rights to be free from workplace discrimination and retaliation. Applicable state and local laws may require expanding the list of protected categories.

### WHO IS THIS POLICY FOR?

This policy applies to all Belden associates, subsidiaries and affiliates in all business platforms, giving due consideration to local laws.

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## Overview

Belden is an Equal Opportunity Employer. The Company believes every employee has the right to work in an environment free from all forms of unlawful discrimination. It is Belden's policy that employment decisions for all applicants and employees will be made without regard to race, color, religion, sex, sexual orientation, gender identity, genetic information, age, national origin, marital status, veteran status, disability or other characteristics protected under local, state or federal law. This policy covers hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, participation in Company-sponsored programs, and all other terms, conditions, and privileges of employment.

Belden makes **reasonable accommodations** for an employee's disabilities and sincerely held religious beliefs, consistent with applicable laws, unless doing so would impose an undue hardship.

Belden will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

No employee will be retaliated against for raising concerns under this policy. Belden seeks each employee's cooperation and assistance in ensuring we are an equal employment opportunity.



The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Belden.

#### *Disability – Reasonable Accommodation*

Belden does not discriminate against any applicant or employee in hiring or in the terms, conditions, and privileges of employment due to physical or mental disability, as protected by applicable laws. Belden complies with the Americans with Disabilities Act of 1990 (ADA), the ADA Amendments Act of 2008 (ADAAA), and related local laws covering applicants and employees with disabilities.

An otherwise qualified applicant or employee with a disability who requires a reasonable accommodation must inform a representative of Human Resources and/or their manager of the nature of the disability and the accommodation requested. When Belden becomes aware of any disability which prevents an otherwise qualified applicant or employee from performing his or her job, the Company and the disabled individual will work together in an interactive process to identify possible reasonable accommodations that will allow the individual to perform the essential functions of his or her job. Accommodations that impose an undue hardship on the Company may be denied as permitted by applicable law. An individual in need of an accommodation will be required to provide medical certification *verifying* the need for an accommodation and/or to medically approve an accommodation.

#### *Application*

The officers of Belden will be responsible for the dissemination of this policy. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The Human Resources department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

If an investigation reveals that a violation of this policy or other inappropriate conduct has occurred, Belden will take corrective action, including discipline up to and including termination of employment, as is appropriate under the circumstances. Belden may take corrective action with respect to any employee for any inappropriate conduct discovered during the investigation, regardless of whether the conduct amounts to a violation of law or even a violation of this policy.

Upon completion of the investigation, Human Resources will inform the complaining party of the findings.

