



## REAFFIRMATION OF EEO COMMITMENT

BWC Terminals (“BWC” or “the Company”) is committed to equal employment opportunity in all aspects of employment. This means BWC provides equal employment opportunity to all employees and applicants without regard to race, color, religion, national origin, gender, age, sexual orientation, gender identity, marital status, genetic information, disability or protected veteran status, or any other legally protected status. This EEO commitment shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

BWC has developed affirmative action programs pertaining to minorities, women, covered veterans, and individuals with disabilities. Portions of the veterans and individuals with disabilities plans are available for inspection by employees and applicants for employment. An appointment to inspect materials may be made during normal business hours with the Human Resources Department.

Employees and applicants shall not be subjected to retaliation, including, but not limited to, harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in filing a complaint, assisting or participating in an investigation, hearing, compliance review, or any other activity related to the administration of applicable equal employment laws; opposing any act made unlawful by applicable equal opportunity laws; or exercising any other right under applicable equal opportunity laws.

Overall responsibility for setting policy and directing its implementation rests with Joe Tolbert, Senior Vice President, Human Resources. Specific responsibilities in turn have been delegated to Michael Pierce, Manager, Talent Acquisition. In addition, every BWC manager and supervisor is responsible for complying with the Company’s Equal Employment Opportunity Policy.

Should you have any questions, contact the Human Resources Department.

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Michael Suder  
Chief Executive Officer