



AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

May 1, 2019—Innovative Defense Technologies (IDT) reaffirms its belief in and commitment to Equal Employment Opportunity (EEO) for all employees and applicants for employment in all terms and conditions of employment.

As part of IDT's commitment to this overall process, we will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974). IDT ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

To ensure compliance, IDT has developed and maintained a written Affirmative Action Program (AAP). IDT's Leadership Team supports the AAP and urges each employee to commit to carrying out the intent of this policy. IDT maintains an audit and reporting system to determine overall compliance with its EEO mandates. The Human Resources department oversees the Plan development, modification, implementation, effectiveness, reporting requirements, and conducts management updates.

IDT will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint with IDT or with federal, state, or local agencies regarding status covered under this AAP; (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA; and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

IDT invites any applicant and/or employee to review IDT's written Affirmative Action Plan. This Plan is with Human Resources and is available for viewing upon request during normal business hours. Contact the Human Resources Director with any questions.