

REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT

The Company reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

The Company has developed and maintained a written Affirmative Action Program (AAP). The company's Chief Executive Officer, George Batsakis, supports the affirmative action program and urges each employee to commit to carrying out the intent of this policy. The Company maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The EEO Administrator, Brendan Kennedy, oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. As a federal contractor, the company has established affirmative action programs for nondiscrimination and affirmative action for qualified women, minorities, protected veterans, and individuals with disabilities. The narrative portions of the Company's affirmative action plan for veterans and individuals with disabilities are available for review at our offices during normal business hours. Employees and applicants interested in reviewing these plans should contact Brendan Kennedy for assistance at HR@gswell.com

As part of the Company's commitment to this overall process, it 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). Company ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

The Company 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 the Company 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.



George Batsakis
Chief Executive Officer