



EQUAL EMPLOYMENT OPPORTUNITY AND
REASONABLE ACCOMMODATION POLICY

The Equal Employment Opportunity and Reasonable Accommodation Policy has been and continues to be a fundamental policy of Rheem Manufacturing Company and its subsidiaries ("Rheem" or the "Company"). Rheem is firmly committed to a policy and practice of nondiscrimination and equal employment opportunity for all employees and applicants. No person shall be discriminated against in employment because of race, color, religion, pregnancy, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, genetic information, veteran status, military duty, or any other class protected by applicable federal, state or local law.

This Equal Employment Opportunity and Reasonable Accommodation Policy applies to all terms and conditions of employment, including, but not limited to, recruitment, hiring, training, placement, employee development, promotion, transfer, compensation, benefits, educational assistance, layoff, reorganization, disciplinary action, termination, and retirement.

All employees must follow this Policy in dealing with applicants, coworkers, customers, vendors, and visitors. An employee who has a question or concern regarding discrimination or harassment is encouraged to bring it to the attention of his/her manager, or the Human Resources Department. Rheem will not tolerate retaliation against any employee who reports acts of discrimination or harassment or who provides information in connection with any such complaint.

Rheem also reasonably accommodates known disabilities and pregnancy of employees and applicants who are otherwise qualified to perform the essential functions of their jobs with reasonable accommodations unless to do so would create an undue hardship. Accommodations will be provided to qualified employees and applicants with disabilities or pregnancy when such accommodations are directly related to performing the essential functions of a job, competing for a job, or to enjoy equal benefits of employment. Rheem also makes reasonable accommodations for religious observances.

If an employee has a disability, is pregnant and/or requires an accommodation in order to perform the essential functions of his or her job, or to otherwise enjoy the benefits of employment, the employee should contact his or her local Human Resources representative. Rheem will promptly engage in the interactive process with the employee regarding the requested accommodation.

If you have questions about this Equal Employment Opportunity and Reasonable Accommodation Policy, please contact your manager and/or the Human Resources Department.