

**Kilgore Flares Company LLC
Equal Employment Opportunity Policy Statement**

It is the policy of Kilgore Flares Company LLC (KFL) to comply with all applicable federal, state and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms, conditions, and benefits of employment or potential employment.

KFL also prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability, veteran status, genetic information and other legally protected categories.

KFL has established an EEO Compliance Program under Section 503 of the Rehabilitation Act of 1973 ("Section 503") and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). All applicants and employees are treated without regard to their race, color, religion, sex, national origin, disability or protected veteran status. KFL has established an audit and reporting system to allow for effective measurement of its equal employment opportunity activities.

To implement this policy, Kilgore Flares Company LLC will:

- (1) Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information and any other legally protected categories;
- (2) Ensure that employment decisions are based only on valid job requirements; and
- (3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, KFL sponsored programs, and tuition assistance will be administered without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information and other legally protected categories.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA, or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA.

Michael Eilola, President, reaffirms support for the EEO policy and EEO Compliance Program and delegates overall responsibility for the implementation of the equal opportunity activities under this program to the Director of Human Resources.

Michael Eilola
President
Kilgore Flares Company LLC
April 15, 2025