

EQUAL EMPLOYMENT OPPORTUNITY POLICY

At Direct Shop, we value diversity on an individual level. We're dedicated to creating an environment where people draw upon their own diverse backgrounds, experiences, perspectives, and ideas in helping connect the world. We're an Equal Employment Opportunity employer; every member of our management team fully supports our policy of nondiscrimination and equal opportunity. That means:

- We give equal employment opportunity in all personnel practices, including recruitment, selection, promotion, training, compensation, benefits, transfer, layoff, termination, and social and recreational programs.
- We prohibit discrimination based on: race, color, ethnic or national origin; age; religion or religious creed (or belief, where applicable); sex, including pregnancy, childbirth, breastfeeding, reproductive health decisions or related medical conditions; sexual orientation; gender, gender identity, gender expression, transgender status, or sexual stereotypes; nationality, immigration status, citizenship, or ancestry; marital status; protected military or veteran status; physical or mental disability, medical condition, genetic information or characteristics (or those of a family member); political views or activity; status as a victim of domestic violence, sexual assault or stalking; or any other basis prohibited under federal, state, or local law.
- We don't allow harassment against our employees, applicants or other business associates that is discriminatory or otherwise inconsistent with equal employment opportunity.
- We provide reasonable accommodation for qualified individuals with physical or mental disabilities, and for religious observance and limitations resulting from pregnancy, in accordance with federal, state, and local law. We also provide reasonable accommodation for sincerely held religious beliefs, observances, and practices, unless doing so would cause an undue hardship on Direct Shop's business. Additionally, we don't tolerate statements or actions that could be experienced or perceived by others to create a discriminatory or harassing work environment. We also don't allow any retaliation, including intimidation, threats, or coercion, against someone who acts in good faith in reporting (or expressing an intent to report) discrimination or harassment, assisting another in making such a report, or participating in any investigation of potential unlawful discrimination or harassment. If anyone believes in good faith that our policies prohibiting discrimination, harassment, or retaliation have been violated (or potentially violated), he or she should immediately report the matter following the Reporting Procedures outlined in our [Harassment Policy](#). Employees who violate our policies against discrimination, harassment, or retaliation will be subject to appropriate disciplinary action, including termination. We each share the responsibility to ensure we incorporate the principles of equity, diversity, and inclusion throughout Direct Shop.

hThanks for your support and commitment.