

ALBANY <i>INTERNATIONAL</i>	HUMAN RESOURCES POLICY	
	TITLE: EQUAL EMPLOYMENT OPPORTUNITY	POLICY NO. 70
		ISSUED DATE 11/13/2020
		SUPERSEDES 01/01/2015

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Company will be based on merit, qualifications, and abilities.

The Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, sexual orientation, national origin, age, disability, or any characteristic protected by law. It is expected that our standards will meet or exceed employment regulations in the US. However, if local regulations exceed this policy, they must be followed.

This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Human Resources Groups are responsible for the distribution and overall compliance of this policy.

All AIC managers and supervisors are responsible for implementing EEO practices within each area of the company.

Albany International administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.
- Advertising for job openings with the statement “Albany International Corp. is an Equal Opportunity Employer including Veterans and Disabled”.
- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.
- Encouraging employees to report any apparent discrimination or harassment to a member of management, an HR representative or legal.
- Making available for inspection, upon request by any employee or applicant for employment, the applicable affirmative action program for Individuals with Disability and Protected Veterans.

The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

In addition to our commitment to provide equal employment opportunities to all qualified individuals, the Company has established affirmative action programs to promote opportunities for individuals in certain protected classes throughout the organization.

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. Human Resources Groups will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.