



## **COMPANY DISCLOSURE EQUAL EMPLOYMENT OPPORTUNITY**

### **Equal Employment Opportunity Statement**

As part of its commitment to integrity, respect and excellence, Ducommun Incorporated ("Ducommun" or the "Company") is an Equal Opportunity Employer, and all employees share in the responsibility to ensure that these standards are met. Employment decisions are based solely on merit and business needs; not on race, color, sex, gender, gender identity, gender expression, age, marital status, sexual orientation, religious creed, national origin or ancestry, citizenship, physical or mental disability, pregnancy, childbirth or related medical conditions, other medical conditions (as defined by law), genetic information, military or veteran status, political affiliation, or any other factor protected by law.

It is the Company's Policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, the Company will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

**Veterans and Persons with Disabilities** Consistent with its status as a federal contractor, Ducommun takes positive actions for recruiting, hiring, and advancing persons with disabilities and covered veterans. As part of our efforts and responsibilities under the law, Ducommun initiates an annual plan to encourage the employment of disabled individuals and veterans in the workforce. If an employee or applicant is unable to perform the essential functions of their job and would like to discuss a reasonable accommodation, they should notify their supervisor, Human Resources, or send a request to [LAUNCHPADsupport@Ducommun.com](mailto:LAUNCHPADsupport@Ducommun.com). Furthermore, it is our goal to partner and reach out to community-based organizations that support veterans and persons with disabilities.

All questions regarding Ducommun's Equal Employment Opportunity Policy or Programs should be directed to [LAUNCHPADsupport@Ducommun.com](mailto:LAUNCHPADsupport@Ducommun.com).

### **Pay Transparency Policy Statement**

Ducommun will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c).

### **Non-Discrimination and Anti-Harassment Statement**

Ducommun is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment and retaliation. Ducommun also prohibits conduct that might reasonably be interpreted as discrimination or harassment. Ducommun has established policies and procedures mandating a work environment free from discrimination and harassment (See policies HR 1.1; HR 1.2).

Harassment on the basis of any protected characteristic is strictly prohibited. Harassment includes verbal or physical conduct that belittles or shows hostility or aversion toward an individual because of race, color, sex, gender, gender identity, gender expression, age (40 and over), marital status, sexual orientation, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, denial of family and medical care leave, disability (mental and/or physical), pregnancy, childbirth, breastfeeding or related medical conditions, "medical condition" as defined by applicable law, genetic information, military or veteran status, political affiliation, or any other factor protected by applicable law and that has the purpose or effect of creating an intimidating, hostile or offensive work environment; unreasonably interfering with an individual's work performance; or adversely affecting any employment opportunities.

Ducommun requires all employees and other individuals covered by this Policy to report any incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Reports of discrimination or harassment may be made directly to a manager, Human Resources or the Ethics Line at USA & Mexico: (800) 735-1265.

Any reported allegations of harassment, discrimination or retaliation will be investigated promptly, thoroughly and impartially by qualified personnel. When allegations of misconduct are received, the Company will conduct a fair, timely and thorough investigation that provides all parties appropriate due process, reaches reasonable conclusions based on the evidence collected, and provides the complainant a timely response.

The federal and state discrimination laws are enforced, respectively, by the Equal Employment Opportunity Commission and by similar state agencies (for example, in California, by the California Department of Fair Employment and Housing), which have their own complaint procedures and the authority to award legal remedies. The California Department of Fair Employment and Housing can be reached at 800-884-1684.

To the full extent provided by applicable law, Ducommun prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of these reports. Retaliation is a serious violation of this Policy and will not be tolerated. All leaders are required to support our commitment to a harassment-free and discrimination-free work environment.