



Equal Employment Opportunity and Sexual Harassment Policy

Objective:

It is the ongoing policy of *Solaren Risk Management, LLP* to afford equal employment opportunities to qualified individuals regardless of their race, color, religion, sex, national origin, age, physical or mental disability, veteran status, or sexual orientation. In keeping with the intent of this policy, the company will adhere strictly to the following personnel practices:

Recruitment, hiring and promotion of individuals in all job classifications will be conducted without regard to race, color, religion, national origin, sex, physical or mental disability, veteran status, or sexual orientation; except where a bona fide occupational qualification must be met.

Employment decisions will be made in such a manner as to further the principles of equal employment opportunity through the use of valid job-related criteria. All other personnel actions, such as compensation, benefits, transfers, training and development, educational assistance, and social and recreational programs, will be administered without regard to race, color, religion, national origin, age, sex, physical or mental handicap, veteran status, or sexual orientation, except where a bona fide occupational qualification must be met. Thorough and documented analyses of all personnel actions will be conducted to ensure compliance with the concept of equal opportunity.

Sexual Harassment Policy

Solaren Risk Management, LLP is pledged to preserving a working environment free from sexual harassment. Harassment is against the law and is a form of gender discrimination. The aim of this policy is to prevent harassment of any kind by anyone employed by or associated with the company.

“Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or unwanted sexual attention by anyone associated with the company, whether male or female. Harassment may include references to employment status or conditions or may serve to create a hostile, intimidating or uncomfortable work environment. Harassment includes, but is not limited to, obscene jokes, lewd comments, sexual depictions, and repeated requests for dates, touching, staring or other sexual conduct committed either on or off company premises.



“All *Solaren Risk Management, LLP* employees are responsible for helping ensure that our workplace is kept free of sexual harassment. If you feel you have been a victim of sexual harassment, report the behavior to our Sexual Harassment Coordinator or to any supervisor, member of the personnel department or the company president. If you have witnessed sexual harassment, you also are urged to report the incident so that prompt action may be taken.

“All complaints will be treated seriously, kept as confidential as possible and investigated fully. *Solaren Risk Management, LLP* expressly forbids any retaliation against employees for reporting sexual harassment. If, however, the company finds that false charges have been filed, disciplinary action may be taken against anyone who provides false information.

“If an investigation confirms that sexual harassment has occurred, immediate action will be taken to put an end to the harassment. *Solaren Risk Management, LLP* will take appropriate corrective actions against anyone found to be in violation of this policy, including possible termination of employment.”

By digitally signing, you are acknowledging and agreeing to comply with Solaren Risk Management LLP’s Equal Employment Opportunity and Sexual Harassment Policy:

Solaren Risk Management LLP