

Non-Discrimination Policy

In accordance with federal and state law, **Maxus Asset Management** does not discriminate on the basis of age, color, creed, disability, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation in its programs, activities, or employment.

This policy prohibits all forms of unlawful discrimination and harassment. In addition, this policy prohibits purposefully assisting in an act that violates this policy and prohibits retaliation against any individual who in good faith participates in protected activity pursuant to this policy. This policy also provides for the prompt compensation in compliance with local laws of discrimination, harassment, complicity, and retaliation.

All **Maxus Asset Management**, supervisors, staff, are responsible for successfully completing the Maxus Asset Management annual non-discrimination, anti-harassment, and anti-retaliation training program. The training program is specifically designed for its target audience and is intended to assist employee(s) in understanding this policy.