

NOTICE TO ALL EMPLOYEES AND APPLICANTS

It is the policy of NSF to recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, status as a protected veteran or an individual with disability. Also employment and promotional decisions will be based on valid job requirements and by utilizing reasonable standards.

Josh Delos Reyes, Senior Director Human Resources COO/North America, is the designated EEO Coordinator at the Company. The EEO Coordinator's responsibility is to implement and to audit and monitor adherence to this policy.

Any employees or applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the EEO Coordinator. Employees and applicants can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion, or discrimination because they: (1) file a complaint with NSF or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

The Affirmative Action Plan for Individuals with Disabilities and Protected Veterans is on file in the Human Resources Office and is available for employee and applicant review between 8:00 a.m. and 5:00 p.m., Monday through Friday. Any employee or applicant who would like to review the Affirmative Action Plan for Individuals with Disabilities and Protected Veterans should contact Josh Delos Reyes, Senior Director Human Resources COO/North America, at (800) 673-6275.

Pedro Sancha, CEO, is committed to all of the above objectives of equal employment opportunity and expects the cooperation and participation of all employees of NSF in achieving these objectives.

EQUAL EMPLOYMENT OPPORTUNITY POLICY (US)

PURPOSE

NSF International and its US affiliates (collectively "NSF") are committed to Equal Employment Opportunity ("EEO").

POLICY

NSF shall:

- Recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, status as a protected veteran or an individual with a disability, or any other protected group status or non-job related characteristic as directed by law.
- Make employment and promotional decisions by utilizing reasonable standards based on the individual's qualifications as they relate to a particular job vacancy, in accordance with equal employment opportunity requirements.
- Administer all personnel actions relating to the terms, conditions, and privileges in a nondiscriminatory manner.

This commitment to EEO extends not only to employees of NSF but also to applicants, independent contractors, trainees, apprentices, or any participant in a program to provide unpaid experience in the workplace or our business. This commitment extends to all areas of personnel actions, including but not limited to advertising, recruiting, hiring, training, evaluation, promotion, demotion, transfer, work assignments, accommodation requests, requests for leave, compensation, benefits, disciplinary actions, layoffs, discharges, terminations, participation in company activities, programs, or events, or any other terms, conditions, or privileges of employment.

An NSF employee who violates this Policy or any supporting policies may be subject to appropriate disciplinary action, up to and including termination of employment.

Speaking up is the key to compliance. If you suspect activity that may be a violation of this Policy, speak up. Likewise, you must always speak up if you are asked to do something that goes against this Policy. Concerns can be raised through [EthicsPoint](#) or as otherwise outlined in the Compliance Reporting Policy.

No Retaliation. NSF will not tolerate retaliation (adverse employment actions such as demotion or termination) because of a good faith report of suspected misconduct. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because

they have engaged in or may engage in any of the following activities: file a complaint with NSF or with federal, state, or local agencies; assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or exercise any other employment right protected by federal, state, or local law or its implementing regulations.

ASK BEFORE YOU ACT

If you have questions about this Policy, please ask Human Resources – **BEFORE** you act.

COMMITMENT BY CEO

I personally make my commitment to all the objectives of equal employment opportunity and expect the cooperation and participation of all employees of the company in achieving these objectives.

A handwritten signature in black ink, consisting of a stylized, cursive letter 'S' followed by a horizontal line extending to the right.

Date: 09/29/2025

NSF Anti-Discrimination and Anti-Harassment Policy

Purpose

NSF International and its affiliates (collectively “NSF”) are committed to maintaining a professional work environment free from discrimination, intimidation, harassment or workplace bullying of any kind. This Anti-Discrimination and Anti-Harassment Policy (“Policy”) outlines NSF’s commitment to an inclusive environment free from discrimination and harassment where team members are treated with dignity and respect.

Scope

This Policy applies to all employees, officers, directors, independent contractors, agents and representatives who act on behalf of NSF (“you”, “your” or “Covered Persons”) in the US.

Policy

1. Prohibited Conduct

- A. NSF strictly prohibits conduct, whether intentional or unintentional, that results in discrimination or harassment, including sexual harassment.
- B. NSF strictly prohibits all discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, religion, age, status as a protected veteran or an individual with a disability, or any other protected group status or non-job related characteristic as directed by law.
- C. This commitment extends not only to employees of NSF but also to independent contractors, trainees, apprentices, or any participant in a program to provide unpaid experience in the workplace or our business. All forms of harassment and discrimination are prohibited both in the workplace and at employer-sponsored events.
- D. Additional resources are available at Appendix A for team members in California and New York.

2. Violations and Reporting

An NSF employee who violates this Policy or any supporting policies may be subject to appropriate disciplinary action, up to and including termination of employment.

It is the responsibility of all Covered Persons to ensure that the workplace is free of discrimination and harassment, including behavior which is disruptive, or which interferes with productive work relationships and job performance. All Covered Persons are expected to bring to the attention of NSF any conduct, whether directed toward them, or witnessed by them and directed towards others, that is contrary to this Policy.

Speaking up is the key to compliance. If you suspect activity that may be a violation of this Policy, speak up. Likewise, you must always speak up if you are asked to do something that goes against this Policy.

Concerns can be raised through EthicsPoint at www.nsf.ethicspoint.com or as otherwise outlined in the Compliance Reporting Policy.

3. No Retaliation

NSF will not tolerate retaliation (including adverse employment actions such as demotion or termination) because of a good faith report of suspected misconduct.

4. Definitions

- A. **Harassment** means any derogatory action, such as verbal or physical conduct designed to threaten, intimidate or coerce an individual, taken against another individual based upon or making reference to an individual's race, color, religion, gender/sex, national origin, ethnicity, citizenship status, genetic information, military status, age, and disability, or any other classification protected by applicable law. Examples of harassment include but are not limited to use of derogatory language, labels, jokes, taunts, cartoons, pictures or drawings based upon, or making reference to an individual's race, color, religion, gender/sex, national origin, ethnicity, citizenship status, genetic information, military status, age, and disability, or any other classification protected by applicable law.
- B. **Discrimination** means the unfair denial of equal treatment and opportunity to individuals or groups based on one or more protected characteristics, with respect to the terms, conditions or privileges of employment. Discrimination includes taking an employment action against an individual because of the person's inclusion in a protected category. These actions include, but are not limited to, hiring, firing, promoting, disciplining, scheduling, and compensation. "Protected characteristics" include race, color, religion, age (40 or older), national origin, sex (including pregnancy, sexual orientation, gender identity or gender expression), marital/domestic partner status, disability (to the extent an undue hardship is not imposed), genetic information (including family medical history), military or veteran status, or any other characteristic protected by law.
- C. **Sexual harassment** means a form of harassment that includes unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature. Examples of sexual harassment include, but are not limited to, unwelcome sexual advances; requests for sexual favors or repeated unwanted requests for dates; lewd, vulgar or obscene remarks, jokes, posters or cartoons; any unwelcome touching or other verbal or physical conduct of a sexual nature; comments, jokes, or obscene language of a sexual nature or regarding another's body, appearance, sexuality, sexual life, sexual orientation, gender identity, gender expression, or sexual orientation.

Questions? Ask **BEFORE** you act!

If you have questions about this Policy, please ask Human Resources – **BEFORE** you act.

Reference Documents

- Compliance Reporting Policy #29312
- Appendix A: Additional Resources

Appendix A: Additional Resources, Legal Protections and External Remedies

California Employees

Discrimination, harassment and retaliation are not only prohibited by NSF International, but are also prohibited by state, federal, and, where applicable, local law. Aside from the internal process at NSF, employees, applicants for employment, interns, and non-employees who believe they may have been harassed or retaliated against may choose to contact the following governmental entities:

- **Equal Employment Opportunity Commission (EEOC)**

An employee alleging discrimination at work can file a “Charge of Discrimination.” The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

- **California Department of Fair Employment and Housing (DFEH)**

The Department of Fair Employment and Housing is the California state agency charged with enforcing state laws that make it illegal to discriminate against a job applicant or employee because of a protected characteristic.

To file a complaint with the DFEH you may contact them by phone at 800-884-1684 (TTY: 800-700-2320) or by visiting www.dfeh.ca.gov.

New York Employees

Discrimination, harassment and retaliation are not only prohibited by NSF International, but are also prohibited by state, federal, and, where applicable, local law. Aside from the internal process at NSF, employees, applicants for employment, interns, and non-employees who believe they may have been harassed or retaliated against may choose to contact the following governmental entities:

- **Equal Employment Opportunity Commission (EEOC)**

An employee alleging discrimination at work can file a “Charge of Discrimination.” The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

- **New York State Division of Human Rights (DHR)**

The Human Rights Law (HRL) applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year (three years beginning Aug. 12, 2020) of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within three years of the alleged sexual harassment. An individual may not file with DHR if they have already filed an HRL complaint in state court.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit <https://dhr.ny.gov/complaint> for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

- **Local Protections**

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights.

Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 22 Reade Street, 1st Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml.

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

INVITATION TO SELF IDENTIFY TO ALL EMPLOYEES AND APPLICANTS

NSF is a government subcontractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance act of 1974, as amended, which require government contractors and subcontractors to take affirmative action to employ and advance in employment, qualified individuals with disabilities, qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and Armed Forces service medal veterans. If you are a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, Armed Forces service medal veteran, or disabled, and would like to be included under our affirmative action program, please tell us.

You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment.

This information will assist us in placing you in an appropriate position and in making accommodations to your disability. NSF will continue to recruit, hire, train and promote qualified persons without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as a protected veteran or an individual with disability. Information you submit concerning your disability or protected veteran status shall be kept confidential, except that:

1. Supervisors and managers may be informed regarding restrictions of the work or duties of individuals with disabilities and regarding necessary accommodations;
2. First aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and
3. Government officials engaged in enforcing the law administered by OFCCP or the Americans with Disabilities Act, may be informed.

The information provided will be used only in ways that are not inconsistent with section 503 of the Rehabilitation Act of 1973 or the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

If you are an individual with disability or a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

Pursuant to these regulations, we have developed an Affirmative Action Plan for Individuals with Disabilities and Protected Veterans which is on file in the Human Resources Office and is available for employees between 8:00 a.m. and 5:00 p.m., Monday through Friday.

Any employee who believes he or she is covered by the provisions of one of these Acts and desires consideration under the AAP should contact Josh Delos Reyes, Senior Director Human Resources COO/North America, at (800) 673-6275.