



TA Instruments Equal Employment Opportunity 2018 Policy Statement

TA Instruments – Waters LLC offers equal employment opportunities to all qualified candidates regardless of race, color, national origin, ancestry, religion, religious creed, age (40 or older), disability (reasonably accommodated by TA Instruments), medical condition, sex, marital status, sexual orientation, gender identity or expression, protected veteran status, pregnancy, genetic information or any other legally protected status to the extent protected by law. In addition, the Company is taking affirmative action to employ and advance in employment qualified minorities, women, disabled/handicapped individuals and Vietnam era and disabled veterans.

Specifically, there shall be no discrimination because of race, color, national origin, ancestry, religion, religious creed, age (40 or older), disability (reasonably accommodated by TA Instruments), medical condition, sex, marital status, sexual orientation, gender identity or expression, protected veteran status, pregnancy, genetic information or any other legally protected status with respect to terms and conditions or privileges of employment within the Company. It is our intent and desire that discrimination will not enter into consideration for employees and candidates for employment for:

1. Employment, promotion or transfers.
2. Recruitment or recruitment advertising.
3. Assignments.
4. Rates of pay or other compensation.
5. Training.
6. Demotion or separation.

Employee and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: 1) filed a complaint; 2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; 3) opposed any act or practice made unlawful by any federal, state or local law requiring equal employment opportunity; or 4) exercised any other right protected by federal state or local law requiring equal opportunity.

Patrick Conway, Vice President, Human Resources has been given the administrative responsibility for our Affirmative Action Plan and myself, along with senior management, support him in these efforts.

A handwritten signature in black ink that reads "TP Kelly".

Terrence P. Kelly
President, TA Instruments – Waters LLC