

## Equal Employment Opportunity

Tennant is an equal opportunity employer. Employment decisions are made on the basis of individual skill, ability, reliability, productivity, and other factors important to performance. We do not discriminate on the basis of race, color, creed, religion, sex, national origin, physical or mental disability, age, veteran status, pregnancy, sexual orientation, genetic information, marital status, or any other basis protected by state or federal law or local ordinance.

This commitment extends to all applicants and employees and to all aspects of the employment relationship including, but not limited to, recruitment, hiring, training, promotions, demotions, discipline, transfers, terminations, lay-offs, benefits and compensation. When necessary, Tennant will provide reasonable accommodation for qualified employees and applicants with known disabilities to the extent required by law.

## Americans with Disabilities Act

Tennant is committed to complying with all applicable provisions of the Americans with Disabilities Act ("ADA"). It is the Company's policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability so long as the employee can perform the essential functions of the job with reasonable accommodation, if necessary. Consistent with this policy of nondiscrimination, the Company will provide reasonable accommodations to a qualified individual with a disability, as defined by the ADA, provided that such accommodation does not constitute an undue hardship on the Company.

Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact the Human Resources Department. Tennant encourages individuals with disabilities to come forward and request reasonable accommodation when a disability poses a barrier to the performance of their essential job functions.

An employee or job applicant who has questions regarding this policy or believes that he or she has been discriminated against based on a disability should notify the Human Resources Department. It is the Company's policy to protect from retaliation an employee who, in good faith, reports a violation of an applicable law or Company policy.