

Penn United Technologies Inc.
PAY TRANSPARENCY POLICY STATEMENT

Penn United Technologies Inc. will not discharge or in any other manner discriminate against employee-owners or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee-owner or applicant. However, employee-owners who have access to the compensation information of other employee-owners or applicants as a part of their essential job functions cannot disclose the pay of other employee-owners or applicants to individuals who do not otherwise have access to compensation information unless the disclosure is:

- In response to a formal complaint or charge,
- In furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by Penn United, or
- Consistent with Penn United's legal duty to furnish information. 41 CFR 60-1.35 (C)