

HR

Equal Employment Opportunity Policy

Purpose

Novanta is committed to promoting equal employment opportunities in compliance with all applicable federal, state, and local E.E.O. and Affirmative Action legislation and mandates

Scope

All U.S. based employees. The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Novanta.

Policy

Novanta affirms that recruiting, hiring, transfers, promotions, compensation, benefits, assignments, discipline, termination and company sponsored training, education, professional development, social, recreational and health programs, and all employment practices including layoff and return-from-layoff practices, be without regard to age, race, color, gender, gender identity, gender expression, sex, sex stereotyping, pregnancy, national origin, ancestry, religion, physical or mental disability, medical condition, marital status, citizenship status, sexual orientation, protected military or veteran status, genetic information and other protected classifications.

Responsibility

The Chief Human Resources Officer (CHRO) is responsible for the implementation of this policy.