



July 2026

Colleagues,

SUBJECT: *Equal Employment Opportunity (EEO)*

I am writing to reinforce my personal commitment and the commitment of Bloodworks Northwest to equal employment opportunity, in compliance with Executive Order 11246 and all relevant orders and laws affecting the employment relationship.

Importantly, Bloodworks will take all actions possible to enforce this policy.

Our Human Resources (HR) policies and *Code of Conduct* are resources for all employees. Please read them carefully and ask questions about items you are not sure about. It is important that we all understand what is expected and what resources are available if something goes wrong.

Bloodworks relies on our employees to fulfill our mission, and we each need fair treatment and safety as we perform our lifesaving work. We will continue to foster a positive work environment by ensuring EEO for all employees and applicants.

Bloodworks prohibits discrimination and harassment without regard to race, creed, color, sex, sexual orientation, national origin; the presence of any sensory, physical or mental disability; gender identity, gender expression, genetic information; political ideology, citizenship/immigration status; marital/familial, veteran/military, source of income, housing situation; victim of domestic violence, harassment, sexual assault, or stalking, or any other status protected by applicable law.

We will recruit, hire, assign, promote, compensate, provide benefits, train, and retain employees based on their qualifications, proficiency, and Bloodworks' business needs, consistent with the principles of EEO. Promotion and employment decisions will be based on valid requirements and in accordance with EEO principles. Bloodworks will continually build and support an environment free of harassment.

As President, I affirm that a violation of this policy by any employee may constitute grounds for disciplinary or corrective action, up to and including termination of employment.

Further, *all employees* are responsible for supporting and advancing our EEO and affirmative action (AA) objectives. Just as we all share responsibility for meeting the challenges of our business objectives, each of us must assume a leading role in making our EEO policy work effectively. As a Bloodworks employee, *you* have the responsibility to immediately report any conduct or occurrence that may violate this policy or constitute harassment.

Anne Sauget, Chief HR Officer, is our EEO/Affirmative Action Coordinator and is responsible for the development and maintenance of our EEO policies and procedures and for the development of our AA Plan. She is assisted in monitoring and reporting our progress toward meeting EEO/AA objectives by Rory W. Hollins, Senior HR Analyst & Systems Administrator,

Kindly,

Curt Bailey, President & CEO