

Equal Employment Opportunity Policy

Tradewind Subs is an equal opportunity employer. We do not unlawfully discriminate against employees or applicants for employment on the basis of race, religion (including religious dress and grooming practices), color, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), gender identity or expression, sexual orientation, national origin, citizenship status, uniformed service member status, age (40 and over), genetic information, disability (mental or physical), or any other status protected by applicable federal, state, or local law.

This policy applies to all aspects of employment, including recruitment, hiring, placement, compensation, promotion, discipline, transfer, benefits, training, and termination.

Commitment to Accessibility and Accommodation

Tradewind Subs is committed to full compliance with the Americans with Disabilities Act (ADA) and applicable state and local disability laws. We do not discriminate against any qualified individual with a disability regarding any terms or conditions of employment. Consistent with this commitment, we will provide reasonable accommodations to qualified employees or applicants with disabilities, provided such accommodations do not create an undue hardship on the Company or pose a direct threat to the health or safety of the individual or others in the workplace.

Raising Concerns

Any employee or job applicant who has questions about this policy, or who believes they have been subject to discrimination, should contact their supervisor or the Compliance/HR Team. Individuals are encouraged to raise concerns in good faith without fear of retaliation.