

POLICY STATEMENT
Equal Employment Opportunity

C&D Technologies, Inc. is committed to equal employment opportunity and as part of our affirmative action plan, the company will:

1. Recruit, hire, upgrade, train and promote, in all job classifications, without regard to race, color, sex, religion, age, national origin, disability, or veteran status.
2. Base employment decisions on the principles of Equal Employment Opportunity, and with the intent to further the company's commitment.
3. Ensure that all other personnel actions such as compensation, benefits, layoffs, returns from layoffs, company sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, sex, religion, age, national origin, veteran status, or disability.
4. Take affirmative action to insure that minority group individuals, females, veterans of the Vietnam era and qualified disabled persons and disabled veterans are introduced into the work force and that these employees are encouraged to aspire for promotion and are considered as promotional opportunities arise.

The company shall invite all applicants and employees who believe themselves covered by and wish to benefit from this affirmative action program to identify themselves. The invitation shall state that the information is voluntarily provided, that it shall be kept confidential, that refusal to provide it shall not subject the applicant or employee to any adverse treatment and that it shall be used only in the administration of the program.

The company shall review its human resource processes to determine whether present procedures assure careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are disabled individuals, disabled veterans and veterans of the Vietnam era for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. They will also assure that military records are not used for discriminatory purposes and will regularly review all mental and/or physical job requirements for validity and to assure they do not disproportionately screen out disabled applicants.

Position openings will be listed with the PA Careerlink. Disabled veterans, who might receive income from other sources, will not be in any way discriminated against in pay, but will be paid at the same rates as other employees in the same comparable positions.

The company shall make every effort to accommodate the physical and mental limitations of applicants and employees who are disabled and/or disabled veterans. In addition, if appropriate the company shall seek guidance from the various resources organizations that may be helpful toward reaching a proper attitudinal balance toward such applicants or employees. The extent of the company's accommodation obligations will be determined by considering the following primary factors:

- Business necessity
- Financial cost and expense
- Any resultant personnel situations

The requirements for each position, in terms of education and experience, are reviewed each time a position is to be filled to ensure that the qualifications listed are required.



Dr. Jeffrey A. Graves
President, CEO
C&D Technologies