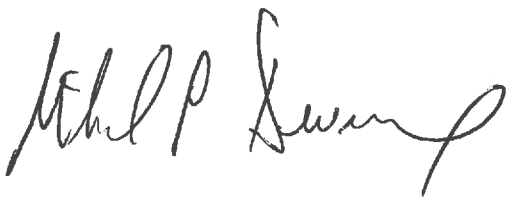


Policy Statement
41 C.F.R. §60-300.44 (a); 41 C.F.R. 60-741.44 (a)

It is the policy of **Schwabe North America** and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, status as a protected veterans and persons with disabilities at all levels of employment, including the executive level. **Schwabe North America** does not and will not discriminate against any applicant or employee on the basis of race, religion, color, national origin, sex, age, disability, or veteran status. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, promotion, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Personnel decisions shall be made according to an individual's ability to perform a particular job or function. **Schwabe North America** will make every effort to provide reasonable accommodations for physically or mentally disabled individuals.

Our practices in this area stem not only from our adherence to various state and federal regulations, but also from our commitment to provide equal job opportunities for all people.

If you have any questions or concerns regarding our equal employment opportunity, harassment policies or the complaint procedure, please contact one of our Human Resources representatives. Please also schedule an appointment with one of our Human Resources representatives if you would like to review or discuss any of the above-mentioned policies.

A handwritten signature in black ink, appearing to read "Michael Devereux". The signature is written in a cursive style with a large, stylized initial "M".

Michael Devereux
Chief Executive Officer