



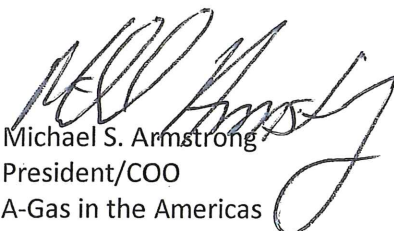
## Our Equal Employment & Affirmative Action Policy Statement

A-Gas is committed to a policy of non-discrimination in all employment practices including, but not limited to, recruiting, hiring, training, advancement, compensation, and termination. A-Gas' policies, including its Affirmative Action Programs, are designed to not only ensure legal compliance with state and federal anti-discrimination and retaliation laws, but to carry out the principles of equal employment opportunities in all job categories. Deliberate and conscious effort is made to make employment decisions that are consistent with these equal employment opportunity principles. A-Gas will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, protected veteran status or disability; and ensure that all employment decisions are based only on valid job requirements. Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination for filing a complaint, assisting or participating in an investigation, compliance evaluation or hearing, opposing and/or exercising any other right made unlawful by Executive Order 11246, Sections 503 and 38 USC 4212, as amended, or their implementing regulations, or any other Federal, State or local laws requiring equal opportunity.

A-Gas has formalized Affirmative Action Programs which are designed not only to ensure adherence to the policy of non-discrimination, but also to obtain a balanced workforce reasonably reflecting the composition of the labor area surrounding each of its work locations. If you are a protected veteran or an individual with a disability and wish to benefit under the Affirmative Action Program, please tell us. It is voluntary to do so and the information you provide will be maintained in a confidential manner and will not be used against you in any employment decision. The Affirmative Action Program(s) for individuals with disabilities and protected veterans are available for review upon request during normal business hours to the Human Resources Department.

While the administration of this Affirmative Action Program has been assigned to the Human Resources Department, I am ultimately responsible for seeing that the program is carried out. I am firmly committed to the principle of equal employment opportunity and this Affirmative Action Program. Ultimately, I hold the entire company management team accountable for the effectiveness of this Affirmative Action Program in their individual areas of responsibility. Effectiveness will be monitored and measured by Human Resources.

All employees are asked to support this Affirmative Action Program and to actively assist in ensuring that this program is fully implemented throughout our organization.

  
Michael S. Armstrong  
President/COO  
A-Gas in the Americas